

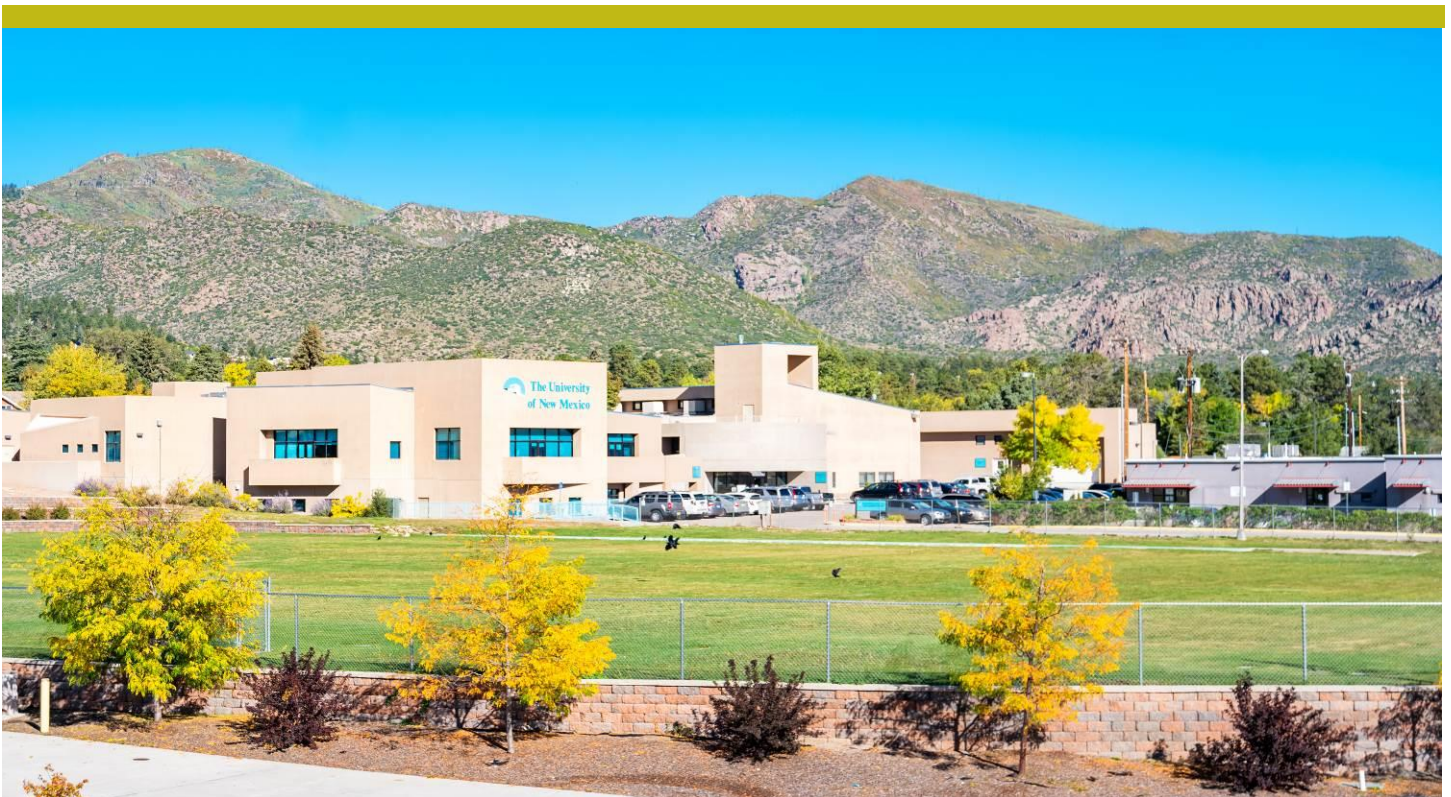


Executive Vice President for Health Sciences and CEO, UNM Health System

Leadership Profile

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WittKieffer

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The Opportunity

The University of New Mexico (UNM) is seeking a transformational leader as the Executive Vice President (EVP) for Health Sciences who will lead and empower UNM and UNM Health Sciences Center (HSC) leaders to develop a vision and strategy to greatly enhance the research, clinical care delivery, education and training missions to assure it meets the needs of the people it serves: patients, learners, faculty, staff, alumni, and New Mexico's rich multicultural, multiethnic communities.

This is a critical moment of change at UNM with the planned retirement of Dr. Paul Roth who served 26 years as Dean of the School of Medicine and 14 years as EVP/Chancellor for Health Sciences and CEO of the Health System. Due to the scope, growth and complexity of UNM Health Sciences and the clinical enterprise, a new leadership structure has been established with separation of the EVP role from the Dean of the School of Medicine. This provides an extraordinary opportunity to advance education in the health sciences, patient care for New Mexicans, and research spanning discovery science to clinical/translational research to population health at one of the most respected public universities in the United States.

The EVP for Health Sciences will have primary responsibility and oversight for the health sciences research, education, community service, and clinical programs at UNM. The health sciences programs include the Schools/Colleges of Medicine, Pharmacy, Nursing and Population Health. The University of New Mexico Health (UNM Health System) is the largest health system in New Mexico. In addition to the NIH designated UNM Comprehensive Cancer Center, UNM Health System is comprised of the UNM Hospital, UNM Medical Group, and Sandoval Regional Health Center. Combined, the Health Sciences Center and UNM Health System enterprise employ nearly 11,000 FTE, enroll over 2,200 bachelors, professional and graduate students; have research awards of about 190 million per year (FY19); and manages a total budget of \$2.2 billion (FY20), which includes the \$1.5 billion health care delivery system.

