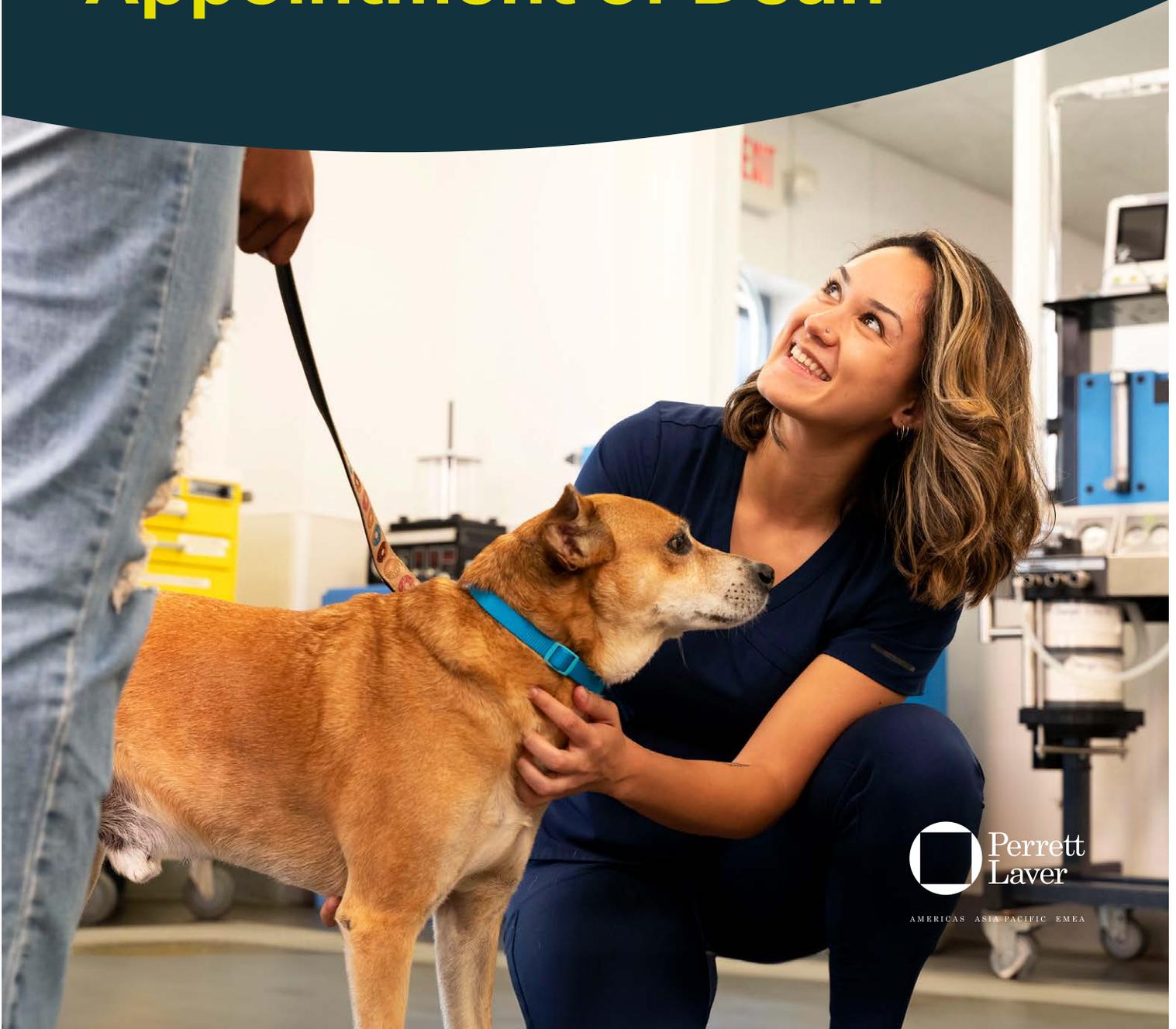




ROSS UNIVERSITY  
SCHOOL OF VETERINARY MEDICINE

FOR A SPECIAL BREED OF VET

# Ross University School of Veterinary Medicine, An Adtalem Global Education Institution **Appointment of Dean**



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Laver

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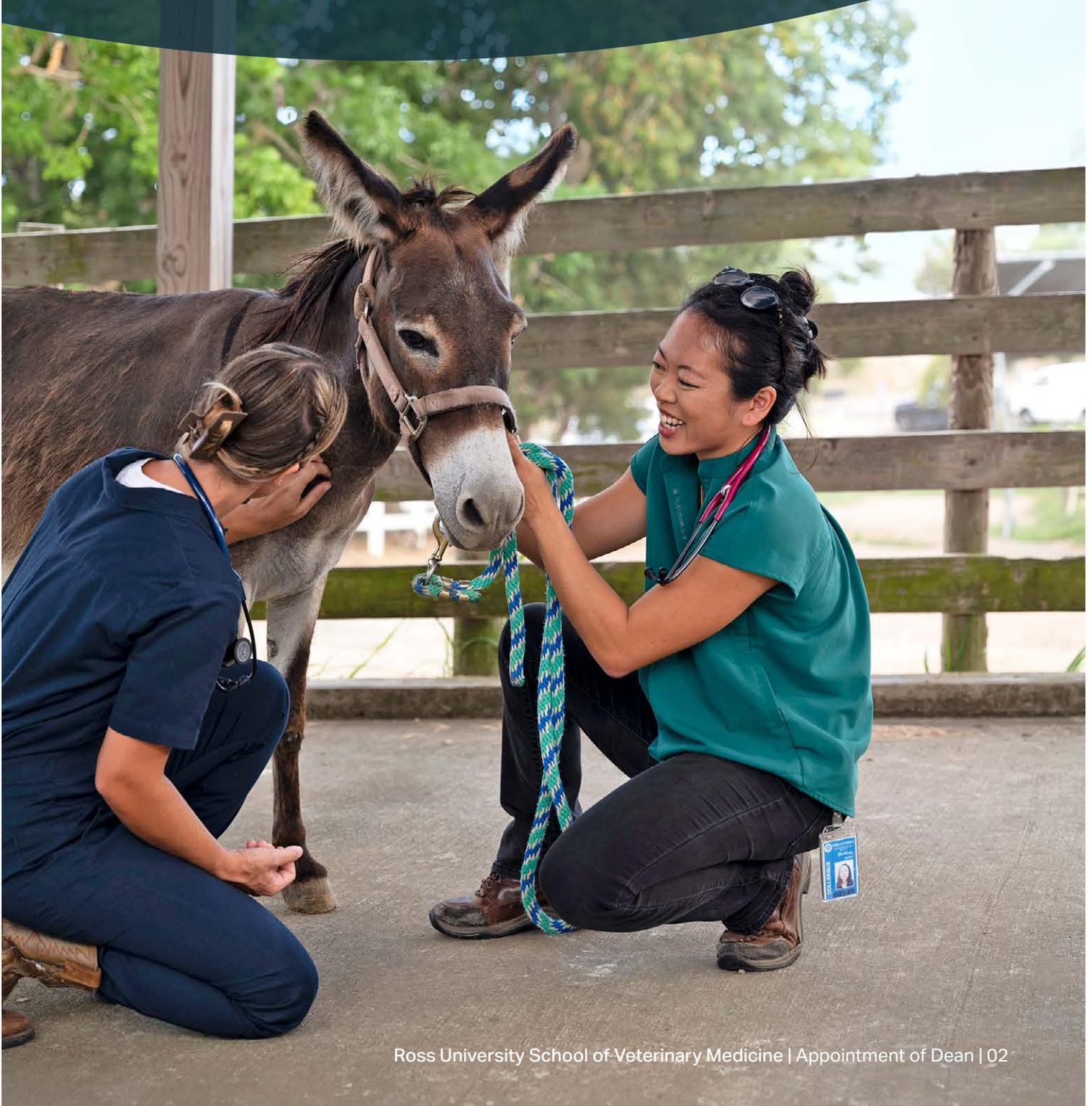
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# About Ross University School of Veterinary Medicine

Ross University School of Veterinary Medicine (Ross Vet), an Adtalem Global Education institution, is an American Veterinary Medical Association Council on Education-accredited school with the largest Doctor of Veterinary Medicine (DVM) enrollment amongst all AVMA veterinary schools. With a reputation for excellence and a passion for expanding access to education, we offer an entirely unique opportunity to tomorrow's prospective veterinarians.

