



Louisiana State University

Louisiana Animal Disease Diagnostic Laboratory

(LSU Diagnostics) Director

Position Description



The Opportunity

The University School of Veterinary Medicine (LSU Vet Med) invites applications for the position of Louisiana Animal Disease Diagnostic Laboratory (LSU Diagnostics) Director. LSU Diagnostics is a premier, state-of-the-art veterinary diagnostic laboratory, accredited by the American Association of Veterinary Laboratory Diagnosticians (AAVLD), occupying a modern 60,000 square-foot facility at LSU Vet Med and providing broad expertise in anatomic pathology, endocrinology, toxicology, virology, bacteriology, mycology, parasitology, next-generation sequencing and bioinformatics. LSU Diagnostics is a Level 1 member of the National Animal Health Laboratory Network. It is operated by 42 faculty and staff and runs more than 65,000 tests per year. The laboratory offers a comprehensive catalog of tests with more than 550 diagnostic services designed to assist veterinarians, animal owners, public officials and organizations in identifying, tracking and addressing animal and public health concerns.

The ideal candidate will have strong communication skills, and business management experience and be a proven strategic, inspiring, and approachable leader.

One of only 33 veterinary schools in the United States, LSU Vet Med is experiencing unprecedented growth as it seeks to improve and protect the lives of animals and people through superior education, transformational research, and compassionate care. They are dedicated to building a premier team of world-renowned clinicians, educators, and researchers to provide an elite healthcare experience in Louisiana and the region.

Job Responsibilities

45% Organizational and Administrative Responsibilities

Provide organizational and administrative leadership to fulfill the missions of the LSU Diagnostics. Oversee the daily laboratory activities, including administrative and operational management of personnel, budgets, regulatory policy, and quality management systems as accordance with the American Association of Veterinary Laboratory Diagnosticians (AAVLD) accreditation standards. This includes equipment and facilities including a Biosafety Level 3 Facility. Ensure the protection of livestock, poultry, aquatic, wildlife, pet animal health, and public health in the State of Louisiana by contact and communication with appropriate local, state, and federal government agencies (e.g., Louisiana Department of Agriculture and Forestry, Louisiana Department of Wildlife and Fisheries, Louisiana Department of Public Health, USDA-APHIS VS, and Centers for Disease Control and Prevention [CDC]) in cases of disease outbreaks and diagnosis of positive reportable diseases. Maintain awareness of local, and federal animal and public health regulations and surveillance programs; coordinate with local and federal animal health organizations (NAHLN, USDA-APHIS, NPIP) during foreign animal disease outbreak investigations. Implement the goals and objectives outlined in the LSU Diagnostics Strategic plan. Coordinate negotiations, management, and administration of the CDC/Louisiana State Arbovirus Surveillance programs, Insecticide Resistance Testing Program, CWD testing and other disease surveillance programs in LSU Diagnostics. Quality Assurance and biosafety: The Director will be responsible for maintaining AAVLD accreditation and National Animal Health Laboratory Level 1 (NAHLN-1).

Ensure the Quality Manager and Quality Assurance Coordinator maintains AAVLD standards and NAHLN-1 requirements. Help coordinate, prepare, and respond to all lab inspections by external entities and maintain compliance with federal, regional, and state programs (USDA-NAHLN, FDA-Vet-LIRN, etc.). Participate in developing and preparing LSU Diagnostics protocols, reports, contracts, and other communications. Review and prepare the registration of the laboratory as required by the LSU Institutional Biological and Recombinant DNA Safety Committee (IBRDSC) and other certifications (e.g., CLIA). Develop and oversee LSU Diagnostics facilities, safety, and security programs.

25% Financial Management

Serve as the chief administrator and financial officer of the LSU Diagnostics, including the control of the budget and allocation of resources. Maintain awareness of current trends in academic and private clinical laboratories and oversee the development and

implementation of a long-term business plan that allows for the strategic development, expansion, and financial sustainability of the LSU Diagnostics activities. Monitor market conditions to generate action plans to optimally position LSU Diagnostics as the preferred provider of laboratory diagnostic services in the state and the region. Work closely with the LSU Vet Med Assistant Dean for Finance & Administrative Services to bring financial stability and growth to the laboratory.

15% Customer Service and Departmental/University Service

Establish and maintain productive relationships with LSU Vet Med VTH clinicians, outside practicing veterinarians, animal owners, the Louisiana Department of Agriculture and Forestry, the Louisiana Department of Wildlife and Fisheries, and other agencies that are involved in livestock health or zoonotic diseases. Maintain effective communication with the heads of the Departments of Veterinary Clinical Sciences, Comparative Biomedical Sciences, Pathobiological Sciences, and Veterinary Teaching Hospital Director. Attend local veterinary and stakeholder meetings, organize LSU Diagnostics External Advisory Board Meetings, and review and react to client surveys.

