

POSITION AND CANDIDATE SPECIFICATION

Duke

GLOBAL HEALTH INSTITUTE

DUKE UNIVERSITY

DIRECTOR, GLOBAL HEALTH INSTITUTE

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Client Organization

Duke University

Duke University was created in 1924 by James Buchanan Duke as a memorial to his father, Washington Duke. The Dukes, a Durham family that built a worldwide financial empire, created the family philanthropic foundation, The Duke Endowment, which provided for the expansion of Trinity College into Duke University. Younger than most other prestigious U.S. research universities, Duke University is consistently included among the best universities in the world by numerous university rankings, and is currently ranked 8th by the US News and World Report. Duke's graduate and professional schools — in medicine, nursing, public policy, environment, engineering, law, business, divinity, — are among the leaders in their fields. The College of Arts & Sciences departments are also ranked among the nation's finest. Duke's undergraduate and graduate student population is roughly 15,000. Duke's home campus is situated on nearly 9,000 acres in Durham, N.C. and more than 75 percent of Duke students pursue service-learning opportunities in Durham and around the world.

More information about Duke University may be found at: <https://duke.edu/>.

Duke Global Health Institute (DGHI)

Vision: Academic excellence to meet the global health challenges of today and tomorrow to achieve health equity worldwide.

The Duke Global Health Institute, established in 2006, brings knowledge from every corner of Duke University to bear on the most important global health issues of our time. DGHI was established as a University-wide institute to coordinate, support, and implement Duke's interdisciplinary research, education, and service activities related to global health. DGHI is committed to developing and employing new innovative models of education and research that engage international partners and find innovative solutions to complex global health challenges.

Mission

DGHI works to reduce health disparities locally and worldwide. Recognizing that many global health problems stem from economic, social, environmental, political, health and health care inequalities, DGHI brings together interdisciplinary teams to solve complex health problems and to train the next generation of global health leaders.

Core Values

- Excellence
- Multidisciplinary Approaches
- Knowledge in the Service of Society
- Innovation
- Internationalization
- Diversity
- Local is Global and Global is Local

Goals 2013-2017

DGHI goals for 2013-2017 were: to become the worldwide leader in interdisciplinary global health education; to catalyze and conduct interdisciplinary and innovative research to respond to the global burden of disease and influence policy; and to create a robust network of international partners to exchange global health knowledge and skills.

These goals have largely been accomplished, as seen in the sections below.

Education & Training

The Duke Global Health Institute offers the most comprehensive portfolio of global health education programs of any university in the US. DGHI prepares global health leaders with the skills to solve complex problems, and the experience of working in communities abroad, in teams and across disciplines. Opportunities exist for Duke students and trainees at all levels along their educational path.

At DGHI, students can learn from and work alongside more than 100 expert faculty from nearly all disciplines across Duke University. Field research gives students the opportunity to take classroom experiences and use them in a real-world setting. All Global Health undergraduate majors and Master of Science in Global Health students do summer field research for 8-10 weeks. DGHI faculty lead a number of team-based projects through the Bass Connections and the Student Research Training Program. Last summer, 150 students conducted research in 30 countries, under the mentorship of DGHI faculty and partners. Currently DGHI has 79 students in the Master of Science in Global Health, 135 undergraduate majors and 115 minors, 7 doctoral scholars and 15 GH doctoral certificate students, and a professional education staff of 6.

Programs

- [Global Health Major and Minor](#)
- [Experiential Learning](#)
 - [Student Research Training Program](#)
 - [Bass Connections](#)
 - [Required for the undergraduate major and Master of Science](#)
- [Master of Science in Global Health - Durham Campus](#)
- [Master of Science in Global Health - China Campus](#)
- [Doctoral Scholars and Certificate Programs](#)
- [Third Year Global Health Study Program for medical students](#)
- [Doris Duke Clinical Research Fellowship for medical students](#)
- [Residency/Fellowship Pathway](#)
- [Postdoctoral Fellowship](#)

Research

DGHI has developed a dynamic research agenda that reflects the changing global burden of disease and catalyzes interdisciplinary and innovative work among investigators across Duke University, and DGHI's international partners. DGHI faculty are leading more than 215 global health research projects in more than 40 countries. The Institute's research agenda transcends traditional disciplinary and geographic boundaries and our faculty work collaboratively to leverage and build upon the University's existing strengths and institutional priorities.

