



University *of* Dayton

Medical Director, Student Health Center



Prepared by **Keeling**  **Associates**
Change for Learning

THE OPPORTUNITY



The University of Dayton, a top-tier Catholic research university, is seeking a visionary, innovative, and collaborative leader and exemplary physician to serve in the position of **Medical Director, Student Health Center**. The Medical Director oversees all clinical and administrative aspects of the Student Health Center in support of a healthy campus community committed to providing high-quality, student-centered healthcare. Reporting to the Assistant Vice President, Health and Wellbeing, and serving as a member of the Student Development Leadership Team and the Health and Wellbeing Team, the Medical Director must establish and foster strong partnerships with other colleagues within the Division of Student Development, as well as with other administrators, faculty, parents, students, and the community of local and regional health professionals.

This is an exceptional opportunity to provide vision, strategic direction, and management of a full-service

Student Health Center, including the provision of comprehensive and timely primary care, mental health care, preventive health screenings and services, and monitoring of the campus environment to prevent or minimize the transmission of infectious diseases among students.

The Medical Director is responsible for financial management, policy formation, assessment, and strategic planning to enhance the delivery of compassionate, accessible health services. In alignment with divisional and institutional values, candidates must display a strong commitment to diversity, equity, and inclusion. The Medical Director is a key participant in manifesting the vision for a culture of holistic health and wellbeing on a campus that embodies Catholic and Marianist values, is primarily residential, and encompasses traditional age students.



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THE UNIVERSITY OF DAYTON - OVERVIEW

[The University of Dayton](#) (UD), founded in 1850 by the Society of Mary, is a top-ten Catholic research university located on a beautiful 388-acre campus in Dayton, Ohio. The University seeks outstanding, diverse faculty and staff who value its mission and share its commitment to academic excellence in teaching, research and artistic creativity, the development of the whole person, and leadership and service in the local and global community. With more than 11,000 undergraduate, graduate and law students, UD is Ohio's second largest private institution of higher education. More than 90 percent of the University's first-year undergraduate students and 85 percent of all undergraduates live in residence halls, apartments, and approximately 400 University-owned porch-clad houses in the student neighborhood, making UD one of the most residential campuses in the country.

ABOUT THE STUDENT HEALTH CENTER

The Student Health Center plays a critical role in both keeping students healthy to maximize their success and in supporting the common good by reducing the risks to the community of contagious illnesses. Staffed by a team of Board-Certified primary care physicians and registered nurses, the Health Center services include routine care for basic illnesses and injuries, physicals, well-women exams, immunizations, allergy injections, STD screening, X-rays, and diagnostic tests among others.

Vision

To provide excellent health care to the University of Dayton student community within the framework of the University's Catholic Marianist mission.

Mission

The University of Dayton Student Health Center supports and enhances the mission of the University by providing health care to students and other members of the University community; by promoting learning and personal development in the areas of wellbeing, independent living, judicious use of the healthcare system, and mature responsible behavior with respect to nutrition, rest, exercise, personal relationships, sexuality, alcohol, tobacco, and drugs; and by serving a public health function to reduce the risk of dangerous contagious diseases in the campus community.

The Student Health Center contributes to the optimal development of the individual student by maintaining or restoring physical and emotional health and wellbeing, particularly through education and consultative efforts. Optimizing health enhances students' abilities to succeed academically, which can improve retention. Physicians, nurses, and support personnel guide students toward a full realization of their potential via the Marianist ideal of development of the whole person through community, the dignity of every person, and support of the common good.



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DUTIES AND RESPONSIBILITIES

Direct Patient Care (50%)

- Provide direct primary care for students, appropriate to the needs of a diverse and multicultural college student population, including assessment, diagnosis, treatment, referral for consultation or specialty services, mental health and preventive health screenings, and follow-up care, while ensuring completion of patient records.
- Understand the influence of cultural perspectives, experiences, and identities including race, ethnicity, gender, sexual orientation, gender identity, worldview, ability, and socio-economic status on healthcare needs, expectations, and utilization.
- Serve as lead physician and primary point of contact for parents, faculty, staff, hospitals, and outside providers, including ongoing assessment and updates to Student Health Center protocols.
- Provide consultation and supervision to physicians and registered nurses on challenging or risky patient issues.



