



JOHNS HOPKINS  
SCHOOL *of* MEDICINE

# Leading in Professional Schools when “...you are not that kind of a doctor!”

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Associate Dean and Registrar

# Introduction

- Academic landscape
- Professional goals
- Career pathways

# Leading in Professional Schools

- Who are we?
- What do we do?
- Where do we do it?
- When to do it?
- Why do it?
- How to do it?

# Who

- Chief Enrollment Management Officer
- Chief Admissions Officer
- Registrar
- Others

# Who - Chief Enrollment Management Officer

- 56% of institutions differentiate the CEMO and CAdO and 33% combine the roles
- 58% in the role for < 5 years, 40% internal and 33% lateral
- Most prevalent job titles for CEMOs include Vice President for Enrollment Management, Dean of Enrollment Management, Vice President for Enrollment, Vice President of Enrollment Management
- Degree requirements
  - Doctorate 8%
  - Master's 79%
  - Bachelor' 12%
  - Other 1%

# Who – Chief Admissions Officer

- Public institutions and larger institutions are more likely to have a separate role for CAdO
- 86% are also responsible for recruiting and 10% are responsible for registration
- 63% in the role for < 5 years, 43% internal and 22% lateral
- Degree requirements
  - Doctorate 2%
  - Master's 66%
  - Bachelor's 31%

# Who - Registrar

- Most prevalent job titles
  - Registrar 58%
  - University Registrar 19%
- 43% in the role for < 5 years, 50% internal and 28% lateral
  - 10% have been the registrar at their institution for >20 years
  - 41% plan to stay in their role
- Degree requirements
  - Doctorate 1%
  - Master's 62%
  - Bachelor's 35%
  - Other 3%

# What – Professional Schools

- Doctor's degree – professional practice
  - Chiropractic (D.C. or D.C.M.)
  - Dentistry (D.D.S. or D.M.D.)
  - Law (J.D.)
  - Medicine (M.D.)
  - Optometry (O.D.)
  - Osteopathic Medicine (D.O)
  - Pharmacy (Pharm.D.)
  - Podiatry (D.P.M., D.P., or Pod. D.)
  - Theology (M.Div., M.H.L., B.D., or Ordination)
  - Veterinary Medicine (D.V.M. or V.M.D.)



# What - Degrees

- Doctoral Degrees
  - Doctorate specific to a profession (e.g. M.D., D.O., D.D.S)
    - “that kind of a doctor”
  - Doctor of Philosophy (Ph.D.)
    - “might be that kind of a doctor”
  - Doctor of Education (Ed.D.)
    - “usually not that kind of a doctor”
- Master’s Degrees
  - “not a doctor (yet)”

# What - Doctorate specific to a profession

- Aligns closely with vocational aspirations
- Curriculum designed for practitioners in the field
- Advancement of knowledge and caring for others
- Full time programs

# What – Doctor of Philosophy

- Research focused degree
- Required for faculty rank in many fields
- Typically four to six years in duration
- Narrowly focused subject areas
- Full time programs
- Dissertation requirement
- Stipend and tuition waivers available

# What – Doctor of Education

- Aligns with our professional aspirations
- Focuses on applying knowledge to practice and preparing for leadership roles.
- Structured for experienced practitioners who want to enhance their ability to solve problems, design programs, and prepare the next generation of practitioners.
- Often flexible and offered part-time or online, so students can continue to work while pursuing their degree
- Curriculum designed for practitioners in the field of education

# Where – Your Institution

- Convenience
- Access to Resources
- Cost
- Known entity

# Where – Another Institution

- Logistics
- Resources
- Cost
- Wide range of options
- Institutional prestige

# Where – Online Programs

- Convenience
- Access to Resources
- Cost
- Perceptions

# When

- Best time to start may be right now
- Consider the value
  - ROI
  - Opportunity costs
  - Rising tuition
- Application and admissions cycles should be considered
- Expect that life will get in the way
- Balancing personal, professional, and educational goals



# Why

- Personal fulfillment
- Enhancement of existing skills
- Building a breadth of knowledge
- Developing a professional network
- Expanding career pathways
- Opportunities for lateral mobility
- Elevating your value
- Having a seat at the table

# How – My Journey

# How

- Evaluate your personal and professional goals
- Explore options
- Consider financial implications
- Understand the risks

# AACRAO Resources

- Research and Publications
  - AACRAO's research initiatives seek to serve the ongoing needs of their membership and contribute to a better understanding of current and leading practice
- AACRAO Career Profile Series
  - <https://www.aacrao.org/research-publications/research#career-profiles>
- Opt-in list to stay up to date on AACRAO's latest research
  - <https://go.aacrao.org/l/407842/2020-04-03/5nr8h8>

# Comments and Discussion

# Evaluations