Since 1982, over 7,000 veterinarians have graduated from our DVM program as practice-ready veterinarians across the US, Canada, Puerto Rico, and beyond; many of whom are securing senior roles in the veterinary industry and in veterinary education.

Accounting for about 9% of DVM graduates, Ross Vet offers a learning environment focused on preparing students to become members and leaders of the worldwide public and professional healthcare team and to advance human and animal health (One Health) through research and knowledge exchange.

Recognized as an Apple Distinguished School—centers of innovation, leadership, and educational excellence – through 2025, our high-tech DVM program is located on the beautiful, verdant island of St. Kitts on the border of the Caribbean Sea and the Atlantic. The campus and surrounding landscape offers breathtaking views of the ocean and Nevis Peak.

# About Ross University School of Veterinary Medicine

## Our Mission

Our mission is to provide the best learning environment to prepare students to become members and leaders of the worldwide public and professional healthcare team, advancing human and animal health—One Health—through research and knowledge exchange.

- To provide a relevant and stimulating learning environment to equip veterinary students to become practice- and career-ready graduates.
- To embrace diversity and offer students from a wide range of backgrounds the opportunity to follow their chosen career in veterinary medicine.
- To serve society through strategic and impactful research into safe food production and control of emerging infectious and zoonotic diseases in developing countries and beyond.
- To involve students in the work of our Research Centers, to foster a thirst for knowledge to improve the health and welfare of humans and animals through observation, investigation, and research.
- To educate graduate students to become successful contributors to the knowledge economy, through advanced training in areas strategically important to global health.

## Our Vision

Our vision is to lead veterinary training worldwide by creating an exemplary veterinary program, uniquely designed to graduate today's practice-ready veterinarians and tomorrow's leaders and discoverers.



## Our Strategic Plan

Our strategic plan supports refreshing the organizational hierarchy to reflect best practice at our benchmark veterinary schools, having clear governance, structure and management in all parts of Ross Vet, and yet, through making strategic new appointments, retaining the business focus, agility and appetite for the success of a private sector institution. There are two key elements: first, developing Ross Vet to maintain full American Veterinary Medical Association (AVMA) accreditation without substantial compliance issues – and second, driving Ross Vet to a new level, above and beyond accreditation.

Ross Vet has developed this strategic vision and plan with input from faculty, staff and students through focus groups, surveys and strategy sessions. All faculty and staff, including clinical program leaders and the Dean's Council, had the opportunity to contribute to the creation of the plan. Students provided input through semester meetings with the Dean and focus groups with leaders of student government. In addition, both preclinical and clinical students participated by completing a twelve-question survey, with an overall response rate of 64.5%.

Our goal is to make Ross Vet the first choice for the best potential students, whatever their background, through the success and reputation of our graduates.

# About Ross University School of Veterinary Medicine

## Our Values

Our TEACH values shape how we work together to fulfill our promise to our students and each other.

- **Teamwork** – We put the team first, appreciate diverse points of view, assume positive intent, collaborate and communicate openly.
- **Energy** – We move quickly, learn from mistakes, build positive spirit and always look for a better way.
- **Accountability** – We take ownership and initiative, demonstrate courage as we speak up and act with integrity in all that we do.
- **Community** – We operate with a shared sense of responsibility and purpose, and enrich colleagues, students and the broader community we serve.
- **Heart** – We serve students and each other with passion, respect and care.

## Our DEI Initiatives

With more under-represented in veterinary medicine DVM students than any AAVMC US vet school, Ross University School of Veterinary Medicine has committed to setting a vision and associated commitment to action for addressing racism and fighting for social justice. We believe that having diverse backgrounds, experiences and identities enhances our ability to meet the needs of the veterinary profession across the globe. Over the past three years, one in four Ross Vet graduates have been people of color. Please read [here](#) for more about our DEI initiatives.

## Accreditation

Ross University School of Veterinary Medicine confers a Doctor of Veterinary Medicine (DVM) degree, which is accredited by the American Veterinary Medical Association Council on Education (AVMA COE).