10% USDA-APHIS, USDA-CSF Proficiency Testing, CDC-LDHH, LA State Grant Programs

Funding for LSU Diagnostics to maintain and expand current operations and facilities.

5% Other Duties as Assigned

Qualifications

Minimum Qualifications

DVM, VMD, BVSc, or equivalent, an advanced degree (master's degree), and 7 years of experience.

LSU is dedicated to fostering an environment where our employees feel appreciated for their skills and individuality. If a candidate does not meet the minimum qualifications as listed but has substantial experience in the key job responsibilities, we encourage them to apply.

Preferred Qualifications:

Experience may include regulatory/policy, industry, state/federal, finance, practice or quality management. 7 years of experience working in an Accredited Veterinary Diagnostic lab and experience in the development and validation of diagnostic assays and translational research in academia or industry, and at least 7 years of administrative experience including management of personnel and budgets, regulatory policy, and quality management

systems, a broad knowledge of diagnostic laboratory disciplines, and evidence of strong communication, administrative, interpersonal, and organizational skills.

Preferred Certifications/Licenses:

Board certification in pathology (American College of Veterinary Pathologists [ACVP]), microbiology (American College of Veterinary Microbiologists [ACVM]) or other relevant veterinary board certification or Ph.D. in molecular biology, bacteriology, virology, toxicology, comparative pathology, or related field. A PhD and/or board certification in a laboratory-related specialty is desirable, as is a demonstrated achievement in research, diagnostic medicine, and outreach. The Director reports to the Dean of the School of Veterinary Medicine and serves on the Dean's Cabinet.

Special and Physical Qualifications

Safety and Security Sensitive Job – Safety and security-sensitive positions are defined as those positions where any form of substance abuse may affect University activities through unsafe work behavior/performance or error in judgment; or where substance abuse could jeopardize the safety and well-being of employees, other personnel, or the general public, or cause significant damage to university property. This includes positions requiring firearms, access to controlled substances, handling hazardous material, operating heavy equipment or machinery, etc. These positions are subject to drug screens per PS-67/FASOP HR-04.

Emergency Essential Personnel

This position may be required to report to campus in times of emergency and/or closure per PS-18.

Physical Qualifications

Requires standing, sitting, walking, bending, reaching (above shoulder), reaching (below shoulder), vision (near sight), vision (far sight), climbing, crawling, twisting, pushing/pulling, grasping, squatting, and lifting less than 50 pounds.

LSU School of Veterinary Medicine

The LSU [School of Veterinary Medicine](#) is one of only 33 veterinary schools in the U.S. and the only one in Louisiana. It is dedicated to improving the lives of people and animals through education, research, and service. The veterinary teaching hospital cares for an array of species and sees approximately 20,000 cases each year. Open 24/7, 365, they offer specialty services as well as primary care. Their comprehensive care allows them to treat a variety of illnesses and injuries.

The AVMA Council on Education (COE) is the national accrediting agency for veterinary medical education in the United States. The AVMA COE assures that all AVMA-accredited colleges or schools of veterinary medicine meet minimum standards in veterinary medical education and that students enrolled in those colleges or schools receive an education that will prepare them for entry-level positions in the profession. The LSU program has met all essential requirements for an acceptable college or school as established by the AVMA COE. Accreditation was granted in 1977 and reaffirmed in 1984, 1991, 1998, 2005, 2010, 2013, and 2020. The next site visit is anticipated in 2026.

The school admitted its first students to the professional curriculum during the 1973–1974 academic year. The initial entering class consisted of 36 students, all residents of Louisiana. Class size increased significantly in subsequent years. The school participates in the Southern Regional Education Board's program for education in veterinary medicine.

LSU SVM was founded in 1968, the 19th veterinary school in the United States. It accepted its first class of students in 1973, and 35 men and women (all from Louisiana) received their DVM degrees in 1977. Since then, they have granted over 3,200 DVM degrees and 450 MS and PhD degrees.



2024 marks 88 years for LSU's live mascot program. Mike, I arrived on campus on October 21, 1936. LSU's current tiger is Mike VII (pictured).

LSU Diagnostics (Louisiana Animal Disease Diagnostic Lab)

LSU Diagnostics (Louisiana Animal Disease Diagnostic Lab) is a full-service AAVLD-accredited laboratory. Housed in the LSU School of Veterinary Medicine, LSU Diagnostics services the people of Louisiana and surrounding states by providing animal disease diagnostic services to agricultural and general communities. LSU Diagnostics enhances research development and adaptation of diagnostic tests and protocols, researches and investigates livestock and companion animal diseases impacting the health and wellbeing of the animals and citizens of Louisiana, and researches selective diseases impacting the economics of the animal industries of Louisiana.