Department Strategic Vision, Leadership and Administration (25%)

- Provide leadership, as informed by the University's Catholic and Marianist values, that guides and supports staff, as the team develops and implements strategic planning, philosophy, policies, initiatives and processes that ensure the delivery of excellent and efficient medical care and health services, with an emphasis on continued growth and development of the Student Health Center to serve the current and future needs of the students.
- Establish and ensure an environment conducive to the highest quality of care, attending to patient satisfaction, access, customer services, and patient flow, as well as a healthy environment for optimal staff performance.
- Serve as the departmental spokesperson, branding and promoting the services of the Student Health Center to the University community, identifying communication needs and barriers to accessing care, creating avenues for increased awareness and utilization, and advising campus leaders on health-related issues.



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DUTIES AND RESPONSIBILITIES (Continued)

- Provide supervision (directly or indirectly) to a team of 18 full- and part-time clinical, administrative support staff, and family medicine residents (intermittent), including the recruitment, hiring, training, development, and evaluation of personnel.
- Hold staff accountable for high performance and a highly engaged culture by articulating expectations, monitoring performance and providing consistent feedback.
- Serve as an inspirational and motivating leader, who exemplifies excellence in the delivery of health services, and supports the professional growth of personnel, to include the encouragement of staff to join committees and participate in division-wide initiatives and events.
- Ensure a framework of equity and social justice is embedded into the day-to-day operations.
- Monitor and integrate best practices, student needs and trends in health care, and evolving standards and treatment methods in the profession.
- Responsible for the stewardship of resources through fiscal planning, prioritization of resource utilization, monitoring and management of the Student Health Center budget.
- Develop and implement a strategic medical equipment and facility repair and replacement plan.
- Make decisions based upon alignment with and achievement of unit, division, and institutional strategic goals, values and initiatives.
- Prepare operational reports and analysis that utilizes data driven assessment to identify student trends, establish metrics of success, and recommend appropriate initiatives and solutions.

Consultation, Partnerships, and Outreach (15%)

- Inform and guide the University community on issues of public health such as health alerts, epidemics, and immunization recommendations and compliance.
- Assist with the coordination of the campus emergency preparedness plans, serving as a member of the Emergency Response Team.
- Advocate for and support both individual students and the broad student experience, assuming a role in the educational mission of the University, empowering students around adulting skills, agency in one's own health, behavior change, and navigating the healthcare system.



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DUTIES AND RESPONSIBILITIES (Continued)

- As the medical director and chief physician, consult with staff, administrators, faculty, parents, and students as necessary to facilitate the coordination of care for students while maintaining individual student confidentiality.
- Actively cultivate and maintain collaborative working relationships with external providers of health services for the purpose of referral and the coordination of a continuum of care for students.
- Provide support, training, and presentations for faculty, staff, and students on issues affecting student health.
- Actively contribute as a thought-partner to an interdisciplinary, integrated and proactive approach to holistic student wellbeing within the Health and Wellbeing unit (Student Health Center, Center for Alcohol and Other Drug Resources and Education, Counseling Center, Brook Center, and Campus Recreation), advancing health and wellbeing initiatives.
- Develop a broad institutional perspective and work collaboratively with other departments and campus partners.
- Maintain an active professional network with the group of peer institution health center directors, Public Health - Dayton Montgomery County, and other local and national groups and associations.

Regulatory Compliance (5%)

- Oversee the screening of medical records of all incoming students, ensuring compliance with immunizations, and state and federal regulations.
- Serve as regulatory agent and ensure compliance for aspects such as CLIA Laboratory Certification Program, licensee for X-ray equipment, Ohio Terminal Distributer of Dangerous Drugs, and the Federal Narcotic License, as well as application of ethical and accepted professional standards, and adherence to federal and state laws.
- Coordinates with county, state, and federal officials in response to health crises or other medical concerns within the campus and local community.
- Ensure appropriate credentialing and licensure of all medical staff and the annual, continuing education and in-service training of all Health Center staff to include cultural competency training and skills.
- Acts as legal custodian of medical records.



DUTIES AND RESPONSIBILITIES (Continued)

Related Duties (5%)

- Be involved with and make meaningful contributions to divisional and institutional initiatives.
- Actively participate in student development activities on campus by serving as a volunteer, mentor, committee member and/or participant.
- Actively work with other campus departments in student success, persistence, and retention efforts.
- Participate in continuing education as needed to maintain Board certification and licensure in the State of Ohio.
- Perform other duties as assigned.

