



Chief Medical Director for Student Health and Well-Being

Johns Hopkins University seeks an inaugural Chief Medical Director for Student Health and Well-Being to reimagine the delivery of primary health care and wellness support to students and clinical trainees university-wide. Johns Hopkins' global, diverse student population ranges from full-time undergraduates on the Homewood Campus to third-year medical residents on the East Baltimore medical school campus to graduate students at the University's multiple professional school campuses in Baltimore and Washington, D.C. The Chief Medical Director will develop and execute a strategy for providing the highest quality primary and specialty clinical care as well as wellness support to all Johns Hopkins students regardless of their location, program affiliation, identity, or health status.

Currently, Johns Hopkins operates two student health care centers: 1) the University Health Services clinic in East Baltimore serves 5,500 graduate students, postdoctoral fellow, clinical trainees, and residents in the Schools of Medicine, Nursing, and Public Health, and 2) The Homewood Student Health Center serves 8,000 undergraduate, graduate, and post-doctoral fellows at the Krieger School of Arts & Sciences, Whiting School of Engineering, and the Peabody Music Conservatory. Students enrolled in SAIS are provided health care services on a contractual basis with partner organizations. These partnership agreements will also fall under the purview of the Chief Medical Director.

The combined staff of the two student health care centers named above numbers approximately 50 physicians, nurse practitioners, social workers, nurses, psychologists, clinical and administrative support staff. The inaugural Chief Medical Director will have a significant presence at the University Health Services clinic in East Baltimore, creating partnerships with the larger JHM Health System, and will be the lead clinical advisor and administrative leader for both the East Baltimore and Homewood primary care clinics.

Reporting to the Vice Provost for Student Health and Well-Being, Kevin Shollenberger, the Chief Medical Director will serve as a critical member of a cross-university team dedicated to fostering a holistic climate of well-being for all Johns Hopkins students and clinical trainees. The Student Health & Well-Being functional area overseen by the Vice Provost includes approximately 100 staff dedicated to providing primary student health care, mental health support, disability services, health and well-being promotion, and sexual violence prevention and resources.

OPPORTUNITIES AND CHALLENGES

The inaugural Chief Medical Director will be asked to address the following priorities:

Strategic Leadership and Clinical Management

- Serve as the visible and accountable leader for the university-wide student health function, in conjunction with the Vice Provost for Student Health & Well Being;

- Collaborate with the Vice Provost to develop and implement a new strategic vision for the JHU student healthcare delivery model, focusing on seamless integration of primary care, general well-being, and mental health awareness/support;
- Manage a multi-location clinical team of physicians, advanced practice providers, social workers, mental health professionals, and nurses to ensure all students receive high-quality, evidence-based, holistic acute and chronic medical services, and mental health support;
- Evaluate and realign current resources toward the ultimate goal of delivering a university-wide model that focuses on open access, removal of cultural barriers, and meeting the needs of all student populations from a diversity, inclusion, and belonging perspective. Partners from Human Resources, Organizational Design, Diversity & Inclusion, and other university offices will be eager to collaborate with the Chief Medical Director in these efforts;
- Serve as the leader of a cross-university, multidisciplinary team to plan emergency preparation and response for major public health events, such as infectious disease outbreaks;

Clinical Protocol and Health Policy/Insurance Expertise

- Collaborate with the clinical teams, key stakeholders, and University leadership to evaluate and develop policies around student health and wellness needs, including immunization, patient operational protocols, etc.;
- Consult with internal and external subject matter experts to remain knowledgeable about important regulatory changes that may impact student health services policy or protocol;
- Oversee the administration and financing of the varied health insurance benefits offered to all students and clinical trainees across all schools and campuses by coordinating closely with the School of Medicine, the central Human Resources staff, contractual health services providers, and others;
- Work collaboratively with the JH Health System to leverage expertise and accessibility to services for students and learners; and,
- Solicit and take into consideration feedback from Deans, student affairs staff, and student/clinical trainee representatives re the quality and cost efficiency of their health and wellness care.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be an experienced clinician skilled in ensuring the delivery of consistent, high-quality care across multiple sites. A holistic approach to medical care, an understanding of young adult physical and mental health challenges, and a high degree of personal and professional commitment to issues of identity, inclusion, and equity are essential. Availability for after-hours consultation regarding emergencies or urgent matters is required. The Chief Medical Director must be a licensed clinician (M.D., D.O., N.P., R.N., for example) in good standing. In addition, they should bring many of the following qualities and characteristics:

- Proven clinical skills, a commitment to evidence-based medicine, and a deep understanding of the intersection of primary care and mental health;
- A recognition of the ways in which patient needs may differ across populations and campuses, including a deep understanding of how a patient's identity/identities may impact their care needs or their experience within the medical system;
- A readiness to listen to and connect with students, trainees, and residents in order to better understand their experiences, needs, and priorities both as individual patients and collective groups;
- Experience recruiting, training, mentoring, and retaining a diverse staff, including providing structured opportunities for professional development, evaluation, and assessment;
- Familiarity with the culture of care and disease prevention on a college campus as well as with the network of supports and resources available within a large university and/or medical system;
- Ability to communicate effectively on a variety of complex and challenging topics across a wide range of audiences, including Johns Hopkins University and Johns Hopkins Medicine leadership, faculty, staff, students, medical students, parents, and community representatives;
- The ability to function effectively in a change-oriented and dynamic environment, with multiple, high-visibility priorities;
- Skill navigating a decentralized organization with multiple locations and staffs;
- The ability to address and manage crisis situations in an appropriate and timely manner;
- Exceptional interpersonal skills, a collaborative nature, and the ability to build trust and interact effectively with a wide range of individuals across a variety of situations;
- The ability to collect and translate quantifiable information into improved medical practices, services, and tangible benefits for students;
- Proven business acumen and financial stewardship skills coupled with the ability to think creatively and strategically about the sustainable use of resources in a complex ambulatory and student health care setting;
- Familiarity with accreditation processes, particularly through the Accreditation Association for Ambulatory Health Care and School of Medicine LCME process; and,
- A passion for the mission of higher education, of Johns Hopkins, and the success of the individual and "whole" student.

ABOUT THE UNIVERSITY

The Johns Hopkins University was America's first research university, founded for the express purpose of expanding knowledge and putting that knowledge to work for the good of humanity. It was incorporated in 1867 under the terms of a \$7 million bequest from Johns Hopkins, a Quaker merchant of Baltimore, who directed that the funds be used for the establishment of a university and a hospital.

Today, Johns Hopkins has approximately 6,500 faculty, 6,200 undergraduate students, and 17,600 graduate students arrayed across 230 degree programs at the baccalaureate, master's, and doctoral levels. Perennially ranked as the nation's leader in annual research expenditures, the University has exceeded its own standard over the past decade due to excellent academic leadership, committed faculty and students, innovative international programs, high levels of collegiality, and exceptional interdisciplinary collaboration. In the past five years, research awards and expenditures have grown from \$1.8 billion to \$2.5 billion. The University's annual revenue exceeds \$5.7 billion. The University's endowment is over \$7 billion.

Led since 2009 by President Ronald J. Daniels, Johns Hopkins is extraordinarily entrepreneurial and excellence-driven. This entrepreneurial spirit generates the innovation for which Johns Hopkins is known internationally—innovation that often happens through collaborations which harness complementary strengths to find solutions to our greatest societal, philosophical, and scientific challenges.

CONTACT

For best consideration, please send all nominations and applications in confidence to:



Sue May, Partner
Matthew Marsallo, Managing Associate
Storbeck Search
JHUChiefMedicalDirector@storbecksearch.com

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