

ROLE SPECIFICATION

PRESIDENT, OKLAHOMA MEDICAL RESEARCH FOUNDATION

Contact

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Organization Background



An Introduction to OMRF

The Oklahoma Medical Research Foundation is one of the oldest, most respected independent research institutes in the United States. For 75 years, OMRF's mission has remained constant: conducting biomedical research that enables more to live longer, healthier lives.

With an annual budget of almost \$100 million, OMRF focuses its research on cardiovascular biology, diseases of aging, and immunology and autoimmune disease. The National Institutes of Health has three times designated OMRF an Autoimmunity Center of Excellence, one of only 10 in the U.S. In partnership with the University of Oklahoma Health Sciences Center, our scientists have also secured two NIH Nathan Shock Center of Excellence in the Basic Biology of Aging grants, making Oklahoma home to one of just eight Shock Centers.

Since its inception, OMRF has also emphasized the practical application of basic discoveries, converting scientific insights into therapeutics for human disease. To this end, OMRF holds more than 200 active patents for discoveries made in its labs. Three of those discoveries have led to medications that have been approved by the Food and Drug Administration and are now being used to treat patients. Discoveries at OMRF have also given birth to more than a dozen spin-off biotechnology companies, the largest of which has a market capitalization of nearly \$40 billion.

Home to a pair of clinics that serve thousands of patients and a massive biorepository of patient samples built with an NIH construction grant, OMRF also offers scientists the opportunity to engage in all facets of translational research. Currently, physician-scientists are leading 50 clinical trials, and researchers have gathered more than 1 million biological samples from research subjects with autoimmune illnesses. This sample collection has contributed to more than 200 papers, helping OMRF scientists to identify the genetic bases and mechanisms of diseases like lupus, Sjögren's syndrome, sarcoidosis and multiple sclerosis.

Today, OMRF stands at an exciting crossroads, an intersection that offers the opportunity to marry traditional strengths in basic laboratory research with a burgeoning clinical footprint. And with a record of consistent budget surpluses, a strong portfolio of extramural grants and philanthropic fundraising, an endowment of \$150+ million, and another \$150+ million held in trusts for its benefit, OMRF stands on the kind of firm financial footing that will enable scientific growth for decades to come.

Organization Background

History and Philanthropic Support



A 501(c)(3) public charity, OMRF was chartered in 1946 with the mission of “conducting scientific investigations in medicine.” The following year, Oklahoma Governor Roy J. Turner launched a fund drive that spanned all 77 of the state’s counties to raise capital for the fledgling research institute. The effort, which included a statewide “Research Week,” yielded more than 7,000 pledges and gifts. Construction of OMRF’s first research building began in 1949, and OMRF opened its doors in 1950.

That same year, Tulsa oilman J.A. Chapman designated OMRF as one of the beneficiaries of a charitable trust he and his wife, Leta, established. The Chapmans later named OMRF as a beneficiary of two additional trusts. Since 1950, those trusts have been a bedrock source of funding, paying out more than \$350 million to OMRF, including over \$12 million in 2020.

With a unique state tax credit for donations, OMRF also continues to enjoy broad funding support from the general public and a robust stream of planned gifts. In 2020, OMRF received more than 9,000 donations, including a dozen bequests from estates and trusts. All told, in 2020, OMRF secured almost \$10 million in contributions from sources beyond the Chapman Trusts, bringing total annual support from private contributions to over \$22 million.

For more on OMRF’s history, you can watch this [video](#).



OMRF: Cultivating a Dream

Organization Background



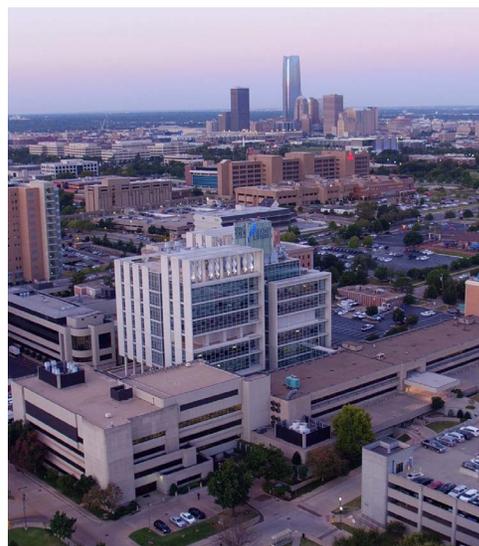
Research Campus

OMRF's campus houses more than 500,000 square feet of laboratory, clinic and administrative space. The campus consists of seven adjoining buildings that include 65 wet labs, a vivarium, a zebrafish facility and two patient clinics.