Supervision Provided: Direct supervision shall be provided to staff physicians, director of nursing, and department administrator, with indirect supervision of all clinical and administrative personnel, as well as any student trainees/residents.



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QUALIFICATIONS

Minimum Qualifications

- Board-certified MD/DO from an accredited medical school with a current license or license eligibility in Ohio
- 7 years of recent, relevant and progressive clinical experience in an out-patient setting (hospital, clinic, college, or private practice) providing evidence-based, quality healthcare, including delivery healthcare to late adolescents and young adults
- Expert knowledge of the health needs and developmental processes of young adults
- 2 years of experience providing direct supervision of clinical and administrative staff or comparable experience
- Articulated passion for promoting holistic wellbeing and enhancing student learning
- Excellent written communication skills
- Attention to detail

Preferred Qualifications

- Board certification in a primary care medical specialty (family medicine, general internal medicine, emergency medicine, adolescent medicine, or pediatrics)
- Experience in college health and understanding of college health models
- Expertise in radiologic diagnosis and clinical microscopy
- Experience in laboratory ordering and review, minor surgery (suturing, etc.), and dispensing of medications
- Experience with regular use of electronic medical record systems (as super user or clinical lead)
- Exhibit solid understanding of HIPAA, FERPA, the Clery Act, and Title IX and sexual harassment federal regulations, along with a strong knowledge of holistic preventive health principles
- Ability to work within the framework of a Catholic and Marianist university and support views consistent with these ideals
- An understanding and appreciation of public health, broad health and safety issues, response protocols, and coordination of services specific to infectious disease outbreaks; and other emergency preparedness
- Thorough knowledge of and demonstrated success in developing collaborative teams, which work from shared values to achieve strategic priorities



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Preferred Qualifications (Continued)

- Demonstrated commitment to diversity, equity, and inclusion and ability to develop and maintain inclusive environments; possess evidence of multicultural competencies, while advancing diversity through hiring and retaining professionals from diverse backgrounds
- 4 years of successful supervisory experience in a clinical setting with knowledge of best practices in staff development, group dynamics and leading organizational change
- Experience with a multifaceted budget, including general financial management and accountability, data base systems, and spreadsheets
- Demonstrated ability to manage multiple initiatives, programs, and responsibilities while ensuring clinical excellence in the provision of direct services
- Demonstrated analytical skills to identify problems, assess alternatives, and render consistent, logical decisions
- Ability to write concise, logical, and persuasive reports
- Capacity to independently manage a variety of tasks with frequent interruptions and shifting priorities
- Demonstrated integrity, dependability, sound judgment, team-building, and resourcefulness to establish and maintain collaborative, positive, and effective working relationships with multiple constituency groups and disciplines
- Ability to thrive in an environment that values high expectations, accountability, service in leadership, and balanced lifestyles, while possessing exceptional verbal communication skills, enthusiasm, positive attitude, and be a self-starter with the ability to instill the same in others



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POSITION SCHEDULE

- Academic Year (August 16-May 15): Full-time; 35 hours per week (minimum base weekly hours, while exempt employees work schedule is adaptive with the demands of the semester, student needs, and position necessities); 84% of salary earned during academic year.
- Summer (May 16-August 15): 20 hours per week, noting that the Student Health Center is closed on Fridays throughout the summer; 16% of salary earned during the summer months.

APPLICATION PROCESS

The University of Dayton has partnered with Keeling & Associates in this search process. Applications should include a cover letter and resume and must be sent, preferably in PDF format, to recruiting@KeelingAssociates.com. The subject line of the email should read “UD – Medical Director.” Confidential inquiries and nominations should be addressed to Dr. Jan Walbert, Vice President and Senior Consultant for Executive Search, Keeling & Associates, at jwalbert@keelingassociates.com. The process will continue until the position is filled.

Informed by its Catholic and Marianist mission, the University of Dayton is committed to the principles of diversity, equity, and inclusion. Informed by this commitment, we seek to increase diversity, achieve equitable outcomes, and model inclusion across our campus community. As an Affirmative Action and Equal Opportunity Employer, we will not discriminate against minorities, women, protected veterans, individuals with disabilities, or on the basis of race, color, national origin, religion, sex, sexual orientation or gender identity.



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