The Office of the EVP for Health Sciences is accountable for the human, financial and physical resources of the areas within the Health Sciences Center campus to ensure effective administration of all aspects for the hospitals, clinical practice plans, schools/colleges and reporting units. The EVP will support novel linkages and programmatic changes that advance a common multi-faceted mission of education, clinical care, research, and community service for the clinical delivery system and the health sciences colleges.

The EVP will report directly to the UNM President, and will be expected to work collaboratively with the university's Executive Vice President for Academic Affairs/Provost in order to advance university-wide strategic and academic program development. The President's vision for UNM is to enhance a "one university" culture that will expand its academic and research activities in service to all New Mexicans. UNM is a unique institution serving New Mexicans through outreach and profound commitments to equity, inclusion and social justice.

This is an outstanding opportunity for a collaborative and progressive leader who embraces UNM's public mission to serve vulnerable and diverse populations. The next EVP will advance health equity and health professions education and research. The successful candidate will have an MD, MD/PhD, PhD, PharmD or equivalent terminal degree relevant to an academic health care enterprise. They will also have the passion and expertise to advance the health of New Mexicans; a strong track record of scholarship and understanding of the research mission, and executive skills and

experiences; and the ability to lead an organization's clinical enterprise and successful interdisciplinary collaborations within a complex public university with outstanding change management, organizational, interpersonal, and communication skills.

The national executive search firm WittKieffer is assisting UNM with this leadership recruitment. For information on how to make a nomination, express interest, or apply, please see the end of this document.

Organization Overview

University of New Mexico

Founded in 1889 as New Mexico's flagship institution, with a total enrollment of over 29,600 students (44% Hispanic and 14% Native American) across multiple campuses, the University of New Mexico now occupies nearly 800 acres near old Route 66 in the heart of [Albuquerque](#), a city of more than 500,000 people in a metropolitan area of nearly a million. The University has branch campuses in [Gallup](#), [Los Alamos](#), [Taos](#) and [Valencia County](#), plus UNM West -- an extension campus in Rio Rancho and home to the Sandoval Regional Medical Center. [UNM's libraries](#), [museums](#), galleries and performance spaces are rich cultural resources for the state.

UNM is the premier research university in New Mexico, as well as a Carnegie Highest Research Activity Institution and a federally designated Hispanic Serving Institution. Among the University's outstanding research units are the [Center for Advanced Research Computing](#), [Cancer Center](#), New Mexico Engineering Research Institute, [Center for High Technology Materials](#), [Design Planning Assistance Center](#), and Center on [Alcoholism, Substance Abuse & Addictions](#).

UNM offers 94 baccalaureate, 71 masters and 37 doctoral degrees. You can find a list of the schools and colleges [here](#) and read more about our campus demographics [here](#).

To improve the lives of New Mexicans and provide critically needed health care services, the New Mexico State Legislature created the UNM School of Medicine (UNM SOM) in 1964 and first established the UNM Cancer Center in 1971. Designated as a *World Health Organization (WHO) Center for the Dissemination of Community-Oriented, Problem-Based Medical Education*, the UNM Health Sciences Center (UNM HSC) has grown rapidly and is internationally recognized and nationally ranked for innovative programs in medical education, primary care, and rural health care delivery. The UNM HSC now includes the UNM School of Medicine, the College of Pharmacy, College of Nursing, College of Population Health, a National Cancer Institute (NCI)-Designated Comprehensive Cancer Center, and a NIH-funded Clinical and Translational Sciences Center. The UNM Health Delivery System (UNM Health) includes UNM Hospital, Sandoval Regional Medical Center, the UNM Medical Group, and the UNM Comprehensive Cancer Center. Components of the UNM HSC have built transdisciplinary research enterprises and statewide networks for health care delivery and clinical and community participatory research to be of service to the people of New Mexico.

University of New Mexico Health Sciences Center

Vision

The University of New Mexico Health Sciences Center will work with community partners to help New Mexico make more progress in health and health equity than any other state.

Mission

Our mission is to provide an opportunity for all New Mexicans to obtain an excellent education in the health sciences. We will advance health sciences in the most important areas of human health with a focus on the priority health needs of our communities. As a majority-minority state, our mission will ensure that all populations in New Mexico have access to the highest quality health care. In order to realize our Vision and Mission, we will achieve the following goals:

1. Improve health and health care to the populations we serve with community-wide solutions.
2. Build the workforce of New Mexico by providing a premier education and transformative experience that prepares students to excel in the workplace.
3. Foster innovation, discovery and creativity; and translate our research and discoveries into clinical or educational practice.
4. Provide the environment and resources to enable our people and programs to do their best.
5. Deliver a well-integrated academic health center that provides high quality of care and service while being accessible to all New Mexicans.
6. Nurture and embrace an environment of diversity, integrity and transparency.

Values Statement

The UNM Health Sciences Center's most important value is a steadfast duty to improve the health of all New Mexicans. We will serve our patients and the public with **integrity** and **accountability**. We will strive as an institution and as individuals to recognize, cultivate and promote all forms of **diversity**; to fully understand the health needs of our communities; and to advance clinical, academic and research **excellence**. We are committed to perform our duties with **compassion** and **respect** for our patients, learners and colleagues; and always to conduct ourselves with the highest level of **professionalism**.

