Vice President for Medical Affairs
and Dean of the School of Medicine

Leadership Profile
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The Opportunity

Saint Louis University (SLU), one of the nation’s oldest and most prestigious Jesuit, Catholic universities, seeks nominations and expressions of interest for the position of Vice President for Medical Affairs and Dean of the School of Medicine (VP/Dean). This is an opportunity for a leader in academic medicine to guide a student-focused, community-centered school of medicine in furthering its education, research and clinical programs and advancing the School’s standing as one of the nation’s most innovative institutions for biomedical education and training.

SLU’s School of Medicine has a long tradition of excellence in education, research, clinical care and community engagement. Established in 1836, the School has the distinction of awarding the first medical degree west of the Mississippi River. Dr. Edward Doisy, Department of Biochemistry Professor and Chair from 1923 to 1965 was awarded the Nobel Prize in 1943 for his discovery of vitamin K. Today, the School has over 550 faculty members, 720 medical students and 625 residents in 63 ACGME graduate medical education programs including residencies, subspecialty residencies and fellowships. The School is an active center of research in infectious disease, liver disease, aging, cancer and cardiovascular disease.

Reporting to the President of SLU, the VP/Dean is charged with advancing the School’s academic, clinical and research missions. The VP/Dean will play a pivotal and strategic role to maintain a strong and collaborative relationship with the School's clinical partner SSM Health to support patient care, medical education and research.

Saint Louis University seeks candidates who have a commitment to academic excellence, the highest level of personal integrity and ethical standards, with an established reputation for compassion, fairness and objectivity. The successful candidate will be an outstanding academic leader and respected researcher andclinician with demonstrated ability to inspire, manage, mentor and develop a culturally diverse faculty and staff. Prior administrative and leadership experience gained within academic medicine and strong interpersonal and communication skills that complement a passion for excellence and achievement are essential. As would be expected, the VP/Dean will resonate with and support the University's Jesuit, Catholic mission and values, including its commitment to social justice.

Recruitment will continue until the position is filled. Information regarding the process for nominations and applications for this opportunity may be found near the end of this document in the section titled “Procedure for Candidacy.”
Organization Overview

Founded in 1818 and rooted in both Jesuit values and its pioneering history as the first university west of the Mississippi River, Saint Louis University is one of the nation’s oldest and most prestigious Catholic institutions. The Saint Louis University School of Medicine is a principal part of this proud tradition of Jesuit education.

The mission of SLU School of Medicine is the pursuit of excellence in education, research, clinical care and community engagement through professional development, collaboration and the promotion of social justice. SLU’s educational approach embraces integrated activities in basic and clinical research; the provision of patient-centered, compassionate, culturally competent health care; and engagement with the community through public service. It strives to educate future professionals from diverse backgrounds to practice and advance knowledge in medicine and medical sciences. SLU School of Medicine is grounded in an understanding of the scientific method and an appreciation for personal commitment and service to others, and these diverse educational experiences prepare individuals for careers and leadership roles in medicine and the medical sciences.

SLU’s School of Medicine consistently ranks as one of the most important medical schools for primary care and has earned high distinction for research excellence. According to the 2021-22 edition of U.S. News and World Report, SLU's School of Medicine is ranked 46 of 123 (compared to 58 last year) for primary care and is ranked 70 of 122 (as compared to 74 last year) for research. Additional rankings include the following.

- #91 in Most Diverse Medical Schools
- #77 in Most Graduates Practicing in Medically Underserved Areas
- #64 in Most Graduates Practicing in Primary Care Fields (tie)
- #81 in Most Graduates Practicing in Rural Areas

To learn more about SLU School of Medicine, please visit: https://www.slu.edu/medicine/index.php

Education

The SLU School of Medicine offers students a comprehensive education that incorporates disease prevention and treatment with compassionate care delivered in a team setting. Significantly, students and trainees participate in scientific methods, learn to review and critique research and are trained using evidence-based medicine and the latest innovative treatment modalities. The 2021 first-year medical school enrollment, including the M.D. and the M.D./dual degree programs, is 181. The SLU School of Medicine offers the following four graduate programs in biomedical sciences: Biochemistry and Molecular Biology; Molecular Microbiology and Immunology; Pathology; and Pharmacological and Physiological Sciences.