Research Priorities

- [Cardiovascular Disease and Obesity](#)
- [Emerging Infectious Diseases](#)
- [Global Cancer](#)
- [Global Environmental Health](#)
- [Global Mental Health](#)
- [Health Systems Strengthening](#)
- [Maternal, Adolescent and Child Health](#)

DGHI Centers

- Center for Health Policy and Inequalities Research
- Hubert Yeargan Center for Global Health
- DKU Global Health Research Center
- Global Women's Health Technologies Center
- Global Digital Health Science Center
- Global Health Innovation Center
- Center for Policy Impact in Global Health

Priority Partnership Locations

- [Beijing, China](#)
- [Kunshan, China](#)
- [Shanghai, China](#)
- [Leogane, Haiti](#)
- [Delhi, India](#)
- [Eldoret, Kenya](#)
- [Singapore](#)
- [Cape Town, South Africa](#)
- [Galle, Sri Lanka](#)
- [Moshi, Tanzania](#)
- [Kampala, Uganda](#)

More information about DGHI may be found at <https://globalhealth.duke.edu/>

POSITION SPECIFICATION

Position Summary

Duke University is seeking a Director for its Global Health Institute (DGHI). The Director will provide visionary and strategic leadership, support and strengthen the Institute's research and teaching programs, and continue to raise the national and global profile of DGHI. Reporting dually to the Provost of the University and the Chancellor for Health Affairs of the University, the Director will provide leadership and inspiration for the Institute's agenda of research, teaching, and service; guide and strengthen collaborations within the university and with academic institutions and NGOs around the world; provide leadership and mentorship for all full-time and part-time global health faculty; oversee a robust research and evaluation grant portfolio; and enrich the Institute's teaching offerings. In addition, he/she must be an excellent manager of people and resources, with a commitment to Duke's culture of diversity and the multidisciplinary, collaborative culture of the Institute.

Key Relationships

| | |
|-----------------------------|---|
| Reports to: | Provost Sally Kornbluth and Chancellor Eugene Washington |
| Direct reports: | Faculty (approximately 80 faculty, including 25 primary faculty) Deputy Director, DGHI Director of Development Associate Director for Administration and Finance Associate Director for Research Associate Director for Academic Programs Director of Communications and Marketing Associate Director for Duke Kunshan University and China Initiatives Associate Director for Policy |
| Other key relationships: | Leadership across each of the 10 Schools of the University Leadership across each of the 6 additional Institutes of the University |
| International partnerships: | Duke Kunshan University Duke-NUS Medical School |

Major Responsibilities

- Provide overall strategic direction for the Institute
- Lead and promote DGHI on global health matters nationally and internationally
- Ensure the Institute attracts sufficient funding to ensure its future viability
- Lead development of educational programs at all levels of learners
- Identify research priorities, including collaborative opportunities
- Provide oversight of all Institute faculty, including all appointments and promotions (about 80 faculty, including 25 primary faculty)
- Provide administrative, budgetary, and financial management of the Institute (annual budget of approximately \$25 million)
- Ensure establishment of job standards for evaluating staff
- Chair Leadership committee, Executive Committee, and Dean's Committee
- Establish close working relationships with Deans and other senior administrators at the University and in Duke Health

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

- Recognized international leader in global health
- Proven ability to create a strategic vision
- Academic achievements warranting faculty appointment at level of Professor
- Administrative and supervisory experience, preferably within academia
- Experience in fundraising
- Experience working in low/middle income countries
- Medical or doctoral degree
- Knowledge of Duke is an advantage

Critical Competencies for Success

Excellent Interpersonal and Collaboration Skills: The University's interdisciplinary structure is a notable asset for the enrichment of a progressive global health program. As such, the Director must be skilled in initiating and sustaining successful, productive professional relationships that are collaborative and nurturing of the careers of others. He/She will have the cultural competence and sensitivity to foster and sustain effective and productive international collaborations. The successful candidate must have a track record of:

- Building strong, supportive, collaborative relationships with faculty, staff, and students;
- A supportive and inclusive management style that includes regular communications, the capacity to balance multiple competing agendas, and the ability to influence and work productively with many different constituencies; and,
- High emotional intelligence and demonstrated capacity to manage the sources of conflict that can arise in an academic enterprise and constructively respond to multiple, diverse stakeholders with evidence of cultural competency.
- Strong commitment to diversity and inclusion among students, staff and faculty.

Strategic Management: The Institute has experienced laudable growth in its 10 year history. The successful candidate will continue to evaluate new initiatives and ways in which the Institute can grow, but it will be critical in this transition for the next Director to have solid management experiences to continue to administer and absorb the excitement of this growth. He/She will have a track record of:

- Success building a global public enterprise with strong “in-country” working relationships and preferably, evidence of diversified funding support, including the U.S. Government and private foundations;
- Integrating career advancing research for junior faculty and research and educational opportunities for students and fellows into international program development activities; and
- Embarking upon new ventures that were developed into successful international programs and contributed to the educational and research mission of an academic enterprise.

Commitment to Academic Excellence: The ideal candidate will possess a personal track record of unique and innovative contributions in a global health field. He/she will have a track record of:

- Developing an area of inquiry or programmatic activities that has consistently received extramural funding for research and programmatic activities and been the subject of scientific publications;
- Mentoring and developing the academic careers of a diverse faculty; and,
- Success in comparable academic and administrative units as he/she will face at Duke.

Duke is being assisted in this effort by Spencer Stuart, and comments, nominations, or indications of personal interest may be directed to Diane Westmore at:

dwestmore@spencerstuart.com

Please note that indications of personal interest should include a CV.

Duke University is an Affirmative Action/Equal Opportunity Employer committed to providing employment opportunity without regard to an individual's race, color, religion, age, gender, sexual orientation, national origin, genetic information, veteran status, or disability.