The Health Sciences Center is the state's largest integrated health care treatment, research and education organization. U.S. News and World Report's 2018 edition of "America's Best Graduate Schools" ranks the [UNM School of Medicine](#) 20th in primary care and 72nd in research. Additionally, in health disciplines, UNM's [nursing-midwifery program](#) is ranked seventh.

In addition to UNM Health Sciences Center's long-recognized role as New Mexico's leader in providing health care to its uniquely diverse population, its staff – from physicians and nurses to professors and the center's leadership – is dedicated to making sure New Mexicans in all parts of the state have access to quality, cutting-edge health care when and where they need it.

Community

New Mexico, the nation's 5th largest state in landmass, is a distinctively beautiful and geographically vast region of the southwestern United States with rich multicultural and multiethnic diversity, tremendous scientific opportunity, and challenging health and socioeconomic disparities. As one of the nation's majority-minority states, New Mexico has the highest percentage of Hispanics and American Indians of any state: its 2.1 million citizens are 39% non-Hispanic White, 47% Hispanic, 10% American Indian, 2.4% African American, and 1.6% Asian and other ethnic minorities. In addition to English and Spanish, New Mexico's 19 Pueblos, the Jicarilla and Mescalero Apaches, the Navajo Nation, and 3 Eastern Navajo Bands (Alamo, Ramah, and To'hajiilee; formed during the forced "Long Walk" of the Navajos by the U.S. Army in 1864), each a separate sovereign nation, speak over 20 different languages and dialects. New Mexico's Hispanic communities north of Santa Fe and south of Albuquerque also have distinct histories, cultural heritages, and genetic ancestries. Many northern New Mexico Hispanics are descended from European Spanish ancestors and Spanish Conquistadores who settled in New Mexico in the early 1500s in land grants ceded by the government of Spain. Their genetic ancestry is complex, within European, Spanish, Basque, and crypto-Sephardic Jewish roots and frequent American Indian genetic admixture. In contrast, Hispanics of southern New Mexico are more often descended from Mexican ancestors or recent immigrant populations and have complex genetic ancestries that may contain indigenous components. Despite the State's high technology presence, with two of the nation's largest Department of Energy Laboratories located in Albuquerque (Sandia National Laboratory) and Los Alamos (Los Alamos National Laboratory), New Mexico ranks only 43rd in the U.S. in annual per capita income. A substantial number of New Mexicans, particularly its minority populations, live in rural and medically underserved areas. Nearly 20% of all New Mexicans live below the poverty level and from 8% to 22%, depending on their county of residence, still lack health insurance.

UNM prides itself on being an engaged partner to the many communities it serves and takes great pride and accepts the responsibility that comes with that commitment. Each year the UNM takes part in numerous community events to educate, nurture and care for the many people that make up each of these communities. This includes Healthy Neighborhoods Albuquerque, an initiative for ANCHOR institutions to buy local, hire local and support business development in underinvested neighborhoods. The goal is to increase "Main Street" jobs. This project was initiated by the UNM Health Sciences Center and includes six members. Each anchor has projects of their own, but there are two major joint projects, Operation: Carrots and a hiring pipeline.

UNM continues to honor the longstanding relationship with Native Americans by following the [1952 Contract \[PDF\]](#). In 1952, the Bureau of Indian Affairs, followed by the Indian Health Service in the Department of Health and Human Services, entered into a federal contract with the Bernalillo Board of County Commissioners, the Board of Trustees of Bernalillo County Hospital and the State of New Mexico to serve Native American populations through the provision of health care. The university itself sits on the traditional homelands of the Pueblos of Sandia and Isleta.

The University of New Mexico Hospital (UNMH) receives approximately \$95 million annually from Bernalillo County property taxes that are subject to voter renewal of a mill levy every eight years. Voters approved the most recent mill levy in November 2016. The New Mexico Hospital Funding Act (N.M. STAT. ANN. 4-48B-1 et. seq.) is the statutory basis for Bernalillo County to assess a mill levy to support UNMH. UNMH combines this funding with their other revenue streams for its operations and maintenance.

About the UNM Health Sciences Center

 **900,000**

The estimated total number of patient visits to the UNM Health System each year.

 **20**

The number of years the UNM School of Medicine has been nationally ranked for its innovative Rural Medicine Program.

 **1.6 billion**

The number of dollars UNM HSC contributes annually to the state's economy.

 **\$161 million+**

Last fiscal year, the UNM HSC's biomedical research was awarded this amount in grants from the National Institutes of Health and other entities.

 **2,153**

The number of students enrolled in UNM HSC academic programs for fall 2017.

 **19,500**

The estimated number of jobs generated throughout the state by UNM HSC.

Patient Care

UNM Health System is the clinical arm of UNM Health Sciences Center. The health system provides care to more than 200,000 New Mexicans each year, serves as training sites for students of medicine, nursing, pharmacy and other health professions, and plays an important role in the University of New Mexico's community-based health research. It includes the state's only Level I trauma center, National Cancer Institute-designated comprehensive cancer center and complete neurological and neurosurgery program, as well as New Mexico's widest range of pediatric services. Children to senior citizens benefit from specialized services for their entire well-being – from rigorous and supportive behavioral health programs to integrative medicine and spiritual care.

The health system comprises:

- University of New Mexico Hospital, the state's only academic medical center and the primary teaching hospital for the university's health sciences schools/colleges.
- Sandoval Regional Medical Center, which provides the personal attention of a community hospital and the expertise and resources of an academic health care facility.
- UNM Children's Hospital and UNM Carrie Tingley Hospital, which offer the widest range of pediatric services in the state.
- UNM Comprehensive Cancer Center, where 60 percent of adults and almost every child with cancer in New Mexico receive care.