SLU trains more than 625 residents, subspecialty residents and fellows in 63 programs throughout an interconnected network of teaching hospitals and other partners across two states. The residency programs and subspecialty residency programs are approved and accredited by the Accreditation Council
for Graduate Medical Education (ACGME) in compliance with the standard board and subspecialty board certification processes.

Research

SLU is in the midst of a multi-year initiative to achieve Carnegie 1 research ranking. Over the past five years, SLU’s funded research has grown by 5% annually and has doubled external to the SOM. SLU’s research growth has been accelerated by a 2018 $50 million philanthropic gift that created the Saint Louis University Research Institute (RI). RI funding is devoted to recruiting and retaining the best and brightest researchers across SLU and building centers of research excellence through a university-wide Big Ideas competition, now in its third year. A recently launched SOM Research Growth Steering Committee brings together the SOM research leaders, university officers, board of trustee members, the SOM advisory board members and external experts to grow NIH-funded research, research strengths and philanthropy.

The SOM is the centerpiece of SLU’s research and scholarly productivity, accounting for 71% of all university-sponsored research. Of the 45 NIH grants currently active at the University, 39 are at the School of Medicine. NIH-funded research accounts for approximately 53% of the total research funding of the School.

SLU SOM’s research is diverse, focusing on several core areas, including:

- vaccinology, infectious diseases
- biodefense and immunology
- molecular and structural
- biology pharmacology
- physiology
- neuroscience and aging
- mechanisms and treatment of liver disease
- cardiovascular and pulmonary diseases
- clinical and molecular cancer research

SLU hosts one of only ten NIH-funded Vaccine and Treatment Evaluation Units (VTEU) in the nation. The Center for Vaccine Development recently carried out pivotal work for the development of COVID-19 vaccines. The newly launched Institute for Vaccine Science and Policy big idea continues and expands a long history of significant contributions to the development of vaccines for seasonal and pandemic influenza, biodefense, respiratory syncytial virus (RSV), Dengue fever and tuberculosis.

The Department of Biochemistry and Molecular Biology represents a long-term strength at SLU, with past National Academy of Medicine members and a Nobel prize winner and present state-of-the-art translational structural biology work focused on developing novel and safer anticoagulants.

The Department of Pharmacology and Physiology is chaired by a leading researcher in the field of neuroscience and the mechanisms for pain.
The SLU Liver Center, designated as an NIH Center of Excellence in 2001, enjoys worldwide renown as a destination for researching and treating liver diseases and liver cancer.

SLU’s geriatric research and care program has been among the top 20 programs in the nation since 1998.

The Advanced Health Data (AHEAD) Institute builds upon SLU’s rich history in public health and health outcomes research. The AHEAD Institute aims to collect, analyze and present the ever-increasing amount of health data to improve patient and population health, advance the quality of healthcare and decrease healthcare costs.

The Center for Advanced Dental Education (CADE) has been hailed as among the finest facilities for advanced dental education in the world, training future orthodontists, endodontists and periodontists.

The Institute for Drug and Biotherapeutic Intervention has national and international funded research programs on autoimmunity, inflammation and cancer; infectious diseases; obesity and diabetes; rare, orphan and genetic diseases; biomaterials and skeletal muscle; and neuropathy and pain. SOM’s five research cores provide access to biomedical research technologies in the following areas: research microscopy, flow cytometry, genomics, small animal imaging and proteomics.

The research mission is also intertwined with the education and training mission of the School. Medical students do a research elective during their first academic year. The SOM funds approximately 30 eight-week summer research projects for medical students to work with SLU investigators between their first and second years.

The Clinical Trials Office at SLU supports innovative clinical investigative research at the Saint Louis University School of Medicine. It provides clinical trial management for industry-sponsored trials, including the oversight of trials and input into their administrative, business, educational, regulatory and operational functions. These studies included $3.23 million in industrial funding in FY19.

**SLUCare Physician Group**

SLUCare Physician Group, the academic medical practice of Saint Louis University, employs more than 500 health care providers and 1,200 staff members in hospitals and medical offices throughout the St. Louis region. SLUCare physicians are among the most highly trained in their fields — more than 50 specialties in all — and are national and international experts renowned for clinical research and innovations in medicine. As the clinical arm of Saint Louis University School of Medicine, SLUCare exists to improve the lives of the patients its physicians serve by exploring and expanding medical knowledge, providing an exceptional patient experience and adhering to the Jesuit tradition of meeting the needs of the whole person.