The newest addition to OMRF's campus is its research tower, which opened in 2011. Crowned by 18 wind turbines, the 186,000-square-foot facility won the 2014 S-Lab ("safe, successful, sustainable") award for best new research laboratory. The LEED-gold-certified facility was also named a finalist for the Renewable Energy World North America 2012 building of the year.

OMRF sits next to the VA Medical Center, where several of its investigators also hold appointments. Across the street is the University of Oklahoma Health Sciences Center, where nearly all OMRF faculty members hold adjunct titles, allowing for the training of OUHSC graduate students in their labs. OUHSC is home to a school of medicine and six other professional colleges that, together, serve 4,000 students. It is also home to Stephenson Cancer Center, which holds a National Cancer Institute designation.

OMRF is located in the Oklahoma Health Center, a 325-acre complex that houses more than 20 health-related institutions and businesses in Oklahoma City. With a population of more than 650,000, Oklahoma City is now the 25th largest city in the U.S. It not only consistently ranks among the country's most affordable cities for living and home-buying, but in 2020 Zillow named it as the number one city for start-up and tech businesses to expand, and *Travel and Leisure* chose it as one of its top 50 destinations in the world.



Organization Background

Areas of Discovery

OMRF is currently home to almost 60 principal investigators who lead independent research programs, publish in peer-reviewed journals, apply for external funding, and educate and train students and postdoctoral fellows in their laboratories. In total, OMRF employs more than 400 people, including more than 150 scientists with MD and/or PhD degrees.

OMRF's research is concentrated in five major areas:



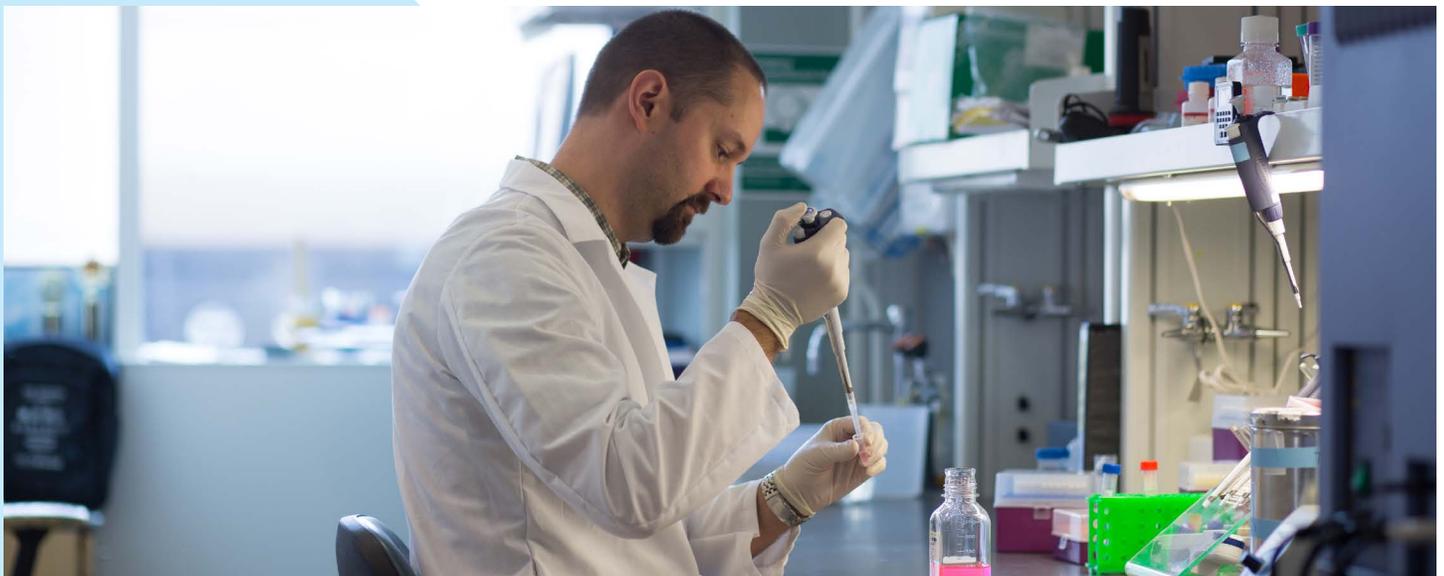
Aging & Metabolism

Scientists in this program share an interest in the metabolic basis of age-related disease and in extending the health of our aging population. Investigators study a variety of age-related conditions integrated across multiple organ systems, including heart failure, diabetic cardiomyopathy, macular degeneration, osteoarthritis, sarcopenia and neurodegenerative disorders. Common among these afflictions are alterations in cellular metabolism and energy production. Laboratories in this program investigate distinct aspects of these processes, identifying alterations that occur with age exacerbated by obesity and diabetes. They explore associated defects in energy homeostasis, cellular and mitochondrial quality control, production and removal of toxic free radical species, and the inflammatory response to define underlying causes of diseases that primarily afflict the elderly.