- UNM Clinical Neurosciences Center, the only comprehensive neurology, neurosurgery and pain management center in the Southwest.
- UNM Psychiatric Center and UNM Children's Psychiatric Center, which provide the full spectrum of behavioral health care.
- Dozens of outpatient care offices, including facilities strategically located in historically underserved areas.
- University of New Mexico Medical Group, Inc. (UNMMG), a network of more than 1,100 practitioners in more than 150 specialties.



Collectively, the hospitals handle 22,000 surgical cases, 100,000 emergency room visits and nearly 900,000 outpatient visits per year.

Education

UNM Health Sciences Center offers over 40 academic degrees and residency programs:

- **College of Nursing:** In the spring of 1955, the state legislature approved \$60,000 in the University's budget to establish the College of Nursing. This also marked the creation of the first Bachelor of Science in Nursing degree program in New Mexico. The college went on to develop the state's first Advanced Practice Master of Science in Nursing and Doctorate of Philosophy in Nursing programs. The College of Nursing has graduated thousands of students over the decades and today, over 1,000 students are enrolled across Bachelor's, Master's, and DNP and PhD programs. The College of Nursing is currently preparing for the reaccreditation process with the Commission on Collegiate Nursing Education (CCNE). The site visit is scheduled for February 26-28, 2020.
- **College of Pharmacy:** The UNM College of Pharmacy has been training the next generation of pharmacists since 1945. Today, it offers the only Doctor of Pharmacy degree in New Mexico, as well as multiple other doctorate and master's degrees. It enrolls more than 350 students each year and the student body is one of the most diverse in the nation. The faculty has grown to more than 50 and the college is now home to both the New Mexico Poison and Information Center and the New Mexico Center for Isotopes in Medicine, building on the record of public service and the distinction as the world's first licensed radiopharmacy. In addition to classroom teaching, research and scholarship are critical parts of the College of Pharmacy's mission, and the college now ranks 27th in the nation in research funding, offering students experience in first-rate laboratories as well as internships in clinical settings around New Mexico.
- **College of Population Health:** Founded in 2016, the College of Population Health will be a globally recognized leader committed to health as a human right. Population health uses the framework of integrated health strategies to work collectively with communities to improve their health and expand access, quality, and the affordability of healthcare. The mission is to advance the health, environmental, and social well-being of all people in and outside of New Mexico. As health is a right, we are committed to promoting health and social equity for all populations.

Through education, applied research, policy, service, and partnerships, the College of Population Health will educate a diverse future workforce equipped with competencies in disease prevention, wellness, social determinants, environmental health, mental health, health care delivery and policy. We will mobilize and expand partnerships within the UNM Network, with Tribal, regional, and global communities, public and private institutions, and government agencies to take actions that advance health and social equity for New Mexico, the U.S.-Mexico border, Tribal Nations, the country, the region and the globe. The College currently has 120 students within the two educational programs which include a Bachelor of Science in Population Health, the first ever in the country, and Master of Public Health. Graduates have moved into careers in medicine, community health, industry, research, and education. The College is now launching a PhD program in Health Equity Sciences as part of a cooperative agreement with New Mexico State University. This program will allow further development for the workforce in population health and provide additional educational offerings for students. Over the next three years, a new building will be underway and the number of faculty and students will continue to grow.

- **School of Medicine:** The School of Medicine, created in 1964, is celebrated for its innovations in medical education and has earned a reputation for making diversity in the physician workforce a priority. Its programs in rural and family medicine are nationally recognized and its groundbreaking BA/MD Program has provided a new pathway for students from throughout New Mexico to pursue a medical career. The founders of the school understood the value a medical school could bring to the state. They understood that New Mexico's rich and vibrant cultures were invaluable assets to all, and their compact with the state was to provide a greater opportunity for New Mexicans to have a medical education, while helping alleviate the severe shortage of medical care in much of the state. More than 40 percent of New Mexico's practicing physicians are graduates of the UNM School of Medicine and its residency programs, and the school continues to place special emphasis on admitting state residents. The state of New Mexico supports the school with direct public funding. In addition to being educators supporting research programs with national impact and recognition, the School of Medicine has grown into being a major part of the health care infrastructure for the state of New Mexico, with programs in 141 communities. The UNM Health System provides comprehensive health services to central New Mexico and serves the entire state as the referral center for Level 1 Trauma and for many specialty adult and pediatric medical and surgical services.

Research

The University of New Mexico engages in over \$300 million in externally funded research each year. Health Sciences Center schools and units extensively collaborate with the other academic units of UNM fulfill the University's research and education missions. The HSC has 14 core facilities that it shares with Main Campus in order to support faculty research throughout the UNM system. Researchers from both campuses work together in extramurally funded research centers that support faculty members in both HSC and other UNM departments.

The University of New Mexico Health Sciences Center attracted over \$190 million in research funding in FY19; 40-50% coming from the NIH and another 30% coming from other Federal partners including the Department of Energy, Los Alamos National Laboratory, and the Sandia National Laboratories. This achievement caps more than a decade of continual growth in extramural funding and highlights the focus on developing major new discoveries that improve the health and well-being of New Mexicans. UNM is a member of the NIH CTSA Consortium; is an NCI Comprehensive Cancer Center; and received a \$20 million grant from the Clinical Trial Research Network (CTRN).

