POSITION DESCRIPTION

University of Nebraska Medical Center

Director, Munroe-Meyer Institute

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THE OPPORTUNITY

The University of Nebraska Medical Center’s Munroe-Meyer Institute for Genetics and Rehabilitation seeks a dynamic, visionary new Director to lead this federally designated University Center of Excellence for Developmental Disabilities Education, Research, and Service (UCEDD) at a pivotal time in its rich history. The Munroe-Meyer Institute (MMI) is one of the two key institutes of the medical center, with a history and mission in Omaha, the state of Nebraska, and the broader region that dates back to the 1920’s. At MMI’s core has been a sustained commitment to provide comprehensive services to those with developmental disabilities, particularly children, which has evolved to incorporate leading-edge genetic testing and counseling, educational and training programs and evaluations throughout the state of Nebraska; a Center for Autism Spectrum Disorders; and an increasing array of other clinical and research programs that include widely dispersed behavioral health services.

Based in Omaha and serving a broad regional population with approximately 230,000 people with disabilities in the state of Nebraska alone, the need for MMI’s specialized programs, clinicians, and support services continues to expand. MMI is building on its current 15 professional disciplines and programs as it applies its interdisciplinary team approach to an ever widening target population in the communities served and at new facilities now in the planning stage. In addition, as a discrete, degree-granting academic unit of the University of Nebraska Medical Center (UNMC), MMI is committed to the education of health care professionals in a variety of disciplines.

The Director reports directly to the Chancellor of UNMC, which is in the midst of major renovations and expansion supported by generous private donations. The new Director will be a member of the Chancellor’s Council and a peer of the health professions deans and other medical center leaders.

THE ORGANIZATION

Munroe-Meyer Institute for Genetics and Rehabilitation

UNMC’s Munroe-Meyer Institute (MMI) originated in the late 1950’s as a place for children with polio to receive treatment, but its history and mission of service to those with disabilities, particularly children, date back to the 1920’s. MMI formally became a part of the University of Nebraska Medical Center in 1968. Currently Nebraska’s federally designated University Center of Excellence for Developmental Disabilities Education, Research, and Service (UCEDD) annually provides diagnosis and treatment to over 14,000 children and adults with diverse developmental and physical disabilities and genetic disorders. In 2014 more than 55,000 patient services were provided across Nebraska by MMI faculty and staff, and through April of 2015 that number had grown to over 63,000 services, 70% of which took place in the community.

The mission of the Munroe-Meyer Institute is to improve the quality of life for persons with disabilities and their families. In carrying out that mission:
The Institute provides interdisciplinary family-centered services and supports for consumers and all individuals with disabilities. These services include the development of new and innovative ways to promote inclusion of the individual in the community.

The Institute trains individuals and practitioners in the field of developmental disabilities through interdisciplinary educational experiences conducted at the University of Nebraska Medical Center and through outreach training and on-site technical assistance.

The Institute conducts basic research in the prevention and amelioration of disabilities, and conducts applied research including program evaluation and the development of model systems to be utilized in communities to enhance inclusion of individuals with disabilities in the community.

MMI was in one of the first cohorts of federally designated UCEDD’s and today continues to be considered in the top tier of UCEDD programs. It is also a federally designated Leadership Education in Neurodevelopmental Disabilities (LEND) program. MMI’s APA-approved psychology internship program is one of the largest and most competitive programs in the country and has pioneered the concept of integrating behavioral care into primary care offices. MMI also has a highly respected and growing clinical genetics program that includes diagnosis, treatment, management, and counseling and that is closely integrated with the Human Genetics Laboratory. The program includes five physician clinical geneticists and eleven genetics counselors in the Department of Genetic Medicine with plans to further expand. In addition, a Master’s program in genetic counseling is in development. With a budget of over $33 million annually, strong philanthropic support from a wide variety of sources, and planning just beginning for a new building, the Institute is poised to have an even greater impact in the future.

More information can be found at www.unmc.edu/mmi/.

The University of Nebraska Medical Center

Founded in 1881 as the Omaha Medical College, the medical college became affiliated with the University of Nebraska in 1902. The University of Nebraska Medical Center (UNMC) today has six colleges: the College of Medicine, College of Nursing, College of Pharmacy, College of Dentistry, College of Public Health, and the newest College of Allied Health Professions. Other major units in addition to the Munroe-Meyer Institute include the Graduate College, Stanley M. Truhlsen Eye Institute, Eppley Institute for Research in Cancer and Allied Diseases, and the Fred & Pamela Buffett Cancer Center. A new 615,000 square-foot, $323 million building to house the cancer center is scheduled to open in the spring of 2017. This building is one of eight new buildings under construction or completed in the last ten years, largely funded by private philanthropy, that are transforming the campus.

The new mission statement of UNMC states, “We are Nebraska Medicine & UNMC. Our mission is to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.” To fulfill that mission the medical center and health care delivery system have a combined vision whereby “the partnership of UNMC and Nebraska Medicine will be a world-renowned health sciences center that:

- Delivers state-of-the-art health care;
- Prepares the best-educated health professionals and scientists;
- Ranks among the leading research centers;

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• Advances our historic commitment to community health;
• Embraces the richness of diversity to build unity; and
• Creates economic growth in Nebraska.”

