

Senior Associate Dean for Academic Affairs and Professional Development

The Senior Associate Dean for Academic Affairs and Professional Development provides strategic leadership and guidance for the academic and professional development efforts across the Heersink School of Medicine. This includes supervision and oversight of the Offices of Faculty Affairs, Leadership Development, Wellness, and Access and Engagement.

Table of Contents

The Opportunity 2

Organization Overview 3

Position Summary..... 5

Candidate Qualifications 6

The Birmingham Community 7

Procedure for Candidacy..... 8

The Opportunity

The University of Alabama at Birmingham (UAB) Marnix E. Heersink School of Medicine seeks a strategic and innovative leader to serve as the inaugural Senior Associate Dean for Academic Affairs and Professional Development. Reporting directly to the Senior Vice President for Medicine and Dean, this individual will lead the school's academic affairs and professional development pillars to shape the faculty experience across one of the nation's leading academic medical centers, influencing leadership development, well-being, engagement, and career advancement at every stage of the faculty lifecycle. The role offers significant visibility and impact through close partnership with senior leaders across the School of Medicine, UAB, UAB Health System, and external stakeholders.

UAB is an internationally renowned public university ranked 28th in NIH funding and 12th among public universities in the United States, as well as a leading academic health center and the fifth-largest hospital in the country. The Senior Associate Dean will have the opportunity to shape a unified vision for more than 2,500 learners while advancing excellence, integration, and innovation across the educational mission. Working closely with institutional and health system leaders, the successful candidate will drive strategic initiatives that strengthen curriculum, assessment, faculty development, accreditation, and educational outcomes while expanding opportunities for workforce development and physician-scientist training.

The ideal candidate will be an accomplished leader in academic affairs and professional development, with a proven ability to guide cross-functional teams and foster a positive, high-performing organizational culture. The ideal candidate is an effective communicator who empowers others through thoughtful delegation, maintains appropriate oversight and accountability, and is deeply committed to advancing the institution's mission and strategic priorities, and the professional growth and development of faculty. This leader actively supports mentorship, career advancement, and opportunities that enable faculty and staff to thrive as educators, scholars, clinicians, and institutional contributors.

Organization Overview

University of Alabama at Birmingham (UAB)

Known for its innovative and interdisciplinary approach to education at both the graduate and undergraduate levels, the University of Alabama at Birmingham, a part of the University of Alabama System, is an internationally renowned research university and academic medical center with more than \$866 million in annual research expenditures and an economic impact on the state exceeding \$12.1 billion a year. UAB is Alabama's largest employer, with more than 35,000 employees, and was named Forbes' No. 1 Large Employer in the United States in 2021. UAB serves nearly 21,000 students offering more than 180 degree programs in 10 schools and two colleges. The four pillars of UAB's mission are education; research, innovation and economic development; community engagement; and patient care. Learn more at <http://www.uab.edu>.

UAB Health System (UABHS)

The \$7.5 billion UAB Health System comprises the patient-care activities of the University of Alabama at Birmingham Marnix E. Heersink School of Medicine and more than 3,100 licensed beds in a system of 16 owned, affiliate and network entities across the state. This includes UAB Hospital, which is the 5th largest in the nation, home to the state's only Level I trauma center (now undergoing a \$73 million expansion), and is consistently named by U.S. News & World Report as the top hospital in Alabama, with seven specialties currently in the top 50 nationally. UABHS encompasses the largest multi-specialty group of health care professionals in Alabama serving patients from every state in the nation and many countries around the world; UAB Callahan Eye, the only specialty eye hospital in Alabama and one of only a few in the world entirely dedicated to advancements in ophthalmology; and Viva Health which serve more than 78,500 Alabamians through Medicare or employer-sponsored health plans. In 2024, UAB acquired the Ascension St. Vincent's Health System, adding 5 hospitals and 19 ambulatory facilities to meet the healthcare needs of Alabamians. UABHS is committed to providing more than \$250 million in world-class charity care. Learn more at <https://www.uabmedicine.org/>.