UNM Health Sciences Center has developed 14 shared core facilities to support faculty research. They include:

- [Analytical and Translational Genomics Shared Resource](#)
- [Animal Resource Facility](#)
- [Biomedical Informatics](#)
- [Biostatistics Support](#)
- [BRaIN Imaging Center](#)
- [Community Engaged Research Core](#)
- [Clinical Research Unit](#)
- [Community Health Network](#) for recruiting participants
- [Drug Rescue, Repurposing and Repositioning Network](#)
- [Flow Cytometry and High Throughput Screening Resource](#)
- [Fluorescence Microscopy Shared Resource](#)
- [Human Tissue Repository and Tissue Analysis Shared Resource](#)
- [Regulatory Support](#)
- [Translational Laboratory](#), including clinical testing of human samples



There are currently three extramurally funded centers that involve both UNM HSC and Main Campus faculty and students. These large, multi-faculty and interdisciplinary grant-funded centers provide many university-wide opportunities:

Center for Brain Recovery and Repair

This NIGMS-funded P20 center (CoBRE) award under Bill Shuttleworth, PhD, supports two faculty members and one student in the Department of Psychology as well as departments within the HSC. The center provided salary support and support for a graduate research assistant for the recruitment of a new faculty member in the Department of Speech and Hearing Sciences. The previous CoBRE under Jim Liu, PhD, provided significant pilot funds for Department of Psychology investigators using resources available at the HSC and offered service and consultation to Department of Biology faculty wishing to make use of the animal MRI.

New Mexico Alcohol Research Center

Funded by NIAAA, this P50 center helmed by Daniel Savage, PhD, involves faculty and students from UNM's Main Campus. The Department of Psychology is represented on the executive committee, and two additional faculty members have received pilot awards from the center.

Center for Native American Environmental Health Equity Research

Johnnye Lewis, PhD, leads this P50 center addressing environmental health disparities affecting Native Americans. The program supports a faculty member and postdoctoral research fellow in Civil Engineering, and it benefits from the analytical chemistry facility on UNM's Main Campus.

Additional Centers

Furthermore, there are several service-oriented centers that also contribute to the education and research missions and are joint endeavors of UNM HSC and Main Campus. These include the

Institute for Resilience, Health and Justice; the Center on Alcoholism, Substance Abuse and Addictions; and the New Mexico Center for Health Care Workforce Analysis.

The UNM HSC Signature Programs have provided a productive platform for joint planning on scientific collaborations. The six signature programs include:

- Brain and behavioral illness
- Cancer
- Cardiovascular and metabolic disease
- Child health
- Environmental health services
- Infectious diseases and immunity

Annual retreats are held that include faculty from Main Campus, including more than 100 that participated in these activities in the last year. In addition, the UNM HSC Vice Chancellor for Research, Dean of the School of Engineering and their research faculty hold monthly collaboration meetings. These meetings have led to the creation and funding of an appreciable number of joint education and research initiatives, typically numbering five to ten active collaborative projects in any calendar year.

Interdisciplinary teams conduct research that has substantially improved health in New Mexico and throughout the world. Our scientists focus on:

- Population health
- Comparative effectiveness research
- Advanced microscopy
- Molecular screening for drugs
- Neurosciences
- Immunology
- Cell biology

Faculty members regularly collaborate with our major centers, UNM's [Clinical and Translational Science Center](#) and the [Comprehensive Cancer Center](#), as well as our programs in:

- Spatiotemporal modeling
- Human papillomavirus research
- [Project ECHO](#)
- Numerous neurosciences programs and others

This flexible, focused approach addresses New Mexico's unique multicultural health needs while making significant contributions to improving global human health.



Position Summary

Reporting Relationships

The Executive Vice President for Health Sciences (EVP) will report directly to the President of the UNM, and will be expected to work collaboratively with the university's Executive Vice President for Academic Affairs/Provost in order to advance university-wide strategic and academic program development. In addition, the EVP will work closely with the UNM Health Sciences Committee (HSCC) to improve the research, clinical, operational, financial and educational aspects of the UNM HSC and the UNM Health System.

Reporting to the EVP for research, education, community service and clinical responsibilities will be the following direct reports:

- Deans of the Schools/Colleges of Medicine, Nursing, Pharmacy and Population Health;
- CEOs of UNM Hospital and Clinics and Sandoval Regional Medical Center;
- Heads for UNM Health Sciences for Clinical Affairs; for HSC Research and Academic Affairs; and for UNM Comprehensive Cancer Center.

Overall, the next EVP will:

- Lead the UNM Health Sciences Center and UNM Health System organization - one of the most community engaged research universities in the country and directly contribute to strengthening and growing its mission.
- Partner with a dynamic university president who is committed to building a stronger and more dynamic partnership with the health sciences to achieve the vision of "one" UNM that serves the interests of all New Mexicans.
- Collaborate with an outstanding corps of health sciences professionals, healthcare providers, deans, faculty and clinical/administration staff — all of whom are dedicated to their university and the well-being of its mission, patients and students.
- Be part of a university leadership team eager to forge higher levels of success through thoughtful planning and application of best practices in all areas.

The success of these initiatives will be measured in part, by how they enhance the quality and delivery of health care, the education of health science professionals, and multidisciplinary health science research for the benefit of New Mexico communities.

Responsibilities

- The EVP will have significant interactions with the UNM President, the UNM Provost, and the UNM Board of Regents.
- The EVP will also be expected to advocate on behalf of the university, alumni, and the multicultural communities it serves on matters related to health professions education, research, health care policy and clinical programs that serve the citizens of New Mexico with state and federal legislatures, tribal councils, native governments, county and county governments, government agencies, and the executive branches of government.

