The Graduate School of the Stowers Institute for Medical Research

PRESIDENT

POSITION SPECIFICATIONS

THE GRADUATE SCHOOL

Our client, The Graduate School of the Stowers Institute for Medical Research (GSSIMR or Graduate School), seeks a 50%-time leader, strategic visionary, and researcher to serve as its next President.

The GSSIMR was created by the scientists of the Stowers Institute for Medical Research to complement the mission of the Stowers Institute, “To make a significant contribution to humanity through medical research by expanding our understanding of the secrets of life, and by improving life’s quality through innovative approaches to the causes, treatment, and prevention of diseases.”

The faculty of the Graduate School includes Principal Investigators, Heads of Departments, and Technology Center Directors from the Stowers Institute. They have each earned a Ph.D. degree (or equivalent), and are internationally recognized scientists. Each faculty member is considered a leader in their field, and many have developed the methodologies that allow much of the current effort in their respective field of study.
Predoctoral researchers are an integral part of our vibrant scientific community, conducting research in state-of-the-art facilities at the Stowers Institute alongside these world-class scientists. Module courses introduce predoctoral researchers to the core disciplines represented while exposing them to the technological capabilities of the Institute. Within one year of starting the program, predoctoral researchers begin full-time research in thesis laboratories where they develop and execute research projects that address significant biological questions.

Prior to completing the program, predoctoral researchers demonstrate proficiency in the Core Competencies, a set of standards which ensure graduates are prepared for their next steps in pursuit of innovative and creative investigations in the biological sciences.

The Graduate School welcomed its first class in the fall of 2012. Each year a new class of predoctoral researchers joins the program. The program now has over thirty graduates and is accredited by the Higher Learning Commission.

THE STOWERS INSTITUTE

The Stowers Institute is a non-profit, biomedical research organization dedicated to improving human health by studying the fundamental processes of life. Jim Stowers, founder of American Century Investments, and his wife, Virginia, founded the Institute in 2000. Striving for nothing less than creating the most innovative and effective medical research institute in the world, Jim and Virginia Stowers wanted to create a unique research environment that would reflect their values: a commitment to excellence and teamwork, a long-term perspective and an unwavering dedication to improving the lives of others.

The research programs at the Stowers Institute focus on foundational biomedical research in genetic model organisms as a way to understand how cells function and to decipher what goes wrong when they malfunction. Stowers investigators analyze how genes and proteins control virtually all biological processes; from cell division to cell differentiation; from processing smells to storing fat; from generating memories to regenerating missing body parts. Currently, the Stowers Institute is home to approximately 550 researchers and support personnel, over 20 independent research programs, and more than a dozen technology development and core facilities.

In an unparalleled act of generosity, Mr. Stowers and his wife Virginia gave common stock representing their equity ownership stake in American Century to the endowment supporting the Stowers Institute for Medical Research. Today, the Stowers Institute’s financial strength
allows scientists to focus on their research instead of writing grants. It also enables our scientists to pursue questions requiring a longer-term investment than what is deemed acceptable to most funding agencies.

The organizational structure of the Stowers Institute is complex. Several other entities and organizations encompass the entire structure. Learn more about the Stowers Institute at www.stowers.org and about its graduate school program at www.stowers.org/gradschool.
THE OPPORTUNITY

The President is the Chief Executive Officer of the GSSIMR. Serving in a 50%-time position, the President is responsible for strategic leadership and general management and control in the extraordinary course of the business of the school. The President supervises the Dean and reports to the GSSIMR Board of Directors.

RESPONSIBILITIES

BOARD OF DIRECTORS:

- **Board Membership**: Serve as a vital member of the GSSIMR Board of Directors.
- **Agenda Setting**: Collaborate with the Executive Committee to set agendas for all Board meetings.
- **Reporting**: Prepare comprehensive reports and presentations for Board meetings and actively participate in Board of Directors meetings.

PROGRAM:

- **Strategic Direction**: In partnership with the Board of Directors, establish and communicate a clear strategic direction for GSSIMR.
- **Policy Implementation**: Effectively implement Board policies and manage all aspects of GSSIMR, including predoctoral researcher services, operations, and budget.
- **Oversight**: Provide oversight and leadership for academic programs, fiscal and physical resources, and foster a culture of innovation, intellectual inquiry, and mutual respect.
- **Strategic Planning**: Lead the development, implementation, and evaluation of all strategic planning initiatives related to GSSIMR and its constituent groups.
- **Collaboration**: Model and promote interprofessional collaboration with all constituents, fostering an environment of cooperation and shared objectives.
- **Partnership**: Collaborate with the President of the Stowers Institute for Medical Research and other leaders in the Stowers Group of Companies to promote educational advancement and research excellence.
- **Dean Appointment**: Approve the Dean's appointment and contract, ensuring alignment with GSSIMR's mission and vision.
- **Accreditation**: In collaboration with the Dean, ensure program and curriculum development consistent with regional and professional accreditation standards, overseeing onsite reviews by accrediting agencies.
FISCAL:

- **Fiscal Responsibility:** Maintain fiscal soundness and assure continued fiscal responsibility through an operational planning process that links budget to planning.
- **Budget Approval:** Submit the annual budget to the Board of Directors for approval, ensuring transparent and responsible financial management.

