

**Senior Associate Dean for Academic Affairs, Herbert Wertheim College of Medicine**  
**Florida International University**  
Miami, Florida

Florida International University (FIU) seeks a dynamic and visionary academic leader to serve as Senior Associate Dean for Academic Affairs (Sr. ADAA) in the Herbert Wertheim College of Medicine (HWCOM). The only public research university in Miami and the fifth largest public university in the nation by enrollment, FIU has been serving the South Florida region since 1972. FIU has a current student body of over 56,000 students and an alumni body of nearly 300,000. The University completed its first comprehensive capital campaign in June 2023, raising more than \$850 million.

With Carnegie Classification as a Research 1 (R1) Very High Research University, FIU is a top 10 Carnegie-ranked R1 institution in research growth in the last decade. FIU is ranked among the top 15 most innovative universities and in the top five in Social Mobility by *U.S. News & World Report*, which places dozens of FIU programs among the best in the nation. *Washington Monthly Magazine* ranks FIU among the top 20 public universities contributing to the public good. Designated as both a Hispanic-Serving and Minority-Serving institution, FIU is proud of being ranked #1 in awarding bachelor's and master's degrees to Hispanic students and among the top 10 in awarding bachelor's degrees to African American students by *Diverse Issues in Higher Education*. In 2023, FIU ranked as the top state university according to the Florida Board of Governors' performance-based funding metrics.

The Herbert Wertheim College of Medicine is a national leader in transforming the health of communities through its purposeful integration of education, research, and clinical care by providing an environment enhanced by diversity, clinical innovation, and research. HWCOM prepares socially accountable, community-based physicians, scientists, and health professionals who are uniquely qualified to transform the health of patients and communities. HWCOM offers the Doctor of Medicine (MD) degree; combined MD and Professional MBA degree in Healthcare Management; combined MD and MPH degree; combined MD and Master of Science in Health Informatics & Analytics (MSHIA); Ph.D. in Biomedical Sciences; Master in Physician Assistant Studies (MPAS); Certificate in Molecular and Biomedical Sciences; and international Graduate Certificate Program. HWCOM has capacity of 480 medical students and 90 physician assistant students; there are currently 19 Ph.D.-seeking students. Demand for the MD program is high. The last admissions cycle received over 6,200 application for 120 first-year slots. A reflection of South Florida's cosmopolitan community, HWCOM is the second most diverse medical school in the country, according to *U.S. News & World Report*.

Reporting to the Dean of HWCOM, the Sr. ADAA is responsible for overseeing the success of all academic programs and leadership within the College of Medicine. Collaborating with each program's leadership, the Sr. ADAA will coordinate, provide guidance, oversight and the necessary resources needed for the continued success of HWCOM programs. The Sr. ADAA will foster an inclusive climate of academic excellence and innovation, resource optimization, and strategic collaboration that promotes interdisciplinary initiatives in support of effective and productive working relationships among faculty, staff, and students. The Sr. ADAA will oversee programmatic implementation and evaluate coherent innovations that are in line with the HWCOM strategic plan. The Sr. ADAA oversees the quality of instruction and course content of all academic programs including online; establishes priorities for academic program development and for recruiting the key academic leaders necessary to execute the educational goals of the strategic plan successfully; and ensures the efficient assignment of faculty effort to cover the teaching needs of all educational programs across HWCOM. The Sr. ADAA will collaborate within the University with the Provost's Office, Student Affairs, and the HWCOM Office of Institutional

Knowledge Management in the process of continuous programmatic improvement, assessment, accreditation, and strategic planning. With the November 2023 formalization of a clinical partnership with Baptist Health, the largest not for profit health system in South Florida, the Sr. ADAA will lead the development and growth of as many as 22 initial joint GME programs and strengthen existing relationships with affiliate institutions, community physicians, and other organizations to help advance the educational mission and ensure the success of the College of Medicine.

For this exceptional opportunity, HWCOM seeks an energetic and collaborative leader with strong expertise in graduate medical education. The Sr. ADAA will bring a strong understanding of academic programs management and governance, a strong commitment to accountability, and experience in building and sustaining academic programs of excellence. The Sr. ADAA will be a builder and inclusive leader who will find and strengthen connections, and bring a track record of building programs, bridges, partnerships, and multidisciplinary initiatives. The Sr. ADD will promote HWCOM's identity as a leader in research and scholarship, education, and community-based practice. The successful candidate will possess an MD from an accredited medical school or a Ph.D. (an M.D./Ph.D. would be ideal), and a breadth of training in other fields such as public health, business, or basic science research; a minimum of five years of experience in academic/educational leadership or equivalent experience; and a strong record of academic, scholarly research, and service accomplishments warranting appointment to the rank of associate or full profession. The Sr. ADAA will demonstrate expertise in managing an academic program in health sciences; ability to design, develop, and implement academic program initiatives; experience in managing accreditation processes; a track record of fostering and embracing innovation and new pedagogies; ability to work collaboratively, to build relationships, and to work with university and community partners; excellent oral and written communication skills; and ability to work effectively within a diverse and multicultural environment.

**Compensation:** The final salary will be commensurate with experience, aligned to AAMC market data, and will start at \$400,000. FIU offers excellent benefits, which are outlined [here](#).

Screening will begin immediately and continue until an appointment is made. Applications (including CV and the names of five references) should be submitted using [DSG's candidate portal](#). Nominations and/or recommendations should be directed electronically to: [FIUSRADCOM@divsearch.com](mailto:FIUSRADCOM@divsearch.com).

Kim M. Morrisson, Ph.D., or John Mestepey, Managing Directors

Nancy Helfman, Vice President and Senior Associate

Nora Maurer, Senior Search Coordinator

Diversified Search

*FIU is a member of the State University System of Florida and an Equal Opportunity, Equal Access Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.*

*For more information, visit [www.fiu.edu](http://www.fiu.edu).*

*It is important for candidates to note that under Florida's Sunshine Laws, all application materials are available for public review upon request.*