

NC STATE
UNIVERSITY

College of
Veterinary Medicine



Department Head, Clinical Sciences Job Prospectus

**College of Veterinary Medicine
North Carolina State University**

Raleigh, NC | Fall 2023

North Carolina State University invites applications for the position of Department Head of the Department of Clinical Sciences in the College of Veterinary Medicine. This is an exciting opportunity for an individual to provide visionary leadership for a world-class clinical services department at one of the nation's leading colleges of veterinary medicine.

About the Position of Department Head, Clinical Sciences

The CVM has achieved national recognition in research, teaching and clinical excellence, and the Department of Clinical Sciences (DoCS) plays critical roles in all of these areas. DoCS (<https://cvm.ncsu.edu/research/departments/docs/>) is dedicated to excellence in educating and training veterinarians and comparative biomedical scientists, and is home to 135 multi-disciplinary faculty and staff, as well as post-doctoral fellows, graduate students and house officers. Disciplines represented in DoCS include a broad-range of clinical specialties in small animal, exotics and equine medicine. DoCS trains both veterinary medical students and graduate students interested in Comparative Biomedical Sciences careers. The department's research focuses on advancing knowledge and offering solutions to improve the quality of health in animals.

The DoCS Department Head must be an innovative, creative, visionary and collaborative leader with the ability and experience required to guide the members of this multi-disciplinary department in achieving its mission. The DoCS Department Head must possess the leadership skills and vision to advance the impact and reputation of the DoCS Department nationally and internationally.

Responsibilities of the Department Head

- Provide clinical, academic and scientific leadership in defining and achieving departmental goals
- Support and encourage excellence in veterinary medical and graduate student teaching
- Ensure that the department fully supports its clinical programs and responsibilities
- Recruit, develop and retain excellent faculty and staff
- Develop and implement strong departmental and college programs
- Manage departmental fiscal planning and administration and evaluations of faculty and staff
- Ensure annual reviews are completed and manage department faculty review processes that include, but are not limited to, Reappointment, Promotion, Tenure and Post-tenure reviews
- Maintain a culture of collaboration and collegiality and promote excellence within the department
- Enhance a diverse and inclusive community of students, staff and faculty
- Maintain a strong mentorship program for professional development of department members
- Serve as the primary departmental advocate in enhancing the visibility and prestige of departmental sections and disciplines, and in growing interdisciplinary cross institutional programs
- Provide leadership and support for the integration of departmental faculty and students within the greater NC State University community and the nearby universities and medical schools, including the University of North Carolina and Duke University



Minimum Education and Experience

- Requires a Doctor of Veterinary Medicine (DVM)/Veterinary Medicine Doctor (VMD), or equivalent.
- Current Rank of Tenured Full Professor or currently eligible or under evaluation for such.
- Board certification in an AVMA (or equivalent) recognized specialty
- Has demonstrated academic leadership experience.
- A record of active participation in professional/scientific affairs and of teaching and/or research experience.

Required Knowledge, Skills and Abilities

The Department Head must possess the interpersonal skills and a leadership vision that will advance the impact and reputation of the DoCS Department nationally and internationally. The successful candidate will be a servant-leader with an outstanding record of achievement in the areas of clinical excellence, research and teaching.

Candidates must have:

- Demonstrable administrative skills and experience
- Strong communication skills
- Demonstrated academic leadership, supervisory and administrative experience
- Clinical experience in an academic department
- Experience with extramurally funded research programs
- A record of collegial and productive interactions with faculty, staff and students
- Interest and enthusiasm for mentorship, particularly with regard to guiding junior faculty toward successful careers in research, teaching and clinical excellence
- Comfort and experience working with and supporting highly interdisciplinary and collaborative faculty with an emphasis on biomedical and translational research
- Experience and enthusiasm for innovative pedagogy and teaching excellence
- Strong desire to establish collaborative relationships both within the university and with the private and public sectors
- Understanding and enthusiasm for the integral role of the clinical teaching hospital environment in the College of Veterinary Medicine
- Ability to work with departmental members to develop departmental vision and for planning and implementation of strategic initiatives

Preferred Qualifications

- Demonstrable experience as an independent researcher
- Experience with conflict resolution and completion of other formal leadership training
- Has had a supervisory role managing a large team
- Experience in managing complex budgets and fundraising

To Apply

Individuals interested in being considered for the position of Department Head, Clinical Sciences are invited to submit an application at <https://jobs.ncsu.edu/postings/192677>.

Candidates should include a cover letter describing your leadership and administrative experiences, example(s) of collaborative initiatives in clinical excellence, research, teaching, and program development. Describe how you have contributed to, or plan to contribute to, diversity and inclusion in support of the CVM's commitment to enhancing an inclusive community of students, faculty, and staff. Please direct all nominations and inquiries to Dr. Joshua Stern at jastern@ncsu.edu with the position's title in the subject line.