UAB Marnix E. Heersink School of Medicine (HSOM)

The Heersink School of Medicine consistently ranks among the nation's best academic medical centers for research, education, and clinical care. With campuses in Birmingham, Huntsville, Montgomery, and Tuscaloosa, Heersink has continued to expand its academic reach and responsibilities in addition to educating physicians in rural and underserved areas of the state. Home to more than 845 students, 1,150 residents and fellows, and over 1,900 full-time faculty across 27 academic departments, Heersink is committed to training the next generation of physicians and physician-scientists, answering basic scientific questions that lead to medical innovations and bringing the highest quality health care to all its patients. Additionally, Heersink is affiliated with UAB Health System, Children's of Alabama, the Birmingham VA Health Care System, Cooper Green Mercy Health Services, UAB Medical West, and other hospitals associated with the regional campuses in Huntsville, Montgomery, and Tuscaloosa. Learn more at <https://www.uab.edu/medicine/home/>.

Mission

To advance health and healing through patient care, education, and discovery.

Vision

To be a leader in making a global impact through innovative care, transformative discovery, and collaborative teaching and learning.

Dean of the Heersink School of Medicine

Anupam Agarwal, M.D., serves as Senior Vice President for Medicine and Dean of the UAB Heersink School of Medicine. He is a nationally recognized nephrologist and physician-scientist. He previously served as Executive Vice Dean and Director of UAB's Division of Nephrology, helping to strengthen the institution's clinical and academic excellence. His pioneering research on kidney injury and inflammation has resulted in more than 128 peer-reviewed publications and earned him election to several prestigious medical societies, including the American Society of Clinical Investigation and the Association of American Physicians. Widely respected as a mentor and educator, Agarwal has received numerous awards for teaching, research, mentorship, and leadership, reflecting his longstanding impact on academic medicine and the next generation of physician-scientists.

Academic Affairs and Professional Development Overview

The Office of Academic Affairs and Professional Development serves as a central pillar of the Heersink School of Medicine's commitment to faculty success, leadership excellence, and an inclusive, thriving academic community. Established to align with leading practices at peer institutions, the office brings together Faculty Affairs, Leadership Development, Wellness, and Access and Engagement under a unified strategy that supports faculty throughout their career lifecycle.

Working collaboratively across the Heersink School of Medicine, UAB, UAB Medicine, and the Birmingham VA Health Care System, the Office of Academic Affairs and Professional Development advances strategic initiatives that strengthen the faculty experience and support the school's educational, research, and clinical missions. Through its focus on professional growth, leadership development, wellness, and access and engagement, the office helps cultivate an environment in which faculty can thrive and contribute to the institution's long-term success.

Office of Faculty Affairs

The Office of Faculty Affairs serves all faculty members by promoting professional development, career progression, and leadership opportunities. The office supports faculty seeking promotion and tenure, those interested in leadership roles, and those looking to build meaningful mentoring relationships. Through its programs and resources, the office helps faculty thrive and contribute to the school's educational, research, and service missions.

Office of Leadership Development

The Office of Leadership Development supports leaders and teams across the Heersink School of Medicine and the UAB Health System through leadership training, executive coaching, and customized development programs. The office equips leaders at all levels with the skills needed to communicate effectively, build high-performing teams, navigate change, manage conflict, and advance strategic priorities. By fostering leadership growth, collaboration, and employee engagement, the office helps leaders create positive workplace cultures that support organizational success. Through tailored programs and personalized support, the office empowers leaders and their teams to achieve meaningful results and contribute to UAB's mission and long-term excellence.

Office of Wellness

The UAB Medicine Office of Wellness supports the wellbeing of faculty, providers, staff, and learners across the UAB Medicine community. Through education, research, coaching, consultation, and evidence-based programs, the office promotes individual wellbeing while helping create a healthier, more engaged workplace culture. The office partners with leaders, teams, and departments to identify and address workplace challenges, strengthen engagement, and advance wellness initiatives that support the workforce at every level. By fostering connection, resilience, and organizational wellbeing, the Office of Wellness helps individuals and teams thrive while contributing to the long-term success of UAB Medicine's mission in patient care, education, and research.

Office of Access and Engagement

The Office of Access & Engagement supports faculty, staff, residents, fellows, and students across the Heersink School of Medicine by fostering a welcoming and supportive environment where all individuals can thrive and contribute to excellence in education, research, and service. The office collaborates with partners across the institution to provide resources, programs, and opportunities that promote professional growth, community engagement, and individual success.

Collectively, these programs serve thousands of employees, both faculty and staff, and reflect the breadth and complexity of the Heersink School of Medicine's academic affairs and professional development pillar.