Arthritis & Clinical Immunology

This research program focuses on understanding the etiology, pathogenesis and molecular mechanisms of systemic autoimmunity, as well as understanding immunologic responses to infection and vaccination. Using genetic, genomic, proteomic, immunologic and molecular approaches, researchers work to understand complex human diseases such as systemic lupus erythematosus, Sjögren's syndrome, rheumatoid arthritis, inflammatory myositis, multiple sclerosis and thrombotic thrombocytopenic purpura. They also seek to decipher mechanisms of immune protection after influenza or anthrax vaccination. To facilitate these patient-oriented research activities, scientists in this program develop and utilize novel methods and algorithms to mine large datasets and evaluate complex human genetic diseases.



Organization Background

Areas of Discovery

Cardiovascular Biology

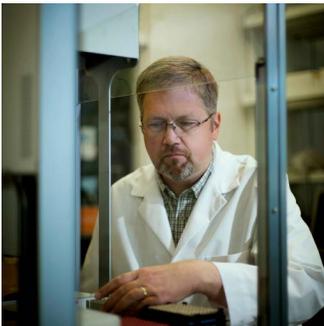
Researchers use a multidisciplinary approach to investigate fundamental mechanisms involved in blood and lymphatic vessel function, atherogenesis, blood coagulation, inflammation and sepsis at a molecular level. This approach encompasses all aspects of modern vascular biology, including structural biology, structure-function analysis of enzymes and receptors, regulation of the relevant genes, in vivo studies using transgenic and gene deletion approaches, cell biology, protein chemistry and physiological studies. The multidisciplinary approach allows identification of new factors and the mechanisms that regulate coagulation and inflammation and enables translation of these findings into an appreciation of their physiological role and clinical relevance. In addition to contributing to a fundamental understanding of these systems, the studies have clinical relevance to heart attack, stroke, septic shock, cancer and inflammatory bowel disease.

Cell Cycle & Cancer Biology

OMRF's Cell Cycle & Cancer Biology Research Program focuses on basic biological processes that control cell growth and cell division. Researchers within this program use cutting-edge technologies in molecular biology, genetics, and advanced microscopy to investigate the factors that regulate genome stability in experimental systems such as budding yeast, *Xenopus laevis* and cultured mammalian cells. The contributions made by members of this program in illuminating the normal pathways of cell division and the malfunctions that lead to chromosome abnormalities have important implications for human diseases, including birth defects and cancer.

Genes & Human Disease

This program is devoted to identifying and understanding how genetic variations cause human diseases. While all investigators in the program share this focus, each has their own specific interests, including determining the function of non-coding RNA, and understanding how the complex, three-dimensional organization of the genome, disease-associated non-coding variants, and the epigenome regulate gene expression in health and disease. Faculty in this program are also developing and applying new machine and deep-learning approaches to identify new disease-associated genetic variations and define disease-associated gene networks. The program works closely with OMRF's CLIA-certified clinical genomics center, CAP-accredited biorepository and quantitative analysis core, all established with funding from the NIH Institutional Development Award (IDeA) program.



Organization Background



Faculty

OMRF's principal investigators join our faculty following postdoctoral fellowships or faculty appointments at institutions throughout the U.S. and, occasionally, beyond. They include a member of the Association of American Physicians, a fellow of the American Association for the Advancement of Science, three former Pew Scholars, and the current Chief Advisor for Clinical Development of the Lupus Foundation of America. Numerous OMRF PIs serve as permanent and *ad hoc* editors of scientific journals and members of NIH study sections.

While OMRF does not grant tenure, it does employ a rolling appointment system that provides senior faculty (equivalent to associate or full professors at universities) who meet performance expectations with renewable, rolling three- or five-year appointments. Renewal is determined through an annual review process that evaluates scientific productivity.

