About AOMA

AOMA Graduate School of Integrative Medicine currently offers regionally accredited master's-level and doctoral-level graduate programs in acupuncture and Oriental medicine that prepare students for careers as skilled, professional practitioners. AOMA’s mission is to transform lives and communities through education, patient care, leadership and research in Oriental and other integrative medicines.

Since AOMA’s founding in 1993, the institution has grown rapidly in size and reputation, drawing students from around the nation and faculty from around the world. AOMA is an active member of the national and international healthcare community and remains committed to scholarship, research, and education, as evidenced by faculty publications and presentations, hosting the annual Southwest Symposium, and offering continuing education for the profession. AOMA also conducts approximately 20,000 patient visits annually in its student and professional clinics. AOMA works cooperatively with Western healthcare institutions, including the Seton Healthcare Family, Peoples Community Clinic, Austin Pain Associates and the Council on Recovery, giving back to the community through partnerships with nonprofit organizations by providing free and reduced-price treatments to people who cannot afford them otherwise.

Presidential Search

AOMA’s president for the past decade, Dr. William R. Morris, has recently resigned his role as the institution’s Chief Executive Officer (CEO) to focus his energy on this phase of his life’s work: that of teaching, writing, and clinical practice. He is deeply respected by both the board and the AOMA community and his influence will continue to be felt as he takes up a new role at AOMA, that of President Emeritus and Resident Scholar. This decision leads AOMA’s governing board to begin the search for a new president, AOMA’s 4th since its founding more than 20 years ago.

The Position

The President serves as the CEO of AOMA Graduate School of Integrative Medicine with responsibility for ensuring the success of the institution’s mission, enrollment management, academic integrity, fiscal stability and viability, faculty and staff development, and facilities management. In doing so, the President works closely with the Board of Governors in developing, communicating, and executing a strategy consistent with the overall mission and values of AOMA.

The primary responsibility of the President is to ensure educational excellence for the students of AOMA and to maintain AOMA’s reputation as a premier, accredited graduate educational institution in the field of acupuncture and Oriental medicine.

The President reports directly to the Board of Governors composed of five elected members. The Board seeks a proven, enthusiastic leader who has experience in higher education and a
commitment to student success and instructional excellence, and who values AOMA’s rich institutional traditions while offering an innovative and strategic vision of AOMA’s future.

Consistent with educational excellence, the President shall provide sound and innovative financial management of the institution. The successful candidate is expected to implement the 2016-2020 strategic vision, building on the commitment of students, faculty, and staff in a transparent, participatory environment.

**Ideal Characteristics**

The President will be a warm, engaged, inspiring leader with enthusiasm and passion for AOMA’s mission and core values. At AOMA, harmony, friendship and respect foster coexistence among people. We understand tolerance and accept people from different cultures and ethnic backgrounds without discrimination. Working in this environment is a joyful thing to do and allows us to enjoy life at AOMA beyond just a way to make a living. AOMA has an excellent tradition of recruiting and hiring the best faculty in the field of Traditional Chinese Medicine and other integrative medicines, with highly respected academic reputations and leading positions in the field.

The President will protect and advance those values by building on AOMA’s traditions, actively seeking consensus among all its constituencies, and exercising superb management and decision-making skills. The President will make sure that the future employees and faculty are capable of bringing new achievements to advance the institution. He or she will communicate effectively with both internal and external constituencies, articulating clearly and passionately AOMA’s mission and strategic aspirations. He or she will work effectively with the Board of Governors in pursuit of the strategic initiatives that will further strengthen AOMA’s standing as a leading institution in the field.

The President will embrace the faculty’s commitment to excellence in teaching, underscored by quality scholarship, and understand the connections between the two. The President will strengthen and foster the notion of a harmonious, friendly, vibrant and diverse community of faculty, students, and staff, enhancing relationships with alumni, community partners, and others closely associated with AOMA. Finally, the President will lead by example, modeling character, compassion, integrity, and the pursuit of knowledge.

**Responsibilities**

Specifically, the President will:

- Provide transformational leadership, including recruiting, retaining, managing, motivating, and evaluating a professional staff, which in turn provides leadership through all functional disciplines associated with AOMA
- Suggest, develop, and implement strategies and/or directives as approved or determined by the Board of Governors
• Provide strategic and operational business and financial leadership in order to meet enrollment objectives and maximize the effective and efficient use of resources
• Provide leadership, along with the academic leadership, in recruiting, retaining, and motivating a high quality faculty in an environment characterized by an appreciation for friendship, community, life-long learning, meaningful careers, and skills for ethical citizenship
• Lead faculty, staff, and administrators to pursue focused goals in a clear, purposeful way including those that address student needs, initiatives in teaching, aspirations in academic scholarship, programs of service and leadership, and the enhancement of faculty and staff
• Assess overall institutional performance in relation to established goals and act accordingly to ensure compliance through the authority established by the Board’s by-laws and policies
• Develop and/or strengthen partnerships with the new medical school, area hospitals, health insurance companies and national healthcare leaders, other educational institutions, the business community, and others interested in AOMA and its clinics
• Serve as chief representative of AOMA to all its constituencies, both public and regulatory, either directly or through appropriate delegation
• Rally alumni as our biggest advocates and assure all graduates will add value to the community while assuring AOMA is providing a valuable educational experience
• Seek appropriate opportunities to promote and market AOMA in the community, the region, nationally and internationally, via the media, public relations activities, faculty, community activities, and alumni connections
• Maintain regular and consistent contact with alumni, faculty, staff, and the student body to facilitate open communication
• Seek regular opportunities for professional development, and ensure appropriate professional and personal development for other AOMA personnel