- The EVP will add value to UNM, UNM Health Sciences Center and UNM Health System and will:
 - Develop and implement a strategic vision for the research, education, community service and clinical enterprise that anticipates changes in health care nationally and sets the stage for enhanced integration;
 - Expand the research portfolio of the Health Sciences Colleges and Schools;
 - Facilitate and spur innovations in health care delivery and inter-professional health care education of future health care providers;
 - Create and grow opportunities for HSC faculty and students to engage with their colleagues across the entirety of UNM in educational and research partnerships.
- The EVP will greatly influence the organizational structure and future direction of the UNM Health Sciences and UNM Health System. The EVP will lead in developing consensus on the academic (teaching and research) and clinical (patient care) programs and services within the Health System.
- The EVP will develop a health services organization that is both cost-effective and responsive to the marketplace and community needs, in order to advance the vital academic mission of the University's education, research and training programs, and to enhance patient care services. The EVP is responsible for the financial performance of UNM Health System.
- The EVP will recruit and mentor existing and future collaborative senior leadership team members who will be challenged to develop and implement new, sustainable initiatives that positively impact the health of the surrounding community; use novel health care delivery models that take advantage of team-based care; and provide a foundation for inter-professional and health science education as well as multidisciplinary health science research.
- The EVP will oversee facilities planning and facilities utilization for all clinical activities of the health science schools; work in close collaboration with the Provost, and with the CFO for planning and utilization of facilities for education and research; enhance the quality of education, research and patient care through further development of interdisciplinary programs; facilitate the development and integration of all clinical activities of the health science schools and manage and maintain an appropriate compliance program.
- The EVP will have extensive involvement in donor events and activities, building relationships with alumni and donors, sharing a vision for the medical center, providing leadership for high priority fundraising needs and asking for large gifts (all in partnership with development professionals).
- Consistent with the University's commitment to diversity, provide leadership in the realization of diversity and inclusion of faculty, students and staff.

Goals and Objectives

The principal goal for the next EVP will be to create the integrated health sciences campus “of the future” that will fully partner and build a stronger and more integrated University of New Mexico.

The following goals and objectives have been identified as priorities for the new EVP:

Enhance the Quality and Delivery of Health Care

The EVP will oversee improvements in clinical care delivery throughout UNM Health System, striving constantly for improvements in quality, safety and value-based care across practices and sites. She/he will be expected to leverage the clinical missions of the UNM to reduce health disparities across New Mexico. In doing so, the EVP will promote interdisciplinary collaborations among academic programs and clinical services to enhance integrated health service delivery.

Prioritize Community Engagement to Enhance the Health of the Community

This position will provide a highly motivated individual with the opportunity to serve one of the most community engaged research universities in the country and directly contribute to strengthening and growing its mission. The next EVP will bring together campus leaders in the delivery of patient care, education and research, to create, nurture and sustain long-term relationships with the communities served. Developing the future health workforce of New Mexico, UNM Health Sciences will continue to enhance the health of the community through education designed to promote health and wellness. The development and augmentation of clinical partnerships will bring together the expertise, resources and wisdom from the community with that of the health system to strengthen the quality of life for the many communities UNM serve and to continuously elevate access to quality health care. The EVP will champion and collaborate with both community and state leadership to respond to the unique needs of New Mexico's diverse communities with specific attention to the Hispanic and indigenous Native American population.

Ensure Best Practice in all Education Programs

The EVP will collaborate with academic leaders across the whole university including the health sciences colleges and graduate studies to provide high quality health care education and biomedical science education to students in undergraduate, graduate and professional programs. The next leader will build upon the strengths of existing professional programs and interprofessional training efforts in the health sciences colleges to develop a world-class inter-professional education program that provides students the skills necessary to work in multidisciplinary health care teams in both the clinic and the community.

Support the Growth of Research

The EVP will support the growth of multidisciplinary health science and health care research by creating new alliances and enhanced integration within the health sciences and across the entire UNM system, and by optimizing the effectiveness of existing research centers and institutes. They will lead the development of robust translational research programs focusing on areas of clinical strength and health care delivery, including public and community health to help address health disparities. The EVP will be the advocate and spokesperson to promote active communication of research findings and innovation to the broader community to influence policy, clinical practice and decision-making.

Assure Financial Strength and Viability

The EVP is responsible for the budgets and financial resources of the health science colleges/schools, service plans (practice plans) and the clinical enterprise (UNM Health System), consisting of the Office of the EVP, the UNM Hospital and Clinics, the health care delivery system, and other health care entities within UNM Health System. Under the President's leadership, she/he works together with the Executive Vice President for Academic Affairs/Provost in the development and implementation of the university-wide state-funded budget and the campus budgetary model. The EVP will anticipate and proactively prepare for challenges and opportunities.

Advance Government Relations and Regulatory Compliance

The EVP will work directly with legislators and county government officials to clearly outline the impact of legislative action on the operations and activities of UNM Health System and the overall UNM health science educational and research portfolio.

Candidate Qualifications

The successful candidate will be an energetic and transformational leader of national stature, able to inspire with a sense of purpose and to infuse the health sciences programs and centers with a dedication to excellence.

Education Requirements

- Outstanding health sciences credentials with a terminal degree, including MD, PhD, PharmD, or equivalent health professions degree.

