

SEARCH PROFILE:

PROGRAM DIRECTOR OF THE PHYSICIAN
ASSISTANT STUDIES PROGRAM



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Franklin College, located in the charming city of Franklin, Indiana, and close to downtown Indianapolis, is seeking an innovative and strategic leader with a demonstrated record of academic leadership to serve as its next Program Director of the Physician Assistant (PA) Studies Program.

This position is an excellent opportunity for an experienced leader in Physician Assistant studies who is interested in joining a close, tight-knit community and contributing to a program that makes a tangible impact on the local and regional healthcare landscape.

THE COLLEGE

Founded in 1834, Franklin College is a residential liberal arts and sciences college in the Indianapolis metropolitan area, 20 miles from downtown. The campus spans 207 acres and hosts 21 NCAA Division III sports, Greek Life, arts programs, and numerous student organizations. Franklin College is a campus community of over 1,000 students with 55 majors in 24 academic disciplines. Strong collaboration between the Division of Enrollment Management and the faculty has produced consistent recruitment and stable enrollment.

Small class sizes allow students to thrive through personal interactions and individual mentorship. In addition, the curriculum offers transformative opportunities that translate into empowered perspectives and real-world careers. The Franklin faculty challenge students to stretch beyond easy answers and become leaders in their fields. At the end of the day, Franklin College is a community of self-motivated lifelong learners who relentlessly pursue the best in themselves and in their community.

Franklin began admitting women in 1842, making it Indiana's first coeducational institution and the seventh in the nation. That spirit of inclusiveness persists today. The College believes that a liberal arts and sciences program is as much an experience as it is an education. While many colleges offer liberal arts, Franklin views the curriculum as a transformative opportunity to expand

passions and discover new interests. Through the College's curriculum, students gain more than just a well-rounded perspective. They graduate equipped with a holistic worldview, leadership experience, and focused skill sets.

In 2018 Franklin College opened the Graduate Health Science Center to establish its first graduate programs. The Center houses the Master of Science in Physician Assistant Studies and Master of Science in Athletic Training, building on its strength in undergraduate science and preprofessional education. The facility is located approximately three miles from campus and is a community partnership between the college and Johnson Memorial Health.

Franklin College has been ranked the #1 national liberal arts college in Indiana (Washington Monthly, 2015) and has also been named a best nationwide college for your money (Money, 2015). Beyond these accolades, the College's greatest point of pride is that 95 percent of students are employed or attending graduate school within six months of graduating. The student success rate is high because excellence is truly at the center of everything the College does. This commitment to excellence permeates every aspect of campus culture from community engagement to personal integrity.

For more information about Franklin College, please visit: <https://franklincollege.edu/>



FRANKLIN COLLEGE LEADERSHIP

PRESIDENT

Kerry Prather was named the President of Franklin College in January of 2020. During his 43 years at Franklin College, Prather has served as assistant dean of students, associate director of admissions, director of athletics, head men's basketball coach, and acting vice president for both enrollment management and administration. Prather is a graduate of Indiana University with an undergraduate degree in English and a master's degree in education. In 1999, he was named an associate alumnus of Franklin College in recognition of his longtime service and contributions.

DEAN OF THE COLLEGE

Dr. Kristin Flora joined Franklin College in 2007 as a faculty member, transitioning to administration in 2020. As Vice President for Academic Affairs and Dean of the College, Dr. Flora oversees the academic operations of the College. She is a tenured professor of psychology. Dr. Flora holds a B.S. from Valparaiso University and both an M.S. and Ph.D. from the University of Wisconsin-Milwaukee.

CITY OF FRANKLIN

Franklin College is nestled just to the southeast of downtown Franklin, a vibrant city with a population of approximately 23,000 residents. Franklin is a blend of tradition and innovation with a rich history, dating back to its founding in 1823. The downtown is lined with traditional main street shops, coffeehouses, and restaurants. Victorian homes line King and Jefferson streets.

The city of Franklin and the College enjoy a strong and collaborative partnership and work together, helping provide a variety of opportunities for students. The College also partners with Johnson County's largest employers, including Johnson Memorial Health and Franklin Community Schools, which provide students with experiential learning opportunities.