KNOWLEDGE SKILLS AND ABILITIES

- **Visionary Leadership:** Possess a vision for the future, a clear awareness of the present, and a deep respect for the organization’s history and legacy.
- **Influence and Strategy:** Ability to influence key stakeholders by creating and executing strategies that advance shared interests and GSSIMR goals.
- **Public Engagement:** The President serves as the public face of the institution, actively engaging in outreach efforts to enhance awareness of The Graduate School and effectively promoting its exceptionalism to local, national, international students and the broader higher education community.
- **Transformational Leadership:** Demonstrated success as a transformational leader, inspiring others, modeling expected behaviors, and fostering supportive and empathetic relationships. Show kindness and concern for others.
- **Conflict Resolution:** Proficiency in responding to conflict in a constructive and collaborative manner.

REQUIREMENTS

- A terminal degree in a relevant field (Ph.D., M.D., or equivalent).
- Proven experience in a senior leadership role, ideally within a scientific or graduate institution.
- Exceptional communication, interpersonal, and decision-making skills.
- Demonstrated ability to lead and manage diverse teams and foster a culture of innovation and excellence.
- A commitment to the advancement of biological science research and education.
- Knowledge of higher education accreditation standards and regulatory requirements.
ABOUT KANSAS CITY

This position will be based in the Kansas City, metropolitan area. Named one of the “Top 50 Best Places for Business and Careers” by Forbes, Kansas City offers a vibrant and diverse community for professionals and their families. Kansas City has received numerous national accolades for high rankings in affordability and raising a family.

Kansas City has also been nicknamed “The Silicon Prairie” for its innovation, development, and entrepreneurship in technology and business. The region also ranked as the “No. 1 City for Business Growth” in 2018, by Wendover-Insight. Additional recognition and awards of the Kansas City area are equally impressive.

The “City of Fountains” is home to many cultural opportunities and offers many state-of-the-art facilities to house these world class performances. The nationally recognized Nelson-Atkins Museum of Art and the Kauffman Center for the Performing Arts are just two examples. Kansas City also provides a vibrant and eclectic art district within the Crossroads.

Kansas City has urban entertainment centers and award-winning cuisine throughout the metropolitan area. The region is also home to four major league athletic teams: Chiefs, Royals, Sporting Kansas City, and Kansas City NWSL.

Websites that provide meaningful information about the region are as follows:

- City of Kansas City, Missouri [kcmo.gov]
- Kansas City Convention & Visitors Association [visitkc.com]
- Kansas City Area Development Council [thinkkc.com]
- Kansas City’s (Re)source [360kc.com]
APPLICATION PROCESS

CBIZ/EFL Associates, a search firm, is assisting The Graduate School of the Stowers Institute for Medical Research with this important search. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search; at which time the express permission of finalists will be obtained before making their candidacy public.

• **STEP 1**: Complete a brief online application (2-3 minutes)
  o [https://www.surveymonkey.com/r/GSSIMR](https://www.surveymonkey.com/r/GSSIMR)

• **STEP 2**: Send us your cover letter and résumé or curriculum vitae:
  o Send in **PDF format**
  o Send to [ApplyHigherEd@eflassociates.com](mailto:ApplyHigherEd@eflassociates.com)
  o Email subject line should read: “**GSSIMR – President Application**”

**Key Dates**

• Application Deadline: **January 16, 2024**
• Semi-Finalist video interviews are tentatively scheduled for February 12-16, 2024
• Finalist Campus interviews are tentative scheduled for March 4-8, 2024

**Confidential Inquiries**

Steve Waldron, JD
Managing Director, Higher Education Practice
816-945-5423 (direct) [swaldron@eflassociates.com](mailto:swaldron@eflassociates.com)

**Application Questions & Nominations**

*If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:*

Edith Ketay
Project Manager
816-841-4001 (direct) [Edith.Ketay@eflassociates.com](mailto:Edith.Ketay@eflassociates.com)

**NON-DISCRIMINATION**

Our client and CBIZ/EFL Associates firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other protected category pursuant to applicable federal, state or local law.