Knowledge and Work Experience Requirements

- Balanced commitment to educational, research, community service and clinical missions.
- Expertise in financial management and clinical operations.
- Proven success in philanthropic, alumni relations and government relations activities that advance the mission and values of an academic health system.
- A deep understanding of national health policy, population health as it impacts diverse communities and future challenges in academic health sciences.
- A demonstrated track record of success and collaboration, and evidence of applying strong leadership through times of growth and change.
- A significant record of research/scholarship, ideally as either a Principal Investigator and/or leader in their chosen discipline. The ideal candidate must understand the importance of the UNM Health Sciences research enterprise to the University and to the communities that UNM Health serves. The candidate's experience must show evidence of successful research program building.
- Credentials that warrant a university appointment as full professor in one of the health science colleges of UNM.
- A demonstrated commitment to equity and inclusion, student success, and working with broadly diverse communities.

Desirable Qualifications

- A commitment to supporting a distinguished, accomplished and diverse faculty; deep respect for and engagement with faculty and academic leadership across the university.
- The ability to translate vision into a strategic plan and to implement the strategy to achieve stated objectives and aspirational goals.
- A deep understanding of the NIH and other Federal, state and private funding agencies that support the entire scope of translational research that bridges fundamental basic biomedical sciences, clinical sciences, population health sciences, effectiveness/outcomes research and implementation/dissemination research. The successful candidate must understand how all components of translational research are required and are linked in order to address the social justice inequities that negatively impact the health and well-being of all New Mexicans and underserved populations in the United States and beyond.
- An understanding of the economic and societal forces that will shape the future of health care, improve the health of diverse populations in New Mexico, the Southwest, the U.S./Mexico border and tribal sovereign nations and a vision for what the clinical entities of UNM Health System must do to prepare for change and to become increasingly relevant.
- The cognitive and emotional intellectual capacity and experience to lead research, education, and clinical programs within the health sciences and to reach out to partner with the broader university community and beyond.
- An appreciation for the importance of promoting interprofessional models of education, research programming and service, and a commitment to collaboration across not only the health sciences colleges, but also to encourage and incentivize collaborative relationships among all of the university's schools to capitalize on synergies and opportunities wherever they exist.
- Experience in managing growth and change, in resolving conflict and building consensus and in demonstrating a willingness to seize opportunities while assuming responsibility for reasonable risks.
- A comprehensive understanding of accreditation and compliance issues of education, training, clinical and research programs that impact UNM Health Sciences and UNM Health System, including experience with various regulatory agencies to which UNM and UNM Health Sciences relate.
- The ability and willingness to represent the vision for the health sciences and integrated academic health sciences center to external constituencies, including alumni, donors, academic and cultural organizations and associations, business and civic leaders, and elected officials.

Personal Characteristics

The successful candidate should demonstrate these characteristics and behaviors:

- **Commitment to Equity and Social Justice** – a demonstrated track record of positive leadership and program implementation that favorably impacts health inequalities among diverse populations, improves health care and educational access for those who have been underrepresented in health professions, and modifies the social determinants of health that have led to inequitable health and educational outcomes for disadvantaged populations.

- **Leadership** – a visionary, bold leader with the energy, enthusiasm, emotional intelligence that can motivate others; delegates when appropriate, sets high standards for performance, makes timely and effective decisions, and leads by example.
- **Character** – values driven and ethically balanced; demonstrates integrity and honesty in decision-making and in relationships.
- **Passion for Excellence** – a demonstrated commitment to excellence in research, education and service that enhances UNM’s reputation and visibility to the benefit of students and faculty.
- **Communication Skills** – effective oral and written communication skills, with a contemporary appreciation of the role of digital, online and social media venues in sharing information; a good listener who gives and takes reasoned counsel.
- **Experience** – maturity in judgment and intellect; possesses an appropriately confident demeanor and demonstrates respect for others and appreciation for ideas and opinions.
- **Strategic Thinking** – ability to provide leadership that integrates an expansive view of the future, articulates the role of health sciences colleges in helping to shape that future, and develops an understandable and effective plan for achieving those objectives.
- **Operational and Change Management Skills and Experience** – the temperament to lead people through serious change in a constructive manner and to direct focus and energies toward future opportunities for organizational and individual growth.
- **Team Player** – a collaborator who places the good of the whole ahead of personal issues; ability to build consensus and to synergize and incentivize cross-disciplinary and cross-university cooperation.
- **Political Acumen** – high levels of emotional intelligence enables the following characteristics: diplomacy, sensitivity, political effectiveness, transparency, openness, inclusivity, and trustworthiness.
- **Judgment** – understands the importance of deliberation and consultation as well as the need to make informed, data-driven and timely decisions; communicates and explains decisions in the context of UNM’s overarching mission and goals.
- **Financial Stewardship** – ability to understand the financial implications of plans and decisions; ability to manage with budgetary discipline and the ability to lead growth and to orchestrate and manage resources available for investment to optimal result.
- **Management Style that Includes the Following Attributes** — courageous and confidence-building leadership, particularly in times of crisis or difficulty; willingness to accept responsibility for decisions; conveys a high personal standard for accountability and expects the same from others; a sense of grace under pressure and a sense of humor.
- **Diversity** – a deeply rooted commitment to diversity at all levels as one of UNM’s institutional values and the diverse culture of New Mexico.
- **Executive Capacity** – while vision and strategy development are essential and important, without the ability to execute an effective implementation, these have little value; a demonstrated track record of successful vision and strategy implementation is paramount.

The Community

Albuquerque, New Mexico

The cultural capital of the Southwest, Albuquerque's ethnic tapestry is reflected in its architecture, artwork, cultural centers and cuisine. Recognized as one of the most culturally diverse cities in the country; countless customs and traditions are a vibrant part of daily life in the city.