CITY OF INDIANAPOLIS

The College's close proximity to Indianapolis opens many doors academically for students, providing access to large companies and nonprofits for internship opportunities as well as service-related volunteer work. The College's location combines the inclusivity of a small town with access to the professional and social opportunities of a big city.

Indianapolis is known as the "Amateur Sports Capital of the World," hosting many elite NCAA collegiate and Olympic events, and is the home of the Indiana Pacers and Indianapolis Colts. Replete with museums and theatres, Indianapolis was recently cited as the number two city for arts and culture by *Business Insider*.



THE PHYSICIAN ASSISTANT STUDIES PROGRAM AND THE ROLE OF THE PROGRAM DIRECTOR

The Physician Assistant Studies Program prepares a new generation of qualified and dedicated advanced practice professionals with a focus on providing safe, patient-centered care to underserved populations in metropolitan and rural settings. PAs in Indiana are currently underutilized compared to the national average, and 66% of rural counties in Indiana have 0 or 1 PA. Franklin College enrolls 24 students each year in a dedicated teaching space, challenging students with a 25-month curriculum.

The most recent cohort of PA students is an extremely gifted group. Over 400 students apply for 24 spots, making it a very competitive program. Applicants must have at least 200 documented patient care hours under a licensed health care professional; this year's class averaged more than 3,500 patient care hours. The program is proud of its 100% PANCE pass rate.

The first cohort of students matriculated in January 2019. The program received full accreditation from ARC-PA in 2023. Its next comprehensive evaluation is scheduled for March 2033. More information about the program can be found here: <https://franklincollege.edu/academics/what-to-study/graduate-programs-at-franklin-college/master-of-science-in-physician-assistant-studies/>

The Program Director is responsible for developing short and long-term plans for the program, meeting accreditation requirements, and elevating the program's reputation throughout the region. The program team includes three didactic faculty, a director of clinical education, a medical director, and the program director. The program also has two administrative assistants.

The Program Director has overall responsibility for providing leadership, management, and supervision for faculty and staff within the program. The next Director will be expected to continue adding clinical opportunities for students in places that match the mission and vision of Franklin College, which is critical to the PA program's planned expansion to larger cohort sizes in the future.

The next Program Director will be the face and voice of the program and will be an advocate for students. Success requires knowledge of industry trends, skill in clinical placements, initiative to pursue new opportunities, and the ability to deliver a mission-driven curriculum that enhances the student experience.

The Program Director must inspire a culture of caring to provide the best possible student experience and create an environment of innovation and excellence. The Director will work collaboratively with the College's diverse stakeholders, including faculty, staff, students, alumni, and community leaders to advance the mission of the program.



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The charge to the Director of the Physician Assistant Studies Program will include the following key opportunities and challenges:

PROVIDE STRATEGIC AND VISIONARY LEADERSHIP

The Program Director will ensure each student has at least one underserved clinical experience and connect graduates with meaningful employment opportunities. The Program Director will work to continue the expansion of the program in nearby clinics, hospitals, and other locations to provide clinical opportunities for students. The current status of clinical relationships is strong, but developing new relationships and strengthening existing relationships is an ongoing need that will be critical to the future growth of the program. Additionally, the College hopes to increase the size of the cohorts, and the Program Director will be responsible for building capacity to meet accreditation standards required to support those larger cohorts.

SUPPORT THE ACADEMIC MISSION OF THE PA PROGRAM

The goals of the program are to recruit and matriculate a highly qualified student population who exemplify the mission of the program; support student progress through the program to maintain a graduation rate above the national average; and produce professionals for entry-level practice who possess the PA profession competencies including knowledge, interpersonal, clinical and technical skills, professional behaviors, and clinical reasoning and problem-solving abilities. The Director also serves as the principal liaison between the PA program and the offices and services of the College's main campus and will continue to work to ensure the effective support of the program's students.