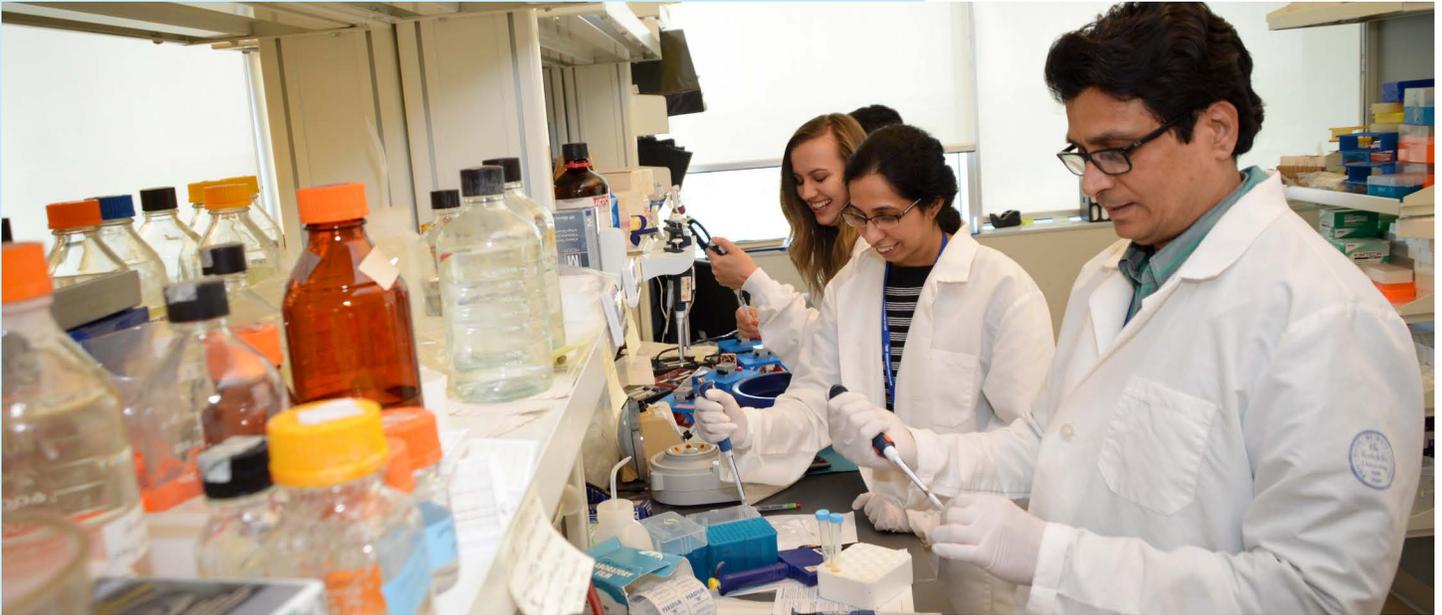
This process also results in a yearly award of institutional funds to support each scientist's lab. Funds are distributed according to a formula consisting of three components: a fixed award, a distribution tied to annual performance scores, and an amount determined based on grant funding secured by the investigator. Annual distributions now average almost \$200,000 per investigator. They provide a flexible source of funding that PIs can use to help pay their own salaries, support salaries of lab personnel, and pay other research expenses. As part of this system, OMRF allows investigators to set their own salaries (within broad ranges) based on available funding sources.

Each year, a scientific advisory board consisting of distinguished senior researchers from across the U.S. also visits OMRF to review one of our research programs. This rigorous evaluation by key opinion leaders, most of whom are department or center heads at leading academic research centers, ensures OMRF investigators maintain standards of research excellence and competitiveness at national and international levels.

You can learn more about OMRF's principal investigators [here](#).



Organization Background



Extramural Funding

OMRF currently holds more than 150 active extramural research grants from the NIH and other federal and non-federal sources. During the most recent fiscal year, expenditures on those grants totaled more than \$31 million, with the lion's share (over \$24 million) coming from the NIH. In addition to research program grants, OMRF has a significant portfolio of active NIH program project and centers grants:

- Center for Cellular Metabolism Research in Oklahoma (P20): National Institute of General Medical Sciences (Centers of Biomedical Research Excellence award)
- Expanding Excellence in Developmental Biology in Oklahoma (P20): NIGMS (COBRE)
- Interdisciplinary Research in Vascular Biology (P30): NIGMS (COBRE)
- Molecular and Immunologic Analysis of the Pathobiology of Human Anthrax (U19): National Institute of Arthritis and Musculoskeletal and Skin Diseases
- Oklahoma Autoimmunity Center of Excellence (UM1): National Institute of Allergy and Infectious Diseases
- Oklahoma Nathan Shock Center of Excellence in the Basic Biology of Aging (P30): National Institute on Aging (joint grant with OUHSC)
- Oklahoma Rheumatic Disease Research Cores Center (P30): NIAID
- Oklahoma Shared Clinical and Translational Resources (U54): NIGMS (subcontract with OUHSC)