**Clinical Partners**

The School of Medicine's undergraduate and graduate education programs is supported by an impressive network of clinical affiliations. Medical students are afforded required and elective clerkships, and residents
perform clinical rotations at various regional health care facilities in the St. Louis region. These facilities include the following.

- In partnership with SLU, SSM Health unveiled its new, state-of-the-art [SSM Health Saint Louis University Hospital](https://www.ssmhealth.com/slu) and ambulatory care center in the fall of 2020. The new facility features more than 800,000 square feet of space, 316 private patient rooms, an expanded Level I trauma center and emergency department, larger intensive care units, expanded patient parking, green space and areas for future campus expansion. This expansion has led to dramatic improvements in the educational experience for SLU’s medical students, residents and fellows. The teaching is guided by the Jesuit, Catholic tradition, balancing the science of medicine with its primary mission of keeping people first in all they do. SLU's medical students now have the tools and technology they need to pursue excellence in education, research, clinical care and engage with the St. Louis community in a holistic, humanistic way.

- [SSM Health Cardinal Glennon Children’s Hospital](https://www.ssmhealth.com/glennon) is a 195-bed inpatient and outpatient medical center staffed by the SLUCare Physician Group providing pediatric care to communities throughout Illinois, Missouri and beyond. The hospital includes a Level I pediatric trauma center and Level III neonatal intensive care unit specializing in neonatology, cardiology, pediatric and fetal surgery and cancer services.

- The 525-bed [SSM Health St. Mary’s Hospital](https://www.ssmhealth.com/stmarys) is the headquarters for the Saint Louis University School of Medicine’s Department of Obstetrics, Gynecology and Women’s Health and family practice residency programs. The hospital has distinctive capabilities in high-risk pregnancies and fetal surgery.

- [Mercy Hospital St. Louis](https://www.mercyhealth.org/locations/mhs/louis) is part of the Mercy Health Care System. It is the sixth-largest Catholic health care system in the country with 25 local St. Louis area outpatient locations. Mercy Hospital is a 979-bed teaching hospital, with more than 8,000 babies born annually in the local area.

- [Mercy Hospital South](https://www.mercyhealth.org/locations/mhs/south), formerly St. Anthony’s Medical Center, is the third-largest medical center in the greater St. Louis area with 767 beds. It serves families in the city and county of St. Louis, and those in Jefferson County, Franklin County, Saint Francois County, Sainte Genevieve County and Washington County in Missouri, along with Monroe, Randolph and St. Clair counties in Illinois.

- The [John Cochran VA Medical Center](https://www.va.gov/johncochran) is located in midtown St. Louis and provides inpatient and ambulatory care medicine, surgery, psychiatry, neurology and rehabilitation services. The center provides treatment for veterans throughout Missouri and Illinois.

- [Des Peres Hospital](https://www.desperes.com) is a 143-bed acute care community hospital in St. Louis County. The hospital provides quality medical and surgical services, including geriatrics, cardiology, bariatrics (surgical weight loss management), orthopedics, wound care and emergency care.
Position Summary

Reporting Relationships

The VP/Dean, School of Medicine reports to the President of Saint Louis University.

Reporting to the VP/Dean are the 16 clinical and six basic science department chairs, eight center and institute directors, and the full complement of associate and assistant deans and staff who support the School's student, faculty and research programs.

See the appendix for an organizational chart of the reporting relationships to the VP/Dean.

Responsibilities

The VP/Dean acts as the chief academic and administrative officer for the School of Medicine. The VP/Dean provides strong, hands-on leadership and guidance to the School to assure excellence in clinical, educational and research programs while aligning with the University mission, managing in a fiscally responsible manner and being responsive to the medical needs of the Saint Louis region and the state.

The VP/Dean is responsible for the fiscal soundness of the School, which includes identifying and securing sources of funding in support of its educational, clinical and research agendas. Consistent with University policy, the Dean has responsibility and authority for all matters related to the medical faculty, including appointments, space and resource allocation, salaries, incentives and performance evaluations. The VP/Dean directs the development of all aspects of the curriculum.