## Ross Vet DVM Curriculum

The Ross Vet Doctor of Veterinary Medicine (DVM) curriculum prepares students for lifelong career success as today's veterinarians and tomorrow's leaders. Students participate in a dynamic learning experience that emphasizes clinical communication skills, hands-on experiential learning, innovative instructional technology, and content that reflects current veterinary education topics and trends.

At our campus, students are challenged by a broad-based curriculum that provides the foundation for an excellent education and entry into a variety of career pathways in veterinary medicine. The seven-semester pre-clinical curriculum is enhanced by hands-on clinical experience to help prepare students for the final year of clinical training at one of our affiliated veterinary schools. Our faculty have outstanding credentials in teaching and research and share a passion for educating the veterinarians of tomorrow. The DVM degree is awarded upon the successful completion of our 10-semester preclinical and clinical DVM curriculum. Ross Vet has 29 AVMA-accredited clinical partners in six different countries, 24 of which are in the US.



# About Ross University School of Veterinary Medicine

## DVM Curriculum Snapshot

- The **3.25-year** accelerated DVM curriculum includes ten semesters of learning experiences.
- First **seven semesters** are spent on campus in St. Kitts completing 128.5 semester credit hours of specifically prescribed coursework.
- A credit hour for the **Ross Vet preclinical curriculum** is equal to one hour of instructional time and two hours of supplementary time. Ross Vet provides clinical correlation and examples of clinical relevance throughout the instructional program. As early as the first semester, the Clinical Skills and Simulation labs offer students the opportunity to practice and acquire basic veterinary skills using models.
- During the **clinical curriculum**, one credit hour equals one week of instructional time. Upon completion of preclinical requirements, student will spend the next three-semester in intense clinical training at one of our 30 AVMA-accredited school affiliates in the US, UK, Canada, New Zealand, and Ireland.

For more information about our DVM program, please see [here](#).

## Other Postgraduate Degree Programs

RUSVM currently offers two research graduate programs: MSc and PhD. Students could complete both degrees either full- or part-time. The MSc by Research degree program enables students to discover how to undertake independent research and learn how to think, question, analyze, and devise solutions for the most pressing challenges we face. Students complete intensive research training under the supervision of leading faculty and principal investigators and will complete a thesis.

The PhD by Research program enables students to pursue original research in an area of interest, such as food safety, vector-borne diseases, zoonotic infections, conservation medicine, and more.

For more information about our advanced degrees, please see [here](#).

Furthermore, RUSVM offers two standalone, online postgraduate programs designed to equip students with an in-depth understanding of the principles and issues associated with One Health. The MSc in One Health online degree program can be completed in 2-3 years with part-time study. This course-based program includes an integrated capstone research project, where students have an opportunity to undertake meaningful, hands-on research that advances human, animal, and environmental health. The online Certificate in One Health is a 15-credit program designed for professionals who want to enhance their careers with working knowledge relevant to One Health.

## One Health at RUSVM

The threats to our planet are well-known. At Ross Vet, the next generation of One Health leaders emerge to study the complex interconnectivity of animals, humans, and the environment we share. RUSVM provides a learning environment that prepares our students to become leaders in worldwide public and professional healthcare supported by a research-informed educational experience. With a focus on advancing both human and animal health, the One Health approach is at the core of our veterinary curriculum and is the focus of our veterinarian training and research centers.

International One Health Day is celebrated annually around the world on November 3<sup>rd</sup>. Around this time, RUSVM hosts a One Health Day Community Fair to promote the health and wellness of animals and humans alike within the St. Kitts community. Faculty, staff, and students join community organizations and partners for a public event to raise awareness around One Health initiatives, including wildlife conservation, sustainability and pollution, domestic animal care, island agriculture, and community health and wellness.

# About Ross University School of Veterinary Medicine

## Research

RUSVM's research is focused on advancing the health of both humans and animals. We have four veterinary research centers, namely the One Health Center for Zoonoses & Tropical Veterinary Medicine, Center for Integrative Mammalian Research, Center for Conservation Medicine & Ecosystem Health, and Center for Veterinary Education, Diversity, and Data Analytics.