Since the NIH launched its Centers of Biomedical Research Excellence (COBRE) funding initiative through its IDeA program, OMRF has built a two-decade track record of competing successfully for these three-phase grants. With total awards that can exceed \$30 million over a 15-year period, COBRE grants provide sustained funding to develop research infrastructure and support junior investigators. Since the program began in 2001, OMRF has secured five COBRE P30 awards, including a new award in 2021. This funding has proven invaluable for mentoring junior PIs to independence and supporting research cores at OMRF.

Organization Background

Key Scientific Core Facilities and Resources

Biorepository: Offering more than 10,000 cubic feet of -20, -80 and liquid nitrogen storage, this CAP-certified facility stores more than 1 million biological samples from research volunteers and provides OMRF scientists with a unique resource to facilitate translational research.

Clinical Genomics Center: Using Novaseq, NextSeq and Miseq instruments, this facility provides investigators with massive amounts of sequencing, genotyping and gene expression data in a timely, cost-efficient manner.

Clinical Immunology Lab: This CAP/CLIA-certified autoantibody and testing reference laboratory performs a variety of tests to identify autoantibodies for the diagnosis and treatment of autoimmune and other diseases.

Flow Cytometry Core: With training, analysis and multi-parameter, high-speed cell sorting, this facility offers access to state-of-the-art flow cytometry.

Comparative Medicine: With three separate barrier-level facilities, OMRF's animal care program manages an average of 6,500 cages of mice and 1,200 tanks of zebrafish, as well as frogs, rats and other species as needed. OMRF's cage rates rank among the lowest in the country, and the program is accredited by AAALAC International and is a member of the Vivarium Operational Excellence Network.

Gnotobiotic Mouse Core: These centralized germ-free and gnotobiotic mouse services include access to small experimental isolators for a variety of *in vivo* studies utilizing germ-free mice.

Human Antibody Core: OMRF is home to one of the few laboratories in the world that produces fully human, full-length, antigen-specific antibodies for use in studying human immune responses.

Human Phenotyping Core: This core provides analysis of human biofluid biomarkers, genetic variant analysis, gene expression analysis, single-cell proteomic/single-cell high-content immune phenotyping and single-cell transcriptomics/epigenetics.

Imaging Core: From basic histology, immunofluorescence and electron microscopy to digital image processing and analysis, this facility assists researchers with imaging needs of all kinds.

Nuclear Magnetic Resonance Center: With a 7-Tesla magnet, researchers can obtain *in vivo* non-invasive functional, morphological and molecular information on various disease models in mice and rats.

Quantitative Analysis Core: This broad array of analytical support includes assistance with genetics, genomics, bioinformatics, qualitative data modeling, biostatistics and statistical modeling.

Translational Informatics Core: This facility offers technical expertise in information systems development and management, data science and analytics, and computational and data visualization.



Organization Background



Clinical Centers

OMRF is home to a pair of clinics, the Multiple Sclerosis Center of Excellence and the Rheumatology Research Center of Excellence. Each year, care providers in these clinics conduct 6,000 patient visits with people living with MS, lupus, rheumatoid arthritis and other autoimmune diseases. The physician-scientists in these clinics also provide their patients with access to investigational new drugs through clinical trials, with 50 such trials currently underway. These treatment resources, which generate approximately \$20 million in revenues each year and are run on a break-even basis, exist to support clinical and translational efforts at OMRF. In particular, investigators at OMRF recruit volunteers for research studies focused on autoimmune diseases. Through clinics, OMRF has established world-leading collections of well-characterized biological samples of patients with MS, lupus, Sjögren's syndrome and sarcoidosis that have served as the basis for hundreds of collaborations with academic scientists and industry.



Organization Background



Education Programs

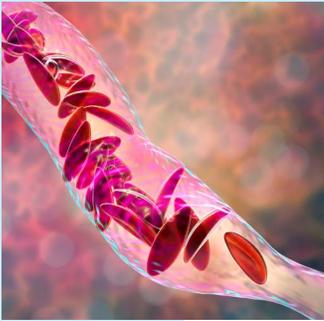
Through predoctoral and postdoctoral training programs, approximately 75 graduate students and postdoctoral fellows train at OMRF each year. Nearly every OMRF principal investigator maintains adjunct faculty status at the neighboring OUHSC, enabling them to train graduate students in their labs. Postdocs come to OMRF from across the U.S. and worldwide, and a training committee consisting of PIs from throughout the institution leads OMRF's postdoc training program.