A primary and critical responsibility of the VP/Dean is to facilitate productive relationships with the School's academic departments and clinical partners to ensure high-quality medical education (including graduate medical education through appropriate residencies and fellowships), advance patient-centered care and promote research and innovation in clinical care through cutting-edge research programs.
Goals and Objectives

The following expectations for achievement by the successful candidate during the early part of their tenure as VP/Dean have been identified (not necessarily listed in order of priority).

Imagine a Vision for the Future and Engage Support of the University

In alignment with Saint Louis University's strategic plan, the VP/Dean will lead the development of a compelling vision and corresponding strategy to ensure the School continues to be viewed nationally among premier medical schools as a leader in education, clinical care and research. Building upon the School's strengths, the VP/Dean will engage faculty and staff in identifying areas in which the School can clearly distinguish itself and establish unique niches based upon excellent clinical education and care.

The VP/Dean will evaluate the School's current organization, making appropriate changes that will strengthen performance and effective communication internally and between the School, other colleges within SLU and with SSM Health. Demonstrating a commitment to shared governance and collaborative leadership, the VP/Dean will develop a cohesive team among the faculty, building an "esprit de corps" and making each faculty member feel they are an essential part of the School. The Dean will communicate clear expectations, holding faculty accountable to established metrics.

Enhance the School's Commitment to Educational Innovation and Excellence

The VP/Dean will continue to invest in the School's excellence in clinical education, educational innovation and reputation for superior training of medical students and residents as skilled clinicians and lifelong learners steeped in the tradition of personal engagement and education in the service of others.

Continue to Grow the Research Enterprise

Building upon the School's current research activity, the new VP/Dean will lead the expansion of research productivity—basic, translational and clinical—and external funding, fostering the development of synergistic relationships that will advance the School's research enterprise. The VP/Dean will work with SSM Health to increase clinical research and actively seek interdisciplinary research collaborations with other colleges and schools within SLU and external organizations to realize this goal. The VP/Dean will establish an infrastructure that supports research and scholarship productivity, including strengthening the Clinical Trials Office.

The VP/Dean will expand the research base and extramural funding by further developing basic, translational and clinical research capabilities by recruiting scientists and clinical researchers. The VP/Dean will foster a supportive environment that promotes research activity, facilitates sponsored research funding and promotes new research programs. This will include providing mechanisms to support early-career investigators developing programs of research and mentoring junior faculty in their research efforts. Working with the Chairs, the VP/Dean will create a work structure that allows faculty time for research and academic activity while meeting clinical demands.
Foster Key Relationships

As a community-based medical school, a solid and collaborative relationship with the School's clinical partner, SSM Health, is vital to the educational experience of students and the clinical and research goals of the faculty. The VP/Dean must establish credibility and a strong partnership with SSM Health, working together to identify opportunities to grow the clinical practice and clinical research in a strategically beneficial way to both the School and SSM Health.

The VP/Dean of the School will be an expert in collaboration with Medical School Development to increase philanthropic support and engage the school's donors. The VP/Dean will participate in development efforts to increase private support from individuals, foundations and corporations. The impact of these efforts will promote the quality of education, research and clinical practice. The VP/Dean will build new strategic alliances and create a culture of philanthropy among faculty, staff, alumni and friends.

Recruit and Retain a Distinguished and Diverse Faculty

The School's faculty are accomplished in their areas of expertise and continually strive for success at all levels. The VP/Dean will continue developing a faculty of distinction, establishing the highest standards in faculty recruitment, appointment, tenure and promotion to enhance consistent teaching, research and clinical practice excellence. The VP/Dean will aggressively recruit highly qualified diverse faculty at the junior, mid-level and senior faculty levels, anticipating future recruiting needs as patient volume increases and research expands. This includes filling existing open and acting chair positions and recruiting clinical researchers.

To retain faculty with a solid record in education, clinical practice and research, the VP/Dean will support the ongoing professional development of the faculty, in particular, mentoring junior faculty, encouraging faculty to be active and valued participants in curriculum evaluation and new program development.