It is estimated that UNMC and its hospital partner, Nebraska Medicine, have an annual impact on the region of $4.2 billion. UNMC also has an academic affiliation agreement with Omaha Children’s Hospital and Medical Center, which hosts most of UNMC’s pediatric training and patient care programs. Nearly half of all Nebraska’s physicians, dental professionals, pharmacists, bachelor-prepared nurses and allied health professionals have graduated from UNMC. In the most recent ranking of graduate schools by U.S. News & World Report, UNMC’s primary care program ranked fourth out of 153 medical schools and its physician assistant program ranked ninth. UNMC’s physical therapy, pharmacy, and public health programs are also ranked among the best in the nation.

More information may be found at www.unmc.edu.

The University of Nebraska

UNMC is one of four universities that make up the University of Nebraska. The other three are the University of Nebraska Omaha, the University of Nebraska-Lincoln, and the University of Nebraska at Kearney. Each campus is governed by its own Chancellor, all of whom report to the President of the University of Nebraska and, ultimately, to the elected Board of Regents.

The University of Nebraska was founded on February 15, 1869, less than two years after Nebraska became the nation's 37th state. The original goal of this new land-grant university was, “To afford the inhabitants of this state with the means of acquiring a thorough knowledge of the various branches of literature, science, and the arts.” This goal has stood the test of time, inspiring the university's dedication to the education of students, research in a broad range of disciplines, and service to the state's citizens.

The University of Nebraska is the state's only public university. It became the first institution west of the Mississippi River to offer graduate education in 1903. Founded in Lincoln, the university also included a medical center in Omaha beginning in 1902.

The University was reorganized under a 1968 act of the Nebraska Legislature, still the only one-house legislature in the country. The legislation provided for the addition of the University of Nebraska Omaha (formerly the municipal University of Omaha) and designated the University of Nebraska-Lincoln and the University of Nebraska Medical Center in Omaha as separate campuses. In 1991, the University of Nebraska at Kearney (formerly Kearney State College) became a campus of the university. The university also includes many research, extension, and service facilities statewide.

More information can be found at www.nebraska.edu and for information on the university’s athletic programs www.Huskers.com.

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Omaha and the Region

Omaha is a vibrant city with a metropolitan population of over 900,000. Offering excellent schools, Omaha is a safe, family-oriented town. There are numerous universities, colleges, and research facilities-most notably, in addition to the University of Nebraska Medical Center, the University of Nebraska Omaha, Creighton University, the College of Saint Mary’s, and Boys Town National Research Hospital, which has a focus on genetic and other causes of hearing disorders, visual impairment and related communication disorders.

Eppley Airfield is located five minutes from downtown Omaha and is only 20 to 25 minutes from most points in the metro area. Eleven major airlines provide Omahans with an efficient means of reaching destinations, with approximately 180 flights daily. Some major carriers include America West, American, Continental, Delta, Frontier, Midwest Express, Northwest, Southwest and United.

Omaha was recently named by Forbes magazine as one of the top 15 regions in the nation, based on an analysis of both economic and quality of life factors. Parenting magazine has named Omaha as one of the top 10 cities in the nation for raising a family, and Redbook magazine has in turn called Omaha one of the 10 best cities for working mothers. Omaha is also one of the top "eco-cities" in the nation based on air and water quality, open space and population stability according to "E", the environmental magazine.

Year after year national publications have noted the high quality of life that both Nebraskans and Iowans enjoy. That is why the area is consistently rated in the top 20% of the best places to live by Places Rated Almanac.

There are over 18,600 businesses located in the metropolitan area, according to an U.S. Department of Commerce business survey. Omaha/Council Bluffs area is home to five Fortune 500 companies – ConAgra, Mutual of Omaha Companies, Union Pacific, Berkshire Hathaway and Peter Kiewit and Sons. In addition, there are 35 other Fortune 500 companies that have manufacturing plants or service centers in the metropolitan area.

There is always something to see or do in Omaha and many of its attractions are unique to the area. It is the national headquarters of Boys Town, which continues to care for hundreds of children and is open to the public. The Henry Doorly Zoo has won numerous awards and is one of the region’s most popular attractions; it was recently ranked by Trip Advisors as the best zoo in the world. It features the world’s largest indoor rainforest, an aquarium complex with a walk-through tunnel, as well as a collection of rare tigers. Omaha has a professional symphony and opera company. The Omaha Community Playhouse is the largest community theater in the country. Additionally, Omaha boasts the nation’s third largest professional children’s theater, the Omaha Theater for Young People. The Strategic Air Command Museum is of interest to many fans, while the Children’s Museum of Omaha can make anyone want to be a child again. Additional entertainment options are nearly endless with a new large downtown convention center and arena. Omaha has also become a major center for NCAA events including the Volleyball Final Four, Regional Division I Basketball, 2008 & 2012 Olympic Swimming Trials and the College World Series.