Qualifications
• Passion and enthusiasm together with warmth, humility and caring; a deep sense of empathy for staff, students, patients and others
• A visionary, strategic thinker; able to think innovatively and explore new ideas and strategies while considering the needs of multiple constituencies and respecting the history, values and tradition of the institution
• Proven record of successful leadership and managerial skills in her or his chosen vocation, whether within or outside of an academic environment. Experience managing in an environment that has experienced significant change is preferable
• Exceptional people skills and interpersonal abilities; engaging; accessible; energetic and enthusiastic; able to build and maintain close relationships and engender trust; willing and eager to use these attributes for the development of the institution
• Experience working within the medical establishment to promote continuing ties within this community; medical hospital or community clinic working experience
• A focus on transformation, both on the individual student level and in healthcare in
Presidential Search

AOMA GRADUATE SCHOOL
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general
• Capacity for integral thought (understand the warp and woof of the whole matrix of I, we, you, they); understanding the nuances of systems theory as a value, integral point of view as a value, and how knowledge is acquired about institutional effectiveness
• Able to embrace participatory and hierarchical at the same time, embrace the paradox (trans-disciplinary view or inter-disciplinary view); ability to work in a transcultural environment
• Excellent written and oral communication skills; good listener
• Good business management skills; financial acumen
• Inclusive and genuine in information gathering but decisive; able and willing to make difficult decisions
• High integrity; character above reproach
• Technologically savvy
• Appropriate academic credentials

Challenges & Opportunities
The following categories reflect current challenges and opportunities at AOMA. The ideal candidate will have the desire and skills necessary to successfully fulfill these needs:

Leadership, Advocacy & Governance
• Proven experience as a warm, compassionate and collaborative leader who is mission centered, principle driven, and has a participatory leadership style, characterized by transparency and by being accessible and open to the input of the faculty, staff and students
• Demonstrated experience leading an organization through change and challenging times while working collaboratively with the entire community in a way that strengthens the culture and pulls people together
• Evidence that, as a visionary, he/she can articulate where the institution will be in the future, and can engage students, staff, and faculty in a way that renews passion and motivation—a leader that brings us together as a community so that everyone is inspired to do his/her particular job with great care, creativity, and commitment
• A leader who demonstrates an understanding of the political dynamics and realities that affect the higher education sector and has the capacity to navigate the terrain
• Successful record of achieving the highest standards of accountability at all levels of the organization and commitment to the highest standards of integrity
• The capacity to make AOMA a presence locally, nationally and globally through collaborations, research, and strategic partnerships with the new medical school, area hospitals, health insurance companies, and national healthcare leaders and educators

Educational Programs, Student Services & Community
• Demonstrated knowledge of key educational issues affecting graduate medical education programs combined with a background of successful visionary leadership in
the encouragement, development, implementation, and support of such programs and the ability to assess their effectiveness

- Demonstrated evidence of a commitment to students and Student Services functions, including the promotion of student life, matriculation goals, and the ability to maintain a positive working environment between Student Services and instructional areas
- Proven track record of recent involvement in civic, business, and local community organizations that may generate opportunities for collaborative work with AOMA
- Experience as an effective and articulate spokesperson and/or representative at community, state, and/or national levels
- Capable of creating a culture of togetherness that extends outwardly, inviting others to join in
- Ability to lead in the assessment and development of new academic programs, which are aligned with AOMA’s mission to transform lives and communities through education, patient care, leadership and research in Oriental and other integrative medicines

Human Resources

- A strong personal commitment and sensitivity to the diversity of our students, community, and staff; embraces and honors inclusion as a strength and understands and reflects the need for multiculturalism
- Experience in nurturing an open, engaged culture that is respectful of all members of the community and encourages a healthy work-life balance
- History of successful leadership in the hiring of talented people with a commitment to fairness and equity in salaries, benefits, and working conditions for all employees
- Success in creating a climate where creativity and teamwork are supported and upheld as primary values, and where all employees are empowered and encouraged to develop professionally and engage passionately in their work
- Encourages synergy and collaboration among staff, faculty and board

Planning, Finance and Facilities

- The capability of overseeing technology integration across the campus and clinics and promotes the need to review, upgrade, and maintain equipment and technological systems to foster innovative teaching, learning, and administrative support
- Strong financial background and responsible fiscal stewardship in times of economic uncertainty; the ability to be visionary, while maintaining the highest level of services and academic programs
- Proven experience in working to implement innovative approaches to creating research opportunities and developing new sources of income for the institution
- Demonstrated commitment to sustainability with regard to implementing business practices and supporting green building, maintenance and landscaping that reflects a culture of care for the environment and for the community
Compensation & Benefits
Compensation, length of contract, and other terms and conditions of employment will be based on the qualifications of the successful candidate and negotiated with the Board of Governors. Interested applicants may submit their letter of interest and current resume to HR@aoma.edu. All communications will be kept confidential.