CULTIVATE AN INCLUSIVE COLLEGE COMMUNITY

Franklin is committed to ensuring that students of all backgrounds are embraced, valued, and engaged through an authentic community of learning and social interaction. The Program Director will possess a commitment to diversity in all its forms, across the College, among faculty, staff, and all campus constituents.

COMMITMENT TO EFFECTIVE COMMUNICATION

The Program Director will maintain a visible profile and foster communication with external constituencies by engaging students, faculty, alumni, and local community leaders. The Director will be an active presence at on-campus and off-campus events, which may include evening and weekend activities. The Program Director will also facilitate communication between the faculty and staff in the PA program located in the Graduate Health Science Center, and those at the College's main campus. In addition, the Program Director will develop and maintain a seamless communication plan for incoming and current students regarding any programmatic adjustments and accomplishments.

DEMONSTRATE KNOWLEDGE AND EXPERIENCE IN CURRENT INDUSTRY TRENDS

The PA program is a 25-month, 111-credit full-time course of study, with a curriculum divided into a 12-month didactic phase, a 12-month clinical phase, and a 1-month capstone. The program starts a new cohort of students in January each year. The next Program Director will be expected to provide leadership for this curriculum, overseeing assessment and recommending adjustments, monitoring enrollment, and attending promotional events. The Program Director will maintain knowledge of current industry trends and will ensure compliance with accreditation standards, as well as assuring the ongoing data collection required by ARC-PA.

NURTURE A DYNAMIC WORK ENVIRONMENT FOR FACULTY AND STAFF

The Program Director will foster a dynamic environment that encourages innovation, supports faculty and staff, and improves student success as measured by outcomes, retention, and graduation rates. They will set an example of professionalism and accountability that meets the standards of the College. They will provide mentorship and support to the PA program faculty, many of whom are at the beginning of their teaching careers. To that end, they will support professional training and development for employees through workshops, retreats, participation in professional organizations, professional certification, education and training, and other external opportunities.



QUALIFICATIONS AND DESIRED CHARACTERISTICS

The required qualifications stipulated by ARC-PA include:

- Professional experience as a licensed Physician Assistant
- 3 years of full-time higher education experience at the time of appointment
- Current or emeritus NCCPA status.

In addition to the minimum qualifications stated above, the following qualities are desired:

- Demonstrated understanding of clinical placement opportunities for students and the willingness and drive to provide more such opportunities throughout Indiana and beyond
- Knowledge and understanding of current issues and trends within the industry; capacity to push for the continued success of the industry
- Leadership experience, including budget and resource management, faculty recruitment/retention, and interprofessional collaboration
- A proven record of teaching or leading in a medical or collegiate environment
- Exceptional judgment and the ability to make decisions and recommendations with the highest levels of integrity, fairness, and ethical standards
- Ability to relate to a wide variety of constituencies, including students, faculty, staff, alumni and donors, and to appreciate the concerns of each group
- High energy, strong collegiality, and a positive demeanor
- Demonstrated ability to provide organizational leadership and a commitment to working in an inclusive, diverse and fully participative organizational culture
- An earned doctorate in Physician Assistant Studies or a complementary discipline is a plus.



APPLICATION AND NOMINATION PROCEDURES

The search for the Program Director is being assisted by [Academic Search](#). Applications should include the following:

- A thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile,
- A current resume, showing relevant administrative responsibilities and accomplishments,
- An annotated list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.

Applications, nominations, and expressions of interest can be submitted in confidence to FranklinPDPA@academicsearch.org. The position is open until filled, and the review of applications will begin immediately.

Confidential discussions about this opportunity may be arranged by contacting Dr. Eric Richtmyer, Senior Consultant, at eric.richtmyer@academicsearch.org. For nominations, please include the nominee's name, position, employer, and email address.

Franklin College is committed to providing an inclusive and welcoming environment and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with these principles and applicable laws, it is therefore the College's policy not to discriminate on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, marital status, race, religion, sex, sexual orientation or veteran status as consistent with the Policy on Prohibited Discrimination, Harassment and Related Misconduct. No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any College program or activity, including with respect to employment terms and conditions. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Franklin College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