- The One Health approach facilitates the implementation of research across all facets of disease and is the theme of our largest Research Center. The One Health Center for Zoonoses and Tropical Veterinary Medicine focuses on veterinary research aimed at understanding and combating zoonotic, vector-borne and other infectious diseases affecting human health, animal health, and livestock production — both in St. Kitts and around the Caribbean and Central America. Other areas of focus include antimicrobial and anthelmintic resistance, health management of livestock, and fish food and feed safety.
- The Center for Integrative Mammalian Research focuses on understanding the physiological and pathophysiological mechanisms underlying the function of body systems during health and disease, including animal models of human disease. There is a substantial representation of animal research in reproduction, clinical pharmacology, internal medicine, cardiovascular health and disease, comparative pathology, immunology and anesthesiology.
- The Center for Conservation Medicine & Ecosystem Health focuses on applied research in the Caribbean that includes the health of species in marine ecosystems, and population ecology, disease epidemiology and management of non-native islands species. Our conservation veterinary medicine research concentrates on sea turtles, nesting shorebirds/seabirds, marine mammals, corals, and fish populations as well as feral donkeys, free-roaming dogs, African green monkeys and small Indian mongooses.
- The Center for Veterinary Education, Diversity, and Data Analytics focuses on veterinary research programs that develop and evaluate innovative and interactive DVM teaching technologies and strategies, including communication, simulation and mobile gaming, faculty development, and student and learning outcomes. The rolling semester system of RUSVM lends itself well to studies to enhance education, as pedagogical tools can be introduced, evaluated and modified rapidly as semesters are repeated three times per year.

For more information about our research and research centers, please see [here](#).

## Our Faculty

Ross University School of Veterinary Medicine faculty combine expertise with real-world knowledge to create a dynamic research and learning environment. Our passionate, highly credentialed professors offer a wide-breadth of experience to deliver a curriculum that trains practice-ready veterinarians, researchers and leaders. Most of our more than 60 faculty members hold DVM and/or PhD degrees, and many are board certified in one or more clinical specialties. Our attentive faculty treat students like partners in a close-knit community that shares their animal curiosity.



## Position Description

Adtalem Global Education is seeking a strategic and visionary academic leader who can harness the boundless potential of its veterinary school, Ross University School of Veterinary Medicine, as Dean. Reporting to the President of Adtalem's Medical and Veterinary segment and to an independent Ross Vet Board of Trustees, the Dean is responsible for the overall leadership and management of the institution. The Dean will articulate a strategic vision for academic excellence and career outcomes; recruit and retain key talent including talented and high credentialed faculty; ensure student outcome goals are continually achieved; and engage with the international veterinary education community and key stakeholders to raise Ross Vet's visibility and strengthen its reputation. The Dean of Ross Vet is expected to live on the beautiful island of St. Kitts as their primary residence.

The Dean works in a matrixed organization within Adtalem Global Education (Adtalem), in close collaboration with enrollment and operational teams. The Dean is responsible for Ross Vet's academic performance and ensures that the institution has the resources and support needed for centralized services to meet student outcome goals and achieve expected growth. The Dean will be expected to travel to represent the University to the Government of St. Kitts, the international medical education community, US federal and state regulatory bodies, and Adtalem.