Position Summary

The Heersink School of Medicine (HSOM) is seeking applications for the Senior Associate Dean for Academic Affairs and Professional Development. Reporting directly to the Senior Vice President for Medicine and Dean, strategic leadership and guidance for the academic and professional development efforts across the Heersink School of Medicine. This includes supervision and oversight of the Offices of Faculty Affairs, Leadership Development, Wellness, and Access and Engagement. This position will work with these offices and existing leadership on critical functions within the Heersink School of Medicine, including but not limited to:

- Faculty Council appointment promotion and tenure process
- Faculty and staff recognition programs, both internal and external, including HSOM Prestigious Awards Program
- Onboarding and support activities across the faculty-life cycle for both clinical and research faculty
- Design and delivery of leadership programming and professional development for faculty and staff
- Faculty and staff well-being strategy, including burnout prevention, resilience resources and programs that support a healthy work environment
- Advancement of a culture of access, engagement and belonging Core Responsibilities

Reporting Relationships

- Reports to: Senior Vice President for Medicine and Dean, UAB Heersink School of Medicine

Candidate Qualifications

Required Qualifications

- M.D./Ph.D., M.D., D.O., or Ph.D., or equivalent
- The successful candidate must currently hold a tenured position at the rank of associate professor or professor
- Accomplished academic medical/scientific leader, with experience supporting faculty success and strengthening institutional culture
- Experience collaborating effectively across units, institution, and stakeholder groups
- Demonstrated ability to mentor and develop faculty and leaders at all career stages

Preferred Qualifications

- Outstanding interpersonal and communication skills
- Prior leadership experience of an organizational department, unit, or cross-functional team
- Commitment to advancing institutional priorities and supporting organizational goals

Knowledge and Work Experience

- Demonstrated success leading complex professional development programs or initiatives within academic medicine
- Proven ability to lead organizational change, innovation, continuous improvement, and strategic growth
- Experience building effective partnerships among academic, clinical, and administrative stakeholders

Leadership Skills and Competencies

- **Strategic Agility:** Demonstrates the ability to navigate evolving priorities and complex environments while maintaining focus on institutional goals. Adapts approaches as circumstances change and helps others successfully manage change.
- **Collaborative Communication and Relationship Building:** Communicates effectively with a broad range of stakeholders, fosters trust and transparency, and builds collaborative partnerships that advance institutional priorities and shared success.
- **Organizational Effectiveness:** Understands and navigates the dynamics of complex academic and healthcare organizations. Builds consensus and advances priorities through influence and collaboration.
- **Change Leadership:** Leads strategic and operational change with vision and resilience. Creates alignment around shared goals and inspires commitment to continuous improvement.
- **Talent Development:** Demonstrates a commitment to mentoring and developing faculty, staff, and emerging leaders. Creates opportunities for growth and professional excellence.

The Birmingham Community

Birmingham, Alabama

Birmingham, Alabama, known as "The Magic City," is the state's largest metropolitan area and economic center. Birmingham offers the rare combination of professional opportunity and exceptional quality of life. As the economic, medical, and innovation center of Alabama's largest metropolitan region, the city is home to nationally recognized healthcare institutions, a growing technology sector, and a vibrant business community.

Beyond career opportunities, Birmingham provides a welcoming, family-friendly environment with outstanding schools, a nationally acclaimed culinary scene, rich arts and cultural offerings, and abundant outdoor recreation. From award-winning restaurants and performing arts venues to extensive green spaces and easy access to both the Appalachian foothills and Gulf Coast beaches, Birmingham offers an attractive lifestyle at a cost of living that compares favorably with many major U.S. cities.

Relocation to a new city is a complex, major life decision. Throughout the recruitment process, UAB pairs candidates with local recruitment resources to provide an individualized introduction to Birmingham based on the personal needs and interests of the recruit and their family.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Please direct all nominations and applications to Jennifer Dunn, Administrative Director, Strategic Leadership Recruitment, Heersink School of Medicine, Dean's Office at jennilb@uab.edu.

Candidates can also apply through [People Admin](#) or via the QR code below.

UAB is an Equal Employment/Equal Educational Opportunity Institution dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, sex (including pregnancy), genetic information, age, disability, and veteran's status. As required by Title IX, UAB prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to UAB's Assistant Vice President and Senior Title IX Coordinator. The Title IX notice of nondiscrimination is located at uab.edu/titleix.

