

Department of Medical Education

Senior Associate Dean of Medical Education, Chair of the Department of Medical Education

The Senior Associate Dean for Medical Education (SAD) provides strategic leadership and oversight of the full continuum of medical education at the Heersink School of Medicine (HSOM).

This role also serves as Chair of the Department of Medical Education and is a key member of the senior leadership team, working closely with health system executives and institutional partners.

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The Opportunity

The University of Alabama at Birmingham (UAB) Marnix E. Heersink School of Medicine seeks a strategic and innovative leader to serve as Senior Associate Dean for Medical Education and Chair of the Department of Medical Education and hold the prestigious Paul and Martha Burleson Endowed Chair in Medical Education. Reporting directly to the Senior Vice President for Medicine and Dean, this individual will lead the school's educational enterprise across the full continuum of learner development, including pathway programs, undergraduate and graduate biomedical education, undergraduate medical education (UME), graduate medical education (GME), continuing medical education (CME), and international medical education (IME).

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 medical education, with operational expertise to address challenges and opportunities for growth, while also having experience with accreditation requirements of the Liaison Committee for Medical Education (LCME) and Accreditation Council for Graduate Medical Education (ACGME), knowledge of curriculum management for undergraduate medical education, and good financial stewardship in managing a complex budgeting system. The Senior Associate Dean must demonstrate the ability to collaborate effectively with diverse stakeholders and navigate the complexities of an academic medical center, with a clear understanding of how to integrate its interconnected educational, research, and clinical missions.

This position offers a rare opportunity to shape the future of medical education within one of the nation's leading academic health centers, influencing every stage of physician development—from early pathway programs to continuing professional education—while building a nationally recognized model for excellence in medical education.

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.

Medical Education Overview

Medical Education at the Heersink School of Medicine leads the School's educational mission, preparing future physicians, scientists, and health professionals for careers in clinical practice, research, teaching, and leadership. Through a commitment to educational excellence, innovation, and mentorship, Medical Education advances the development of learners who improve the health and well-being of communities across Alabama and around the world.

Medical Education provides strategic leadership and oversight for the School of Medicine's educational enterprise across the full continuum of learner development, including pathways to medicine programs; admissions and enrollment management; undergraduate and graduate biomedical education; undergraduate medical education (UME); graduate medical education (GME); continuing medical education (CME); physician-scientist development; international medical education (IME); accreditation and continuous quality improvement; and regional campus oversight.

Within this broader educational enterprise, the Department of Medical Education serves as the organizational home for faculty, educational leaders, and staff who advance and support the School of Medicine's educational mission. The department includes faculty and programs focused on medical education, anatomy, educational innovation, physician-scientist development, and related educational disciplines. Through its educational, scholarly, and administrative contributions, the department plays a critical role in the design, delivery, evaluation, and continuous improvement of programs across the continuum of learner development.

Undergraduate Medical Education and Student Success

The Department of Medical Education oversees UME across Heersink's four-campus educational system, serving more than 845 medical students. Through the Offices of Undergraduate Medical Education, Medical Student Services, and Admissions and Enrollment Management, the department provides leadership for curriculum development, assessment, admissions, enrollment, academic support, career advising, and learner success initiatives while ensuring a high-quality and comparable educational experience across all campuses and clinical training environments.

Graduate and Continuing Medical Education

The SAD for Medical Education provides strategic leadership to one of the nation's largest graduate medical education enterprises, encompassing more than 100 residency and fellowship programs across multiple campuses and affiliated training sites. Through collaboration with institutional and health system leaders, the department advances excellence in training through accreditation oversight, program development, faculty development, trainee support, and workforce development initiatives.

Additional responsibilities include overseeing Continuing Medical Education, extending the School of Medicine's educational mission through lifelong learning and professional development opportunities for physicians and other healthcare professionals. Through partnerships with academic departments, clinical programs, and health system leaders, CME supports the translation of emerging knowledge and best practices into improved healthcare outcomes.

Regional Campuses and Educational Resources

The medical education enterprise at UAB provides leadership and coordination for educational programs across the School of Medicine's campuses in Birmingham, Huntsville, Montgomery, and Tuscaloosa. In Tuscaloosa, the Senior Associate Dean works closely with regional campus leadership to oversee the undergraduate medical education mission. In Huntsville and Montgomery, the Senior Associate Dean collaborates with regional campus leaders to advance educational, research, and clinical priorities that support the School's statewide mission.