Greater Omaha housing is very reasonably priced compared to other areas of the country. According to a recent survey conducted by the National Association of Realtors ®, the median price for an existing
home was $138,300. The median for the U.S. was $177,900, 28 percent higher. Greater Omaha also has an overall cost-of-living well below the national average. A survey of 300 United States cities reveals that the relative price levels for consumer goods and services in Greater Omaha are consistently 10 - 12 percent below the average U.S. metro price level.

For more information on the greater Omaha area please visit:
www.omahachamber.org
www.selectgreateromaha.com
www.visitomaha.com

THE POSITION

The Director reports directly to the UNMC Chancellor and will work with his office, senior university administrators, state organizations, foundations and advocacy and parent groups to position MMI favorably within the university, the state and the region to meet its mission and to address proactively the needs of children and adults with disabilities throughout the state and broader service area. The Director will be responsible to work toward the growth of funded research and pre-and post-doctoral training; to increase the scope, volume and quality of the patient care enterprise while maintaining the outstanding quality and reputation of the Institute; and to continue the development of the educational and outreach mission of the Institute.

Overall responsibilities of the Director include:

1. Provide leadership, guidance and mentoring in carrying out the mission, core functions, and federal requirements of the Institute in compliance with relevant legislation and related regulations with an emphasis on:
   - leadership and team development;
   - full engagement of stakeholders; and
   - cross-departmental communication and problem-solving.

2. Provide leadership for conceptualizing and executing a dynamic, data-driven strategic plan in collaboration with state and university partners, MMI faculty, and the Institute’s other stakeholders in order to:
   - address the needs of individuals with disabilities and their families across the lifespan;
   - make services more accessible and more easily navigable for individuals and families; and
   - ensure alignment in strategy between MMI and UNMC.

Provide leadership as well in monitoring the critical success factors necessary to assure that MMI consistently moves forward to achieve its long-term objectives as well as financial goals.
3. Expand the capacity and impact of the Institute’s research, education, and service by:
   • developing new concepts/projects based on state and federal needs,
   • expanding the scope and breadth of basic and applied collaborative and interdisciplinary research efforts,
   • establishing interdisciplinary collaborations within and outside of higher education,
   • leveraging public and private funds,
   • attracting and retaining the faculty and staff necessary to support and expand the mission and activities of the Institute; and
   • continuing the strong collaboration in the human genetics program across the enterprise and its various mission components.

4. Maintain and build upon collaborative relationships with a wide range of federal and state partners, including among others the Administration on Disabilities, the Maternal and Child Health Bureau, the Nebraska Council for Developmental Disabilities and Disability Rights Nebraska.

A current organizational chart can be found at the end of the position specifications.

THE INDIVIDUAL

Qualifications and Experience

• A terminal academic degree or advanced professional degree required (e.g. M.D., Ph.D., M.D./Ph.D.);
• A highly respected, experienced provider of clinical and educational services to those with physical, intellectual, and developmental disabilities;
• Experience also as an academic leader who is both an effective operating executive as well as an academician;
• Familiarity with academic program development and accreditation;
• An appreciation for genetics and its application through testing and genetic counseling to diagnosis and therapy of developmental disorders as well as its role in the rapidly evolving science and practice of personalized medicine;
• Passionate about quality care, service, and the needs of the developmentally disabled;
• Record of developing sustainable programs and leading those programs to significant growth and success;
• Demonstrated ability to innovate and to act creatively and decisively to promote programs and services in competitive markets;
• An understanding of the importance of community with a track record of working with the community to identify priorities and achieve goals
• Comfort and experience with philanthropic fundraising;

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• Experience in building truly interdisciplinary as well as multidisciplinary programs;
• Values and can lead in the development, support and growth of competitive research programs, from basic science to clinical/translational and public health research;
• Knowledgeable about federal and state disability regulations and programs;
• An appreciation for and involvement in integrated healthcare delivery systems and complex academic medical centers, with an understanding of trends in healthcare delivery and financing.

Leadership and Management Competencies

• High emotional intelligence with strong listening and communication skills;
• Able to create a clear and compelling strategic vision for the future that aligns the various disciplines and staff;
• An enthusiastic builder of morale and organizational cohesion;
• Ability to successfully recruit, mentor, develop, retain and inspire clinical professionals, educators, researchers, and staff, establishing a culture of empowerment, accountability, and teamwork;
• Effective relationship builder both inside and outside the institute, who can foster collaborations within and across departments, disciplines and centers, and with other organizations, government agencies, and the community;
• Decisive leader, able to effectively achieve consensus by influencing others in a complex academic organization amid evolving networks of providers;
• Business and financial acumen with the capability to manage operating budgets in the context of institute and overall organizational goals and priorities;
• A leader of leaders able to foster an effective leadership culture that develops the next generation of program and discipline directors.

Personal Characteristics

• Inspiring and optimistic;
• Direct and transparent;
• Highly collaborative and collegial spirit- a uniter;
• Persuasive and able to engender trust and respect both inside the institute and medical center and outside with key stakeholders, government officials, and the community;
• Innovative;
• Embodies professionalism with unquestioned integrity.