

Position Description
Assistant or Associate Dean of Hospital Operations
College of Veterinary Medicine & Biomedical Sciences
Texas A&M University

The College of Veterinary Medicine & Biomedical Sciences (CVM) (<https://vetmed.tamu.edu/>) at Texas A&M University invites applications/nominations for the position of Assistant/Associate Dean of Hospital Operations and Chief Executive Officer of the Veterinary Medical Teaching Hospital (VMTH). We seek an individual with strong leadership skills who is forward thinking, team-oriented, and understands the intersection of our teaching, research, client and patient care missions. The successful candidate must have a DVM degree or the equivalent and at least 2 years of experience in veterinary clinics or diagnostic service. Candidates must possess evidence of excellence in leadership, outstanding communication and interpersonal skills. Experience with large business operations or advanced business training is preferred. Candidates with board certification in a specialty recognized by the American Veterinary Medical Association will be given preference.

The VMTH is a world-class animal healthcare facility that sees over 22,000 small animals and 7,000 large animals per year. The hospital has continued to expand its operations by actively investing in cutting edge medical equipment, collaborating closely with referring veterinarians and clients, and building relationships with supporting departments. As such, the VMTH Chief Executive Officer will work closely with members of the Departments of Large Animal Clinical Sciences, Small Animal Clinical Sciences, and Veterinary Pathobiology to deliver state-of-the-art healthcare to our veterinary patients; support our growing clinical trials and One Health emphasis; and foster an environment that values teaching. The VMTH Chief Executive Officer also serves on the Executive Committee of the CVM and chairs the Hospital Board of the VMTH. The successful applicant may be offered a faculty (clinical- or tenure-track or tenure on arrival) appointment, at a rank consistent with their experience.

Requirements for the position include:

- DVM degree or equivalent;
- Minimum two (2) years of experience in veterinary clinics or diagnostic service; and
- Outstanding communication and interpersonal skills.

Desired qualifications:

- Background in administration;
- Experience in large business operations;
- Advanced training in business management

It is expected that the successful candidate will:

- Provide visionary leadership;

- Grow the scope of our current hospital operation in the areas of teaching, research, and patient care while utilizing a client-centric approach;
- Commitment to the service model of providing clients with an experience rather than a transaction;
- Vision for mission of teaching and research within the Veterinary Medical Teaching Hospital and College;
- Develop and expand strong relationships with the referring veterinarian population and other veterinarians in Texas;
- Foster outstanding communication and respect amongst a team of nearly 350 VMTH staff, as well as with clinical departments;
- Continually improve the business operations of a multi-million dollar not-for-profit veterinary healthcare enterprise;
- Act with fiscal responsibility to ensure the VMTH and CVM can maintain self-sufficiency and still achieve critical academic goals;
- Work with faculty and administrators to ensure that patient care surpasses state-of-the-art;
- In collaboration with faculty and CVM leadership, expand our portfolio of cutting-edge hospital equipment, clinical trials, telehealth, and One Health projects;
- Appoint, review, and document performance of staff who are employees of the VMTH;
- Act as the official spokesperson for the VMTH;
- Collaborate with CVM leadership, faculty, and our development team to facilitate philanthropy;
- Communicate clearly in verbal and written formats;
- Effectively manage and resolve conflict;
- Provide support for staff development/continuing education; and
- Promote and nurture a culture of diversity, collegiality, and acceptance within the VMTH, CVM, and university.

Texas A&M University is committed to enriching the learning and working environment for all visitors, students, faculty, and staff by promoting a culture that embraces inclusion, diversity, equity, and accountability. Diverse perspectives, talents, and identities are vital to accomplishing our mission and core values.