The most populous city in the state of New Mexico, this high-elevation city serves as the county seat of Bernalillo County, and is situated in the north central part of the state, straddling the Rio Grande. The city population is 560,218 as of the July 1, 2018 population estimate from the United States Census Bureau, and ranks as the 32nd-largest city in the United States. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. Smaller surrounding cities, Rio Rancho, Bernalillo, Placitas, Corrales, Los Lunas, Belen, and Bosque Farms comprise the Albuquerque metropolitan area.



Albuquerque is home to the University of New Mexico (UNM), and Central New Mexico Community College (CNM), and a variety of public and private schools that offer a wide array of options. The Albuquerque Academy was recently ranked as the fifth-best independent high school in the nation by bestcolleges.com. Significant employers in the region include: Sandia National Laboratories, Los Alamos National Laboratory, Ernest Health, United Healthcare, Intel, Hewlett-Packard, General Mills, Bank of America, and others.

Named one of the 50 Best Places to Travel in 2018 by Travel + Leisure, Albuquerque is an outdoor enthusiast's paradise. With more than 310 days of sunshine per year, Albuquerqueans of all ages enjoy events such as the Albuquerque International Balloon Fiesta and exploring area parks like Petroglyph National Monument. During the winter, residents are quick to head to the mountains for ski weekends. In addition to outdoor recreation, Albuquerque enjoys a thriving art scene with a wide array of local galleries and a burgeoning performing arts scene. Families enjoy visiting Albuquerque's zoo, aquarium, and museums, such as the New Mexico Museum of Natural History and Science and the Explora Science Center and Children's Museum.

The city offers a diverse range of shopping, from major retailers to many local boutiques. Nob Hill still sports the neon signs of its Route 66 heyday, now lined with fun locally-owned shops and restaurants. New Mexico's legendary green chile dominates the culinary scene; however, Albuquerque also has a growing craft beer scene and several local wineries.

Albuquerque's warm and inviting community, low cost of living, temperate climate, and rich culture make it the ideal area to live, work, and play.

To learn more visit: <http://www.visitalbuquerque.org> <http://www.cabq.gov>

Timeline

Potential interview dates for this position have been outlined as follows:

Review of credentials for qualified, interested individuals with Search Advisory Committee: Early May 2020

Round One interview dates: TBD

Round Two interview dates: TBD

Procedure for Candidacy

Candidates should be aware that as a state university, UNM abides by full public disclosure for university leadership positions.

Please direct all nominations and resumes to Chris Colenda, MD, Joyce De Leo, PhD, Karen Otto and Kerry Quealy, preferably via e-mail, to UNM_EVPHSC@wittkiewer.com. Information that cannot be sent electronically may be forwarded to:

Kerry Quealy
WittKieffer
2015 Spring Road, Suite 510
Oak Brook, Illinois 60523
Phone: 630-990-1370

Application materials submitted to UNM for employment opportunities are subject to disclosure under the New Mexico Inspection of Public Records Act.

The University of New Mexico Health Sciences Center values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of New Mexico Health Sciences Center documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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Appendix: Garnett S. Stokes, President UNM



Garnett S. Stokes was installed as the 23rd president of The University of New Mexico on May 12, 2018. Soon after taking office on March 1, 2018, Stokes announced her intention to better understand the campus, the communities that surround it and the state of New Mexico. She initiated a multipronged approach to listening to students, faculty, alumni, staff, and community members, including participating in nearly 100 events during her first 100 days in office. During her first five months in office, she travelled nearly 4,300 miles through all 33 counties in New Mexico – visiting 38 cities and 3 Indian reservations as part of her Statewide Listening Tour. To date, she holds traveling office hours across North, Central and Main campus in order to meet with students, staff, and faculty in a casual manner and hear their thoughts on successes and challenges at UNM. She spoke to more than 1,320 New Mexicans on the Statewide Listening Tour, which helped frame her immediate presidential initiatives of campus safety, supporting student Veterans, and furthering the University’s mission of world-class research. On February 5, 2019, Stokes announced the UNM Grand Challenges, calling on researchers from across disciplines to address problems of global, national and regional significance. After receiving proposals from research teams from across UNM’s campuses, Stokes chose three focuses for the UNM Grand Challenges: Sustainable Water Resources, Successful Aging, and Substance Use Disorders. She charged researchers with developing goals that enable multiple paths towards solutions and that are relevant across varied disciplines and communities. In collaboration with the Board of Regents, she plans to continue solidifying relationships with key stakeholders to move the University’s strategic plan forward. She also continues her success in hiring diverse and talented leaders from across the country, capitalizing on the unique opportunity to hire a Provost and EVP for Academic Affairs, Senior Vice President for Finance and Administration, and Vice President for Equity and Inclusion, all within her first 15 months at UNM. A first-generation college graduate, Stokes earned a B.A. in psychology from Carson Newman College in Jefferson City, Tennessee, and M.S. and Ph.D. degrees from the University of Georgia in industrial/organizational psychology. She is a fellow of the Association for Psychological Science, the American Psychological Association, and the Society for Industrial and Organizational Psychology. Stokes is the first female president in UNM’s 129-year history. Her husband, Dr. Jeff Younggren, is a forensic psychologist and a retired Colonel in the U.S. Army. They have four grandchildren, two boys living in Redondo Beach, California and two girls living in Seattle, Washington. They reside on campus at University House.

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