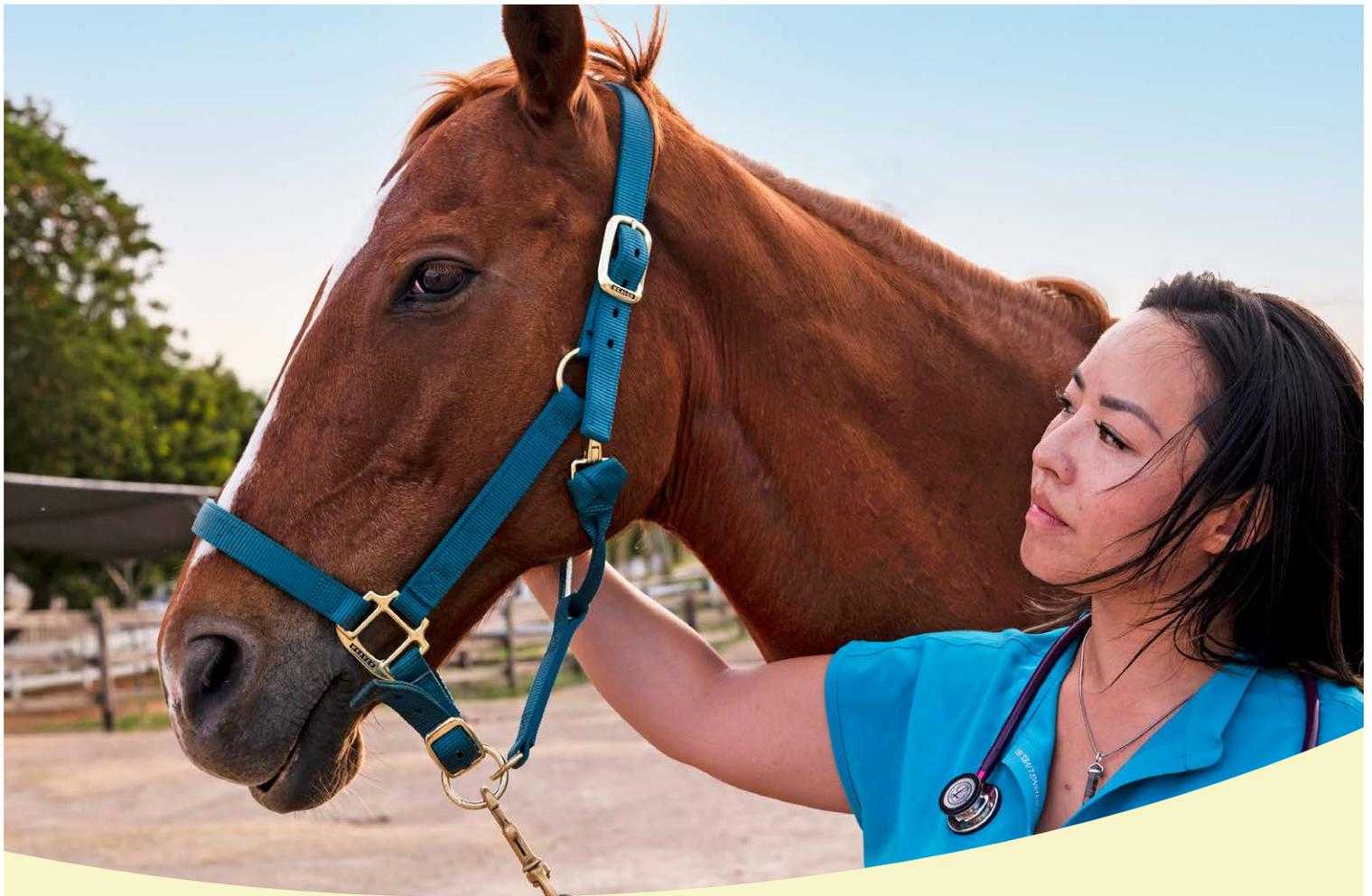
The Dean leads a team comprising the Associate Dean of Academic Affairs, the Associate Dean for Veterinary Clinical Affairs, and Associate Dean of Research. The Dean also leverages shared support for functions like legal, IT, HR, and financial aid centralized in Adtalem. The Dean is part of the Adtalem Medical and Veterinary President's leadership team.

# Position Description

The success of Ross Vet will be determined in a large part by the Dean's ability to continue progress elevating key student outcomes, partnering with enrollment to manage growth in student numbers, work effectively in a matrixed organization, and positively engage with many different stakeholders. Major responsibilities include:

- Ongoing development and execution of a forward-looking strategic agenda that positions Ross Vet as a distinctive, innovative, and desirable academic environment for both students and faculty.
- Academic stewardship of the school, its policies, its students, and its faculty, ensuring continued positive student outcomes in the evolving field of veterinary medicine.
- Maintenance of the highest academic standards including continued accreditation by the St. Kitts Accreditation Board and the American Veterinary Medical Association (AVMA).
- Appointment, oversight, and mentoring of associate and assistant deans.
- Appointment of standing academic and ad hoc committees and oversight of their activities.
- In partnership with the Dean for Faculty, recruitment, mentoring, and retention of high-quality faculty members, students, and staff.
- Maintenance of respectful and productive relationships with the government of St. Kitts and with other important entities on the Island. Serves as the representative of Ross Vet to top government officials, including the prime minister of St. Kitts.
- Preparation of annual operating budgets, capital budgets and development plans, and monitoring of income and expenses.
- In partnership with the Associate Dean for Clinical Affairs, maintenance and development of adequate clinical sites and productive relationships with affiliate schools.
- Maintenance and expansion of Ross Vet's collaborative working relationship with Adtalem. Effective representation and communication of Ross Vet's status, needs and long-term strategic planning which will enable informed, consistent and unified oversight from Adtalem.
- Serving as a designated Campus Security Authority.





# Person Specification

The successful appointee:

- must possess an advanced degree in veterinary medicine and be appointable at the professorial level.
- will have a strong track record of veterinary school administration with significant responsibility for veterinary education in the US system.
- will have prior experience in fundamental educational tasks such as directing student teaching, developing new courses or programs, assessing programs and students, managing curriculum and curricular changes, overseeing accreditation documentation and site visits, and faculty development.
- will be experienced in leading people and teams, including faculty.
- will have experience with institutional strategic planning, financial management, and budgeting.

- will have extensive managerial experience in an AVMA accredited school at the level of Dean, Associate Dean, or Chair of a large department.

The Search Committee acknowledges that no individual possesses all of the following qualifications in equal measure. However, it has developed the following criteria as an ideal candidate profile.

- Demonstrated intellectual leadership and vision to guide the school in maintaining and strengthening its reputation for excellence in professional education.
- National reputation as a leader in veterinary medicine, with a proven record of distinguished professional and scholarly achievement.
- Demonstrated innovation in veterinary medical education.
- A history of effective recruitment and retention of both students and faculty members.

# Person Specification



- Proven ability to articulate and execute a vision in both small and large group settings.
- Success in managing constructive change in an academic institution.
- An understanding of the nature and operations of veterinary medicine and its role in society.
- Demonstrated accessible, transparent, and dynamic leadership and communication style, as well as a track record of behaving consistently with the mission and values of Adtalem Global Education. This leader will understand how to build upon previous successes and position this complex organization for academic growth, financial health, and an enhanced national and international profile.
- Within a complex, highly matrixed, and more geographically-remote environment, the successful candidate will establish credibility as a well-regarded, high energy, and high-impact leader who is able to break down barriers and build relationships across programs, universities, and constituencies.
- They will exhibit the stature, confidence and ability to add value to senior academic and clinical leaders within both the school and the larger academic and healthcare communities.
- With an understanding of the importance of functioning on a global scale, the successful candidate will ideally bring national and international exposure and will thrive on the ability to foster interdisciplinary, clinical, and business relationships.
- Strong interpersonal skills and the ability to communicate and lead at all levels of an organization; is able to speak the language of education and the language of business.
- Possess a high level of emotional intelligence, and the ability to both share all the praise and shoulder the bulk of criticism.
- Innovative while maintaining a strong presence in both academia and with regulators.
- Willing to take charge and make difficult decisions when necessary.
- Works productively with large administrative and governmental entities.
- Ability to manage up, down and across a large, complex organization.
- Demonstrated commitment to diversity and inclusion, and demonstrated success in working with diverse communities.



# How to Apply

To apply, please submit a CV and cover letter, detailing how you fulfill the role description and personal specification to **Perrett Laver's Vacancies page** quoting reference **7392**. The deadline for applications is **Friday, August 2, 2024**.

The Dean of Ross University School of Veterinary Medicine is expected to live on the beautiful island St. Kitts as their primary residence.

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Perrett Laver in greater detail. The selection committee will subsequently meet to decide upon a final shortlist to be invited to the formal interview stage.

Ross Vet is committed to cultivating a diverse and inclusive work culture. Our culture is built on an unwavering commitment to our core values and to the people who live them each day. We believe in providing an environment where everyone can bring their full selves to work and focus on what really matters—changing the lives of others. We are an equal opportunity employer.

Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability, or protected veteran status.

*Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our [Privacy Statement](#).*



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