Advocate for the School

The VP/Dean is expected to be a prominent and influential advocate for the School within SLU and within the larger community. Serving as the executive representative of the School, the VP/Dean will foster collaborative relationships with senior leadership throughout SLU, establishing ways to align university priorities with those of the School. It is expected that the VP/Dean will promote collaboration and intellectual exchange across the various colleges and schools at SLU with a commitment to creating academic excellence.
Candidate Qualifications

The ideal candidate will have the following professional qualifications and personal characteristics.

Education

▪ M.D. or equivalent degree or M.D./Ph.D. from an accredited medical institution.
▪ Board certification approved by an American medical specialty board in the candidate's area of study.
▪ Eligible for licensure in Missouri.
▪ Academic credentials that merit appointment at the professor level at Saint Louis University.

Professional Experience

▪ Management and business/operational experience successfully applied in a complex organizational context such as a hospital or academic health center.
▪ Proven leadership abilities in the administration of medical and graduate education programs with a track record of successful collaborations.
▪ Demonstrated leadership in building a comprehensive medical research program that includes extramurally funded and cutting-edge programs, including basic, translational and/or clinical research.
▪ Ability to build and maintain an organizational culture committed to excellence, broadly inclusive, and fosters the development of faculty and staff talent; promotes a culture of accountability.
▪ Successful track record of building programs with community clinical partners. A demonstrated ability to interact effectively with external constituents and political/legislative bodies at the state, county, municipal levels.
▪ A clear understanding of the “business” of medicine and the ability to articulate academic programs' value to a wide range of constituents.
▪ Experience leading clinical practices and a demonstrated understanding of the elements that contribute to excellence in clinical practice and patient care.
▪ A track record of community engagement and successful philanthropic efforts.
▪ Experience in developing interprofessional education and/or practice initiatives and forging collaborations across colleges within a university.
▪ Demonstrated ability in the recruitment, development and retention of undergraduate and graduate medical education personnel.
• Ability to identify and articulate priorities in various contexts and manage resources and guide their allocation to meet such priorities.

Personal Characteristics

• Demonstrated commitment to the values and vision of SLU as an educational institution operating in the context of the Jesuit, Catholic mission.

• Exceptional communication, interpersonal and partnership skills.

• Demonstrated commitment to diversity and inclusion.

• Analytical and intellectual skills to lead cogent planning and sound management systems.

• Ability to communicate an inspiring long-term vision for the future and be an articulate and engaging spokesperson.

• A record of promoting collaboration and cultivating strong external relationships; a servant leader; a collegial, consultative and diplomatic management style with a history of bringing different organizations and individuals together to address common goals.

• Authenticity and self-confidence, with the political acumen to optimize and constructively balance the interests of several different constituencies.

• Ability to motivate and mentor, capable of developing strong teams and developing others.

• Ability to connect with students and understand and champion the student experience.

• Unquestionable personal integrity.

• Strong personal commitment to impacting health for a vibrant mosaic of ethnic communities and cultural groups.

• Empathy, transparency, vision, collegiality and a data-driven commitment to excellence in all elements of the School’s mission.
About Saint Louis University

Overview

Founded in 1818 as the first university to be established west of the Mississippi River, Saint Louis University is one of the nation’s most prestigious Catholic universities. Geographically, the university is accommodated on a number of distinct sites. In the midtown area of St. Louis, the arts, the humanities, the social and natural sciences and the main core of the university administration are located on the North Campus. Health sciences, the school of medicine and the university hospital are located near the south campus.

Steeped in a 500-year-old Ignatian tradition of spirituality, pedagogy and intellectual inquiry, Saint Louis University enters its third century with a clear vision for its future and for the future of a city in which students, staff and faculty can have enormously constructive impacts. Racial justice, social justice, economic opportunity, the social determinants of health, and child and adult education are local issues in which the SLU community intends to make a difference. SLU works alongside residents and city leaders to reimagine, transform and unify St. Louis.

To fulfill the ambitions of its students and faculty, the university has embarked on an exciting series of initiatives. The north and south campuses of the university are situated in the middle of the St. Louis Central Corridor, which is receiving $8 billion of investment in the areas of high-tech research and development, health care, and commercial and residential projects. SLU is on track to double its funded research activity over the next five years.