About the College of Veterinary Medicine

The CVM is fully accredited by the American Veterinary Medical Association Council on Education and is currently ranked 5th among the nation's 30 colleges of veterinary medicine in the U.S. News and World Report survey. With the graduation of its first class in 1985, the College is one of the younger veterinary programs in the country. Despite its relative youth, it has gained international recognition on the strength of its teaching, research, engagement and patient care.

Located on 180 acres near downtown Raleigh, the College of Veterinary Medicine encompasses 20 buildings on the main Centennial Biomedical Campus. The college's mission is carried out in three departments: Clinical Sciences, Molecular Biomedical Sciences and Population Health & Pathobiology. In addition to the four-year Doctor of Veterinary Medicine degree, the college is the home of the NC State Comparative Biomedical Sciences graduate training program, an umbrella program that provides interdisciplinary training for master's and doctoral students across the entire NC State campus.

With 166 faculty members, the College provides instruction and guidance to over 400 DVM students, 77 graduate students and 100+ house officers. More than 35,000 patients are diagnosed and treated annually by clinicians in the NC State Veterinary

Hospital, a major referral center for veterinarians throughout the Southeast. The College's research enterprise is housed in three modern buildings on the CVM campus including the new Biomedical Partnership Center (BPC), a 40,000-square foot building that opened in 2017. The BPC houses CVM faculty in research laboratories shared with faculty from the College of Engineering, including the Joint Department of Biomedical Engineering at NC State and the University of North Carolina-Chapel Hill, as well as industry partners working in related biomedical research fields.

Since its inception, the College remains a leader in One Health, with a strong role in translational and comparative research. The College has excellent collaborative relationships with the nearby Duke University and University of North Carolina Schools of Medicine and has maintained 30 years of shared federal funding for research emphasis areas including gastrointestinal and ocular biology and disease, immunology, infectious disease, cancer and stem cell biology. Through these efforts the College prepares the next generation of biomedical researchers and veterinarians, conducts bench and clinical research to solve human and animal health problems, addresses critical ecosystem and public health issues and promotes a clearer understanding and appreciation of the ramifications related to the growing human-animal bond that is at the center of these concerns.

Our Values

We strive for excellence in veterinary care, research, and education to benefit animal, human, and environmental health. We recognize that our success in these missions is based on the engagement and contributions of all members of our college community. Our Values reflect the importance of our relationships with one another and with our work. We are One CVM. For more information, please visit the [College home page](#).



About NC State University

Founded in 1887, North Carolina State University (NC State) is an institution distinguished by its exceptional quality of research, teaching and public service. It is the largest university in the state, with more than 36,000 students and 8,000 faculty and staff. As a land-grant university, NC State is one of two research extensive institutions in the 16 campus University of North Carolina system. It is classified by the Carnegie Foundation as one of only 31 universities nationwide with both “very high” research activity and notable community engagement. NC State consistently ranks among the nation’s top public universities and best higher-education values. For more information, please visit the [University home page](#).

About Raleigh and the Research Triangle

NC State University anchors the Research Triangle region, home of many of the country’s leading Fortune 500 technology, research and pharmaceutical companies, as well as other fine universities, with whom we share uniquely collaborative relationships. National rankings consistently rate Raleigh and its surrounding region among the five

best places in the country to live and work, with a highly educated workforce, moderate weather, reasonable cost of living and a welcoming environment. Raleigh is situated in a lovely part of the state, with the Atlantic Ocean two hours to the east, and the Blue Ridge Mountains three hours to the west.

North Carolina's rapid growth makes the state a diversity leader and top spot for young professionals and families. Raleigh reflects statewide growth as a city on the rise:

- No. 2 among the best places to live in the U.S. ([U.S News & World Report](#), 2021)
- No. 5 among the best-performing economies in the U.S. ([Milken Institute](#), 2021) • One of America's top 10 recession-resistant cities ([Smartasset](#), 2020)
- Among the top 10 "Best Cities to Move to Right Now" ([Curbed](#), 2020)

With Durham and Chapel Hill, the capital city anchors the Research Triangle, a national hotspot for high-tech enterprise. The region's top companies—including IBM, Cisco Systems, SAS Institute, Biogen, and GlaxoSmithKline—rank among the country's best employers. NC State also maintains strong agricultural partnerships with Bayer, BASF, and Syngenta, companies that lead the way in hiring new NC State graduates.



NC State University is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race,

color, national origin, religion, sex, gender identity, age, sexual orientation, genetic information, status as an individual with a disability, or status as a protected veteran.