All of our campuses share educational resources that support learners across multiple professions and stages of training, including Gross Anatomy and Surgical Anatomy programs and the Anatomical Donor Program, which provides essential infrastructure for anatomy education and clinical skills development.

Biomedical Education and Physician-Scientist Development

Part of the medical education mission includes undergraduate, graduate, and certificate-level biomedical education programs that prepare students for careers in medicine, biomedical research, and other health professions. Through the Physician-Scientist Development Office (PSDO), the NIH-funded Medical Scientist Training Program (MSTP), and related research training initiatives, the department also supports the development of future physician-scientists, educators, and academic leaders.

Pathways to Medicine

This office oversees pathway and bridge programs designed to strengthen the future healthcare and biomedical workforce. These efforts include K–12 STEM outreach, rural health initiatives, structured pathways into medicine, master's-level bridge programs, summer research experiences, and other educational initiatives that support learner progression into health professions and biomedical careers.

International Medical Education

The Office of International Medical Education advances the School of Medicine's global mission through international partnerships, learner exchanges, visiting scholar programs, and physician training pathways that expand educational and research collaboration worldwide.

Community Engagement and Learner Development

Through the Office of Service Learning, the Office of Access Engagement – Student Success, and the Office of Access and Engagement – Resident and Fellow Experience, medical education promotes community-engaged learning, mentorship, leadership development, learner support, and professional growth across the educational continuum.

Accreditation, Quality, and Educational Innovation

Through the Office of Medical Education Accreditation and Continuous Quality Improvement, the department fosters a culture of continuous improvement and accreditation readiness within undergraduate medical education. The office supports compliance with LCME standards through ongoing monitoring of accreditation elements, identification of areas of risk, and quality improvement initiatives that strengthen the educational program and support successful accreditation outcomes.

Collectively, these programs serve thousands of learners annually and reflect the breadth, complexity, and statewide impact of the Heersink School of Medicine's educational mission.

Accreditation

LCME

The UAB Heersink School of Medicine maintains full accreditation from the Liaison Committee on Medical Education (LCME). Following its most recent accreditation survey visit in 2022, the School received the maximum eight-year accreditation term. The next comprehensive LCME accreditation survey visit is anticipated during Academic Year 2029–2030. Ongoing accreditation oversight and continuous quality improvement activities support the School's commitment to excellence in medical education.

ACGME

The University of Alabama Hospital maintains continued accreditation from the Accreditation Council for Graduate Medical Education (ACGME) as the Sponsoring Institution for UAB's graduate medical education enterprise. The institution's next 10-year accreditation site visit is anticipated in 2027.

Joint Accreditation

The UAB Heersink School of Medicine maintains Joint Accreditation through the Accreditation Council for Continuing Medical Education (ACCME), Accreditation Council for Pharmacy Education (ACPE), and American Nurses Credentialing Center (ANCC) as a provider of continuing education for the healthcare team. The current accreditation term extends through November 2029.

Class Profile and Outcomes Data

Class Profiles

Profiles	2026	2025	2024
Applied	3,835	4,207	4,330
Interviewed	498	481	493
Offered	267	276	281
Enrolled	194	196	190
MCAT Score	509	509.4	508.7
Average GPA	3.88	3.87	3.83
Alabama	169	161	155
Out of State	25	35	35

Table 1: The Class Profiles table highlights key characteristics of recent entering classes, including applicant volume, student academic achievement, and the mix of Alabama and out-of-state students.