Among the many projects in which the university is directly involved are:

- Prompted by the $1.7 billion development of the new National Geospatial-Intelligence Agency west of campus, SLU’s Geospatial Institute (GeoSLU), launched in October 2019 and led by researchers in Public Health, Sociology, and Earth and Atmospheric Sciences, is taking advantage of these exciting opportunities for research collaboration.

- The Saint Louis University Research Institute, together with the recent completion of a $50 million state-of-the-art Interdisciplinary Science and Engineering Building, will give students and faculty the facilities and tools they need to conduct groundbreaking research and support cutting-edge teaching in the natural sciences and engineering.

- Midtown St. Louis is experiencing a significant transformation, and SLU is working with developers and community partners to shape the region’s future through projects such as Prospect Yards – an ambitious redevelopment of a 150-acre site connecting the north and south campuses of the university.

- Adjacent to the western boundary of the north campus is the Cortex Innovation District: a 200-acre hub for technology startups and biological science research development and commercialization. SLU
is an anchor institution with Washington University in St. Louis, BJC HealthCare, the University of Missouri–St. Louis and the Missouri Botanical Garden.

- The recently opened Midwest headquarters of Microsoft on this site underpins the university’s commitment to providing its students with real-world experience in business and entrepreneurship programs offered by the Richard A. Chaifetz School of Business.

- In keeping with its liberal arts tradition, the university will continue to invest in the humanities and social sciences by hiring and retaining scholars and teachers of the highest caliber in these disciplines and continuing to invest in the infrastructure needed to support their work.

**Mission**

The mission of Saint Louis University is the pursuit of truth for the greater glory of God and for the service of humanity.

The university seeks excellence in the fulfillment of its corporate purposes of teaching, research, health care and service to the community. It is dedicated to the continuing quest for understanding of God’s creation and for the discovery, dissemination and integration of the values, knowledge and skills required to transform society in the spirit of the Gospels.

As a Catholic, Jesuit university, this pursuit is motivated by the inspiration and values of the Judeo-Christian tradition and is guided by the spiritual and intellectual ideals of the Society of Jesus.

In support of its mission, the university aims to:

- encourage and support innovative scholarship and effective teaching in all fields of the arts; the humanities; the natural, health and medical sciences; the social sciences; the law; business; aviation; and technology;

- create an academic environment that values and promotes free, active and original intellectual inquiry among its faculty and students;

- foster programs that link university resources to local, national and international communities in collaborative efforts to alleviate ignorance, poverty, injustice and hunger;

- care to the ill and needy, and maintain and improve the quality of life for all persons;

- strive continuously to build upon its Jesuit, Catholic identity and to promote activities that apply its intellectual and ethical heritage to work for the good of society;

- welcome students, faculty and staff from all racial, ethnic and religious backgrounds and beliefs to create a sense of community that facilitates their development as people for others;
nurture within its community an understanding of and commitment to the promotion of faith and justice in the spirit of the Gospels; and

allocate wisely its resources to maintain efficiency and effectiveness in attaining its mission and goals.

**Commitment to Diversity, Equity & Inclusion:**

Saint Louis University is committed to diversity as a value rooted in Ignatian spirituality. Because of this commitment, as well as its central location in a city that has experienced the injustices of poverty, racism and segregation, the university's students, faculty, and staff aspire to build communities that are unburdened by discrimination and oppression while advancing the Ignatian concepts of educating the whole individual as people for and with others.

SLU is proud to have been the first historically white institution of higher education in a former slave state formally to admit African American students. The university’s School of Law (founded in 1843 as the first law school west of the Mississippi) was also the first ABA-recognized law school in St. Louis to accept African American students. SLU also is proud that Dr. Martin Luther King Jr. delivered a civil rights speech on the campus just one week before he was awarded the Nobel Peace Prize.

SLU is keenly aware of aspects of its foundational history that are difficult to confront. It was this awareness that led the university to partner with the Jesuits USA Central and Southern Province to address a shared history of involvement in the enslavement of African Americans, dating back to the early years of the institution. The Slavery, History, Memory and Reconciliation Project (SHMR), seeks to develop a more complete understanding of the university’s own involvement in slavery, to honor the memories of those individuals held in bondage and to find a path toward reconciliation. This national project is based in St. Louis and is centered on the Jesuit Archives and Research Center, a short walk from the north campus of the university.