In partnership with the Fulbright Commission, OMRF is one of four institutions (along with the University of Chicago, University of Virginia and University of Texas Southwestern Medical Center) that participates in the Visiting Research Graduate Traineeship Program. This program provides one-year research traineeships to students enrolled in master's degree programs in biomedical sciences in Poland.

OMRF also offers three training initiatives for undergraduate students. The Saxon and Sir Alexander Fleming Scholar Programs provide summer research experience to students from, respectively, U.S. military academies and colleges across the U.S. And in partnership with Langston University, Oklahoma's only historically Black college or university, OMRF has launched the Langston University Biomedical Research Scholars Program. This program is the first of its kind in Oklahoma. It aims to meld summer research internships with long-term mentoring to support students of color pursuing STEM degrees and encourage and assist them as they explore career paths in biomedical research.



Organization Background



Intellectual Property and Technology Transfer

OMRF's current intellectual property portfolio consists of 235 active U.S. and international patents. OMRF also has more than two dozen active licenses with industry partners. Through agreements with the Rajiv Gandhi Centre for Biotechnology in India and Rosalind Franklin University of Medicine and Science in North Chicago, OMRF also acts as a commercialization partner and licensing agent for technologies from these institutions.

In fiscal year 2020, OMRF's intellectual property revenues from royalties and licensing activities totaled \$1.75 million.

Since the passage of the Bayh-Dole Act, OMRF has aggressively patented technologies and worked to commercialize them through collaborations with industry and the formation of start-up companies. To that end, OMRF has spun off more than a dozen businesses, the largest of which, Alexion Pharmaceuticals, is in the process of being acquired by AstraZeneca for \$39 billion. Those efforts have also resulted in the commercialization of the following products, each of which is based on discoveries made at OMRF:

Adakveo: Approved by the FDA in 2019 and the European Commission in 2020, this Novartis drug is the first treatment for vaso-occlusive pain crises in sickle cell disease.

Ceprotrin: Baxter's FDA-approved treatment for protein C deficiency also was the first therapy approved for use under the European Union's centralized marketing procedure.

Soliris: Alexion's groundbreaking treatment for the rare blood disorder PNH has also been subsequently approved by the FDA to treat neuromyelitis optica and atypical hemolytic uremic syndrome.

Vectra DA: Recently acquired by Labcorp, rheumatologists have used this test throughout the U.S. for a decade to monitor disease activity in patients with rheumatoid arthritis.



Organization Background



Culture and Values

Independent yet interconnected. This seeming paradox stands at the heart of OMRF's culture. We are united in curiosity and a dedication to the pursuit of knowledge. But the path of that journey is one that each person at OMRF chooses. And as an organization, we strive to support each member of our community as they map their own paths toward a single goal of helping more to live longer, healthier lives.

OMRF is one of approximately 80 members of the Association of Independent Research Institutes. Like our AIRI peers, we are a single-mission research organization, which enables us to focus and remain nimble. We demand excellence, and we constantly reassess our systems and operations to ensure that all we do serves science in the most targeted and efficient manner possible.

These tenets seem to resonate with the people who make up OMRF. For eight consecutive years, in anonymous surveys, our employees have named OMRF a Top Workplace in Oklahoma. We've ranked in the top 10 every year since the annual contest began, one of only six employers in the state to do so.

Organization Background

Diversity, Equity and Inclusion

Diversity powers everything we do at OMRF. We recognize that each person's unique experiences and perspectives enhance the insights they bring to our laboratories and clinics, and we are committed to celebrating and honoring every voice at OMRF in our workforce, education programs, clinics and research.

One-third of our employees identify as Asian, Black, Latinx, Native American or multi-racial. Our staff members hail from over 30 different countries. And with our Langston University Biomedical Research Scholars Program, we joined with Langston University to train and mentor Black undergraduate students interested in careers in the biomedical sciences.

Through multiple NIH grants, our investigators have partnered with Oklahoma tribes to understand and remedy health disparities in our state's Native populations. Similarly, with funding support from the Department of Health and Human Services' Office of Minority Health, our clinical investigators have worked on a multi-year project aimed at increasing the participation of underrepresented minorities in clinical trials. In OMRF labs, our investigators have focused on understanding why certain diseases exact an outsized toll on Black people. Their insights also helped deliver a first-in-class drug to treat sickle cell disease, which disproportionately affects people of African descent.

We recognize that these efforts represent a starting point, not an end. As an organization, we are focused on continuing to support and elevate populations that have too often been neglected and mistreated.



Organization Background



Finances

A mix of revenue sources funds OMRF's annual budget of almost \$100 million, helping to ensure financial stability despite fluctuations in individual funding components. Slightly less than half of OMRF's operating budget comes from competitive grants and clinical trials. Clinical revenues provide just under one-quarter of the operating budget. The remainder of revenues come from private contributions and various other sources, including distributions from OMRF's endowment, intellectual property revenues, and a mineral portfolio built from bequests made to OMRF.

In 2021, OMRF paid off a \$12 million, 20-year bond for the construction of its mouse facility. OMRF's only remaining debt is a note that helped finance the construction of OMRF's research tower, which is being paid off at a rate of approximately \$3 million per year with funds from the Chapman Trusts. When those payments are completed in 2027, it should free up those funds for other uses. OMRF's most recent audited financial statements, dated June 30, 2020, show net assets of \$364 million.

Charity Navigator, founded in 2001 and now the nation's largest charity evaluator, measures nonprofit performance in fundraising efficiency, fundraising expenses, program expenses, primary revenue growth, administrative expenses, program expense growth and working capital ratios. Nineteen times, including in 2020, OMRF has earned four stars, the service's highest possible rating.

This financial discipline has helped OMRF to run consistent budget surpluses over the past decade. Most recently, annual revenues exceeded expenses by \$10 million in 2019 and \$11 million in 2020. These net operating surpluses are deposited into Board-designated endowment funds, and they have helped enable OMRF – despite an annual drawdown of roughly 5% to fund operations – to add \$100 million to its endowment since 2011. As of April 30, 2021, the endowment was valued at \$164 million.

You can view OMRF's most recent audited financial statements [here](#).



A Unique Year



For most OMRF employees, the emergence of Covid-19 brought a months-long shutdown of onsite activities. Throughout spring 2020, only a handful of staff members continued coming onsite: technicians who maintained cell lines and experimental animals; health care providers who continued to see patients in OMRF’s clinics; and facilities staff who tended to equipment and mechanical systems and kept the premises clean and virus-free.

In early summer, OMRF loosened constraints, allowing researchers and their staffs to return onsite. With strict masking and physical distancing requirements, scientists resumed experiments. Staggered shifts helped minimize density, and Zoom sessions replaced in-person meetings. In the fall, a weekly employee testing program added another layer of protection. Through May 2021, when OMRF ended the testing program and returned to pre-pandemic operating protocols, OMRF saw only a few dozen infections among staff, with no episodes of onsite spread among employees.



Like scientists everywhere, OMRF researchers pivoted to tackle Covid-19. Rheumatologists tapped their expertise with patients with autoimmune diseases to offer insights on treating Covid-19 and to explore why it seems to strike tribal populations disproportionately. Cardiovascular biologists examined viral risks for patients suffering from heart disease. Immunologists looked at ways in which the attacks of the coronavirus mimicked lupus and whether it can lead to autoimmune conditions. They also repurposed research equipment to create a diagnostic testing lab at OUHSC that helped ease statewide testing shortages.



The largest, most comprehensive effort involved a team of OMRF scientists who’d been probing anthrax bacteria with the support of a longtime federal grant. The National Institute of Allergy and Infectious Diseases awarded a supplement to support the work, which focuses on understanding why some people become extremely sick when infected with the virus, while others do not.

Despite 2020’s many obstacles, research productivity remained in line with previous years: Competitive grant funding, patent disclosures and scientific publications met or exceeded 2019 levels. Fundraising also remained strong, topping figures from 2020.

OMRF finished the fiscal year (ended June 30, 2020) on firm financial footing, posting an \$11 million budget surplus. For fiscal year 2021, OMRF is projecting another budget surplus, this one in the neighborhood of \$5 million. Moving forward, OMRF foresees no short- or long-term negative impacts from the pandemic on its operations or finances.

You can view OMRF’s 2020 annual report [here](#).

The Role



Job Purpose

The next President will shape the vision, impact and strategic direction of OMRF. While honoring OMRF's culture and history, the President will drive the organization forward with insight, creativity and a warm, human touch.

The President will be responsible for the overall administration of OMRF, establishing key strategic goals and setting organizational performance expectations. They will create the necessary environment and infrastructure for senior management to operate the organization effectively and for scientific research at OMRF to thrive.

The President will serve as the primary spokesperson and external face of OMRF, representing OMRF in the media, at public events, and in interactions with government. They will develop strong relationships with existing and potential donors, providing OMRF with the necessary funding to continue to grow and prosper.

The Role

Key Accountabilities

Establish the vision and strategic direction of OMRF, developing short- and long-term organizational and scientific plans with concrete objectives and goals

Foster and inspire innovation in all facets of the organization

Ensure fiscal and operational excellence and the growth of OMRF's philanthropic and extramural funding support

Inspire and lead the scientific faculty, ensuring a culture of innovation and the pursuit of meaningful scientific breakthroughs, including developing IP and pursuing translational opportunities that will lead to advances in clinical care

Actively pursue partnership opportunities with research institutions, universities and other organizations to expand OMRF's scientific opportunities and research impact

Foster a culture of inclusion that values all employee voices and works to grow the population of under-represented groups within all facets of the organization

Increase OMRF's visibility, both in the national and international scientific realm and within the state of Oklahoma

Lead fundraising, governmental affairs and public relations activities

The Team

The President will lead the entire organization and have the following direct reports:

Senior Vice President and
General Counsel

Vice President and
Chief Financial Officer

Vice President of
Clinical Affairs

Vice President of
Development

Vice President of
Government Affairs

Vice President of
Human Resources

Vice President of
Research

Vice President of Technology
Ventures (currently unfilled)

The Role



OMRF Board Chair Len Cason, Esq.

Reporting To

The President reports to a Board of Directors that currently consists of 64 members and is authorized to be as large as 101 members. The Board meets twice a year and has delegated nearly all its duties to a 15-member Executive Committee, which meets quarterly and is led by the Board Chair. Len Cason, Esq., a founding member of the Oklahoma City law firm of Hartzog Conger Cason, has served as Board Chair since 2001.

Board members serve staggered three-year terms. In addition to the Executive Committee, the Board consists of five other specialized subcommittees: Finance and Audit, Governance, Investment, Technology Ventures, and Development. These five committees meet quarterly or semi-annually and report to the Executive Committee.

You can view OMRF's bylaws [here](#).



Candidate Profile

Key Experiences and Competencies

At least 10 years of leadership experience in academic biomedical research or similar scientific environment

Understanding of key scientific disciplines relevant to OMRF and the biomedical research ecosystem

Commitment to institutional mission and values, with a record of modeling consistently high standards of professional ethics and integrity

Ability to recruit, develop and retain outstanding scientific and operational talent

Capacity to inspire the organization through innovative, dynamic and compassionate leadership

Demonstrated impact as a change-maker and entrepreneurial leader

Experience as a fundraiser and in working with the media

Personal commitment to diversity, equity and inclusion

An MD and/or a PhD in a biologically relevant field

Preferred Additional Experiences

Representation of diverse communities

Experience in working with legislators and governmental affairs

Leadership Competencies

The successful candidate for this role will demonstrate the following critical competencies:

Innovative Thinking

The ideal candidate explores new scientific fields and consistently considers their implications. They synthesize complex information and identify key trends and opportunities, shaping strategies that can define the future strategic vision. They anticipate opportunities and threats and can work with their leadership team to shape and accomplish long-term plans. They are an entrepreneurial thinker, have a bold vision and curiosity for innovation, and proactively invest in new platforms and technologies that benefit future organizational success.

Team Leadership, Collaboration and Conflict Resolution

The new leader brings a track record of recruiting and developing scientific and operational talent. They can lead diverse groups, with an ability to communicate a clear vision. They nurture and develop a culture of collaboration and embrace the values of diversity, equity and inclusion. They anticipate and recognize potential sources of conflict and work to discuss and resolve them, seeking common ground and sources of agreement. They elicit the input of diverse perspectives and experiences to inform decisions.

Business Acumen

The President balances scientific stewardship with operational success, navigating the nuances of a complex organization. Candidates will have a track record of making successful strategic decisions and also making difficult resource allocation decisions that are consistent with the long-term goals of their organizations.

Messaging Skills

The President must represent the organization and present its message effectively to diverse audiences, including OMRF employees and Board members, business and governmental communities, the media, potential philanthropic and research partners, and the general public. A superior communicator with distinctive emotional intelligence, the President will have the ability to message effectively to each of these groups and the self-awareness and emotional range to modulate their approach for individual situations and audiences.

Results Orientation

The President will understand how to set milestones and goals that motivate and challenge an organization while holding others accountable for meeting and exceeding those goals. They will act decisively under pressure and exercise effective judgment across a range of decisions.



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