Student Educational Outcomes

USMLE 5-Year Average Pass Rates

- 93.8% for USMLE Step 1
- 98.6% for USMLE Step 2
- 98.2% for USMLE Step 3

Student Match Rate Data

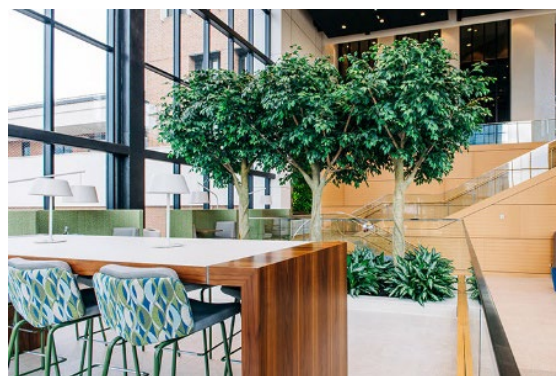
Class Year	Match Rate	Matched in AL	Matched at UAB
2026	99.5%	39.2%	32.0%
2025	99.4%	36.3%	33.3%
2024	98.9%	25.1%	21.9%
2023	100%	32.9%	23.1%
2022	100%	37.0%	26.9%

Table 2: The Match Rate data provides a snapshot of residency placement outcomes for graduating medical students, reflecting the strength of the school's educational programs and student success.

Facilities

Volker Hall

Medical education programs at the UAB Heersink School of Medicine are centered in Volker Hall, an 80,000-square-foot academic facility located within UAB's academic medical center. Recent investments have created a modern educational environment that supports learning, collaboration, innovation, and learner well-being.



Volker Hall key educational resources include:

- **Medical Education Tower** is home to the Office of the Senior Associate Dean for Medical Education and the administrative hub for educational programs.
- **Active Learning Center** accommodates more than 200 learners in a collaborative learning environment.
- **Modern classrooms, lecture halls, and small-group learning spaces** are designed to support a wide range of instructional formats.
- **Clinical skills and simulation resources** that support experiential learning and skills development.



- **Dedicated learner spaces** for study, collaboration, wellness, and professional development.
- **Gross anatomy and surgical anatomy facilities**, including resources that support anatomy education and procedural training across multiple learner groups.

Altec / Styslinger Genomic Medicine and Data Sciences

The Medical Scientist Training Program (MSTP) and Physician-Scientist Development Office (PSDO) are housed in the recently renovated Altec Styslinger Genomic Medicine and Data Sciences Building (ALGEN), alongside the Center for Clinical and Translational Science (CCTS), fostering collaboration across research, education, and physician-scientist development.



Huntsville Regional Medical Campus

UAB Health Center Huntsville is North Alabama's largest medical center and the regional anchor of UAB Medicine. Home to the area's largest multi-specialty physician practice, the center supports 30 faculty members, 87 staff members, and 130 students and residents who provide vital clinical care while advancing medical education across the region.



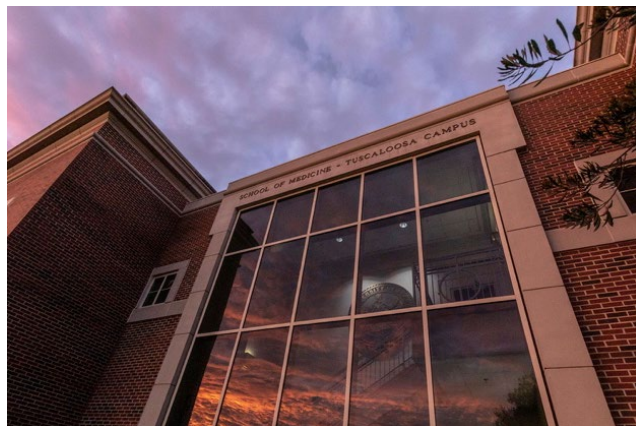
Montgomery Regional Medical Campus

The UAB Montgomery Regional Medical Campus (MRMC) is a leading center for medical education and community health in central Alabama. Through a partnership among UAB, Baptist Health, and the City of Montgomery, students, residents, and faculty provide high-quality clinical care while training the next generation of physicians and expanding access to healthcare in underserved and rural communities across the River Region.



Tuscaloosa Regional Medical Campus

The Tuscaloosa Regional Medical Campus (TRMC), based in the College of Community Health Sciences at The University of Alabama and affiliated with DCH Health System, offers a unique learning environment focused on primary care, population health, and longitudinal clinical experiences that prepare future physicians to serve communities across Alabama.



Position Summary

The Heersink School of Medicine (HSOM) is seeking applications for the Senior Associate Dean for Medical Education. Reporting directly to the Senior Vice President for Medicine and Dean, this position provides strategic leadership and administrative oversight across the full continuum of medical education, including pathway programs, premedical undergraduate and graduate biomedical education, undergraduate medical education (UME), graduate medical education (GME), continuing medical education (CME), and international medical education (IME).

This role also serves as Chair of the Department of Medical Education and is a key member of the senior leadership team, working closely with health system executives and institutional partners. The Senior Associate Dean for Medical Education oversees a large, complex portfolio serving more than 2,500 learners across multiple campuses and programs and is responsible for advancing excellence, integration, and innovation across the educational mission.

Core Responsibilities

Strategic Leadership

- Define and execute a unified vision for medical education across the full continuum of learner development
- Lead high-impact institutional initiatives that enhance educational quality, integration, and outcomes
- Serve as a senior advisor to the Dean and represent medical education priorities at the executive level

Educational Continuum Oversight

- Provide executive oversight of UME (~850 students), GME (~1200 trainees), and CME programs
- Lead premedical undergraduate majors and graduate biomedical programs (~600 students) aligned with workforce development
- Oversee pathway and physician-scientist development programs spanning K–12 through early faculty stages
- Direct international medical education initiatives, including visiting learners, global partnerships, and educational exchanges

Accreditation and Quality

- Ensure institutional excellence in meeting LCME, ACGME, The Commission on Colleges and Universities (formerly SACSCOC), and Joint Accreditation standards (ACCME, ACPE, ANCC)
- Lead continuous quality improvement to optimize the learning environment and learner outcomes
- Advance excellence in teaching, curriculum design, and assessment across all learner levels
- Partner with other HSOM units to strengthen faculty development and promote educator career advancement and recognition
- Foster innovation and scholarship in medical education

Operations and Educational Infrastructure

- Oversee administrative and operational units supporting the educational mission
- Provide leadership for shared educational resources, including the gross anatomy laboratory, surgical laboratory, and anatomical donor program
- Partner on financial strategy, resource allocation, and program sustainability
- Supervise regional campus leadership to ensure alignment across educational, clinical, and research missions

External Engagement and Advancement

- Strengthen partnerships with healthcare systems, academic institutions, and community stakeholders
- Collaborate with alumni and development teams to advance engagement and philanthropic support
- Represent the HSOM in national and regional medical education organizations

Department Chair Responsibilities

- Provide academic, administrative, and financial leadership for the Department of Medical Education
- Recruit, develop, and retain faculty with expertise across the education continuum
- Advance a national reputation for innovation and scholarship in medical education

Reporting Relationships

- Reports to: Senior Vice President for Medicine and Dean, UAB Heersink School of Medicine
- Direct reports:
 - Associate Dean for Admissions and Enrollment Management
 - Associate Dean for Biomedical Programs
 - Associate Dean for Global Initiatives and International Medical Education
 - Associate Dean for Graduate Medical Education
 - Associate Dean for Medical Student Services
 - Associate Dean for Physician Scientist Development
 - Associate Dean for Strategic Initiatives, Medical Education
 - Associate Dean for Undergraduate Medical Education
 - Assistant Dean for Medical Scientist Training Program
 - Assistant Dean for Pathway Programs
 - Assistant Dean for Student Experience

Candidate Qualifications

Required Qualifications

- M.D., D.O., Ph.D., or equivalent terminal degree with significant leadership experience in medical education
- The successful candidate must qualify for an appointment as an associate or full professor in the Heersink School of Medicine
- Accomplished academic medical leader with substantial experience in medical education and LCME accreditation
- Eligibility for Alabama licensure, where applicable

Preferred Qualifications

- Outstanding interpersonal and communication skills
- Exhibits a style that builds institutional culture, with an ability to delegate yet maintain appropriate organizational oversight
- Commitment to advancing educational priorities and supporting organizational goals

Knowledge and Work Experience

- Demonstrated success leading complex educational 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
- Demonstrated ability to lead across multiple stages of the educational continuum
- Experience with LCME and ACGME accreditation standards, reviews, and continuous quality improvement processes
- Experience with Joint Accreditation for Interprofessional Continuing Education preferred
- Evidence of scholarly achievement and national recognition in medical education, academic leadership, or a related field

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](#) 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.