In more recent history, student and community activists held a week-long demonstration on campus to protest racial injustices locally and nationally, as part of the Ferguson protests that drew national and international attention to the St. Louis region in 2014. The campus protests ended peacefully with the Clock Tower Accords, a 13-point agreement that aligns with SLU’s mission and will further its goal to become a national model for diversity and community engagement.

Saint Louis University’s Oath of Inclusion is a student-led initiative that sets the expectation to promote inclusion on campus. The Oath serves as an inspiration of what the institutional community can accomplish together. At the faculty level, The Institute for Healing Justice and Equity is a multidisciplinary initiative designed to transform SLU into the epicenter of equitable community building and knowledge curation related to healing from social injustice, trauma and oppression.

The university has made much progress in these vital areas, which have led to it being the first Jesuit university to receive the Higher Education Excellence in Diversity award. However, SLU’s location in a city with a largely marginalized population of black and brown people, as well as its Jesuit mission and identity, compels it to address these issues. The university is committed to enhancing the racial and ethnic diversity
of faculty in particular, instituting Diversity, Equity and Inclusion (DEI) training to confront explicit or implicit bias for all departments, schools and colleges, as well as monitoring and adjusting hiring practices where these fall short of the goal of helping to recruit, support and retain a more diverse faculty.
The Community

St. Louis, Missouri

Like many great American cities that developed rapidly in the nineteenth century, St. Louis experienced a harsh period of urban decline in the mid-twentieth century. Yet this gritty interlude in the city’s past has fostered the renaissance which St. Louis is now enjoying in the twenty-first century.

The extraordinary architectural legacy of warehouses, factories and belle-époque mansions, found throughout the city, now houses artist studios, tech startups, loft developments, bars and high-end restaurants. Artists, entrepreneurs and workers in the creative industries are attracted by the city’s relatively low cost of living and the range of affordable space that they can put to new uses. Initiatives like the Arch Grants program in St. Louis, which has helped generate over $393 million in revenue and attracted more than $292 million in follow-on capital to the region, are the signs of a city rebuilding for the future.

SLU faculty and students are also benefactors of this legacy. Housing is still relatively inexpensive in St. Louis, and many members of the SLU community choose to live close to the university’s midtown campuses in popular and highly walkable neighborhoods. These include Soulard (home to the largest Mardi Gras festival in the country after New Orleans, and one of the oldest farmers’ markets in the country, as well as a host of small blues and jazz music venues); Tower Grove bounded by one of the city’s many elegant parks; Lafayette Square with its historic streets and avenues; the Central West End, with its renowned literary associations where Kate Chopin, Tennessee Williams, William S. Burroughs and T. S. Eliot spent their childhoods; or The Grove: the thriving center for the city’s LGBTQ, artist and cycling communities, and home to the country’s first Transgender Memorial Garden.

Additional information about the Saint Louis community may be found at: https://explorestlouis.com/travel-tools/visitors-guide/
Timeline

Potential interview dates for this position are as follows:

- Paper presentation of qualified candidates to Search Committee: Late November
- Round One interview dates: December 16 & 17
- Round Two interview dates: Early to mid-January

Selected candidates should plan to hold the above dates should the committee invite them to participate in the interview process.
Procedure for Candidacy

WittKieffer is assisting Saint Louis University School of Medicine in this search. All applications, nominations and inquiries are invited. Candidates should provide, as separate documents, a curriculum vitae and a letter of interest addressing the themes in this profile. These materials may be sent electronically to the Saint Louis University School of Medicine’s search consultants, Dennis Barden, Anthony Barbato, MD, Claudia Teschky and Bree Liddell at \texttt{SLUMed@wittkieffer.com}.

Saint Louis University is an equal opportunity/affirmative action employer. All qualified candidates will receive consideration for the position applied for without regard to race, color, religion, sex, age, national origin, disability, marital status, sexual orientation, military/veteran status, gender identity, or other non-merit factors. We welcome and encourage applications from minorities, women, protected veterans and individuals with disabilities (including disabled veterans). If accommodations are needed for completing the application and/or with the interviewing process, WittKieffer at \texttt{SLUMed@wittkieffer.com}.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Saint Louis University School of Medicine documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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