LSU Diagnostics operates in partnership with Louisiana State University, the LSU School of Veterinary Medicine, Louisiana veterinarians, and livestock and poultry producers. LSU Diagnostics also provides support for the teaching and research programs of LSU Vet Med.



About
Louisiana State
University

Overview

LSU comprises eight campuses stretching across Louisiana and includes more than 50,000 students, with research expenditures amounting to \$360 million. Within LSU are two health sciences centers offering various levels of degrees in medicine, dentistry, allied health, nursing, public health, and graduate studies. The LSU Agricultural Center encompasses both extension responsibilities and agricultural research. The Pennington Biomedical Research Center is a premier research institute specializing in chronic disease, diabetes, and obesity. LSU Shreveport offers degrees at the undergraduate and graduate levels and has an emerging online presence. LSU Alexandria is a four-year institution serving the central region of the state. LSU Eunice is a junior college offering degrees and certificates in health, business, and liberal arts. LSU's flagship campus, located in the state capital of Baton Rouge, is Louisiana's premier public institution. It is a land-, sea-, and space-grant institution enrolling some 37,000 students studying in nearly 200 bachelor's, master's, doctoral, and specialist programs.

The flagship campus includes the Paul M. Hebert Law Center and the state's only School of Veterinary Medicine. There are more than 5,000 employees with a budget of more than \$1 billion on the flagship campus. Over the past 20 years, LSU has consistently produced finalists and winners of the Rhodes, Truman, Goldwater, and Udall Scholarships. Several of LSU's programs are ranked top in the nation, including the Robert Reich School of Landscape Architecture in the College of Art & Design and the Internal Auditing program in the E. J. Ourso College of Business, which is internationally known as one of the top such programs in the world. LSU faculty and students contributed to the 2017 Nobel Prize in Physics with the discovery of gravitational waves, which were predicted by Einstein but not previously recorded. Forbes recently recognized LSU among the top 20 universities in the country that dominate in both academics and athletics.



Campus

LSU's flagship campus in Baton Rouge is on more than 2,000 acres of lush landscaping along the Mississippi River. Widely considered to be one of the most beautiful in the country, it is known for its Italian Renaissance-style architecture, tranquil lakes, and majestic live oak trees, which are valued at approximately \$45 million.

LSU's Memorial Tower, one of the campus's best-known landmarks, as well as the War Memorial on the Parade Ground and the Memorial Oak Grove, all honor those who have given their lives in service to the United States during various wars and conflicts throughout our nation's history. The campus is also home to the Indian Mounds, which are two Native American earthworks dated to be more than 6,000 years old—older than the Egyptian pyramids.

The newly renovated and expanded Patrick F. Taylor Hall is now the largest academic building in Louisiana and one of the largest freestanding academic engineering buildings in the nation. The Business Education Complex, the Manship School of Mass Communication, and the LSU Union are other noteworthy buildings. And in fall of 2018, the Nicholson Gateway opened, welcoming students to state-of-the-art living and retail spaces on the campus, just a short walk from Tiger Stadium and the Quadrangle. LSU's Tiger Stadium, well-known by college sports fans, is one of the largest college football stadiums in the nation. Known as Death Valley, the stadium has a reputation for being one of the loudest in the NCAA, and LSU is famous for its spirited tailgating atmosphere.

Quick Facts

- **35,000+** Student Population
- **1 of 8 Universities** in the country with a law school, dental school, medical school, veterinary school, and an elite MBA program.
- **1 of 24** Universities nationwide holding land-grant, sea-grant, and space-grant designations
- **16** Division I Athletic Teams
- **\$6.1B** LSU's economic impact on Louisiana
- **\$368M** in research expenditures

– FY2021 Higher Education Research and Development data



Strategic Plan 2022-2030

Under the direction of LSU President William F. Tate IV, the university's strategic planning process is underway. This effort will benefit from the current strategic plan and will develop a cohesive roadmap for the next several years toward a "[Scholarship First Agenda.](#)" The strategic planning process will be guided by the purposes of preserving LSU's history and heritage and protecting and securing the University's future. These purposes are already providing focus and direction for LSU's research efforts across the university and advancing areas of strength in the form of the "Scholarship First Agenda," which will provide focus, direction, and synergies across disciplines to the greatest benefit of students and for Louisiana. These areas of focus will be improved and expanded on in strategic planning with full appreciation of their land-, sea-, and space-grant responsibilities and the traditional mission of the Agricultural and Mechanical College. Learn more about the strategic planning process and the university's [values and vision](#).

About Baton Rouge

Louisiana has arguably the most colorful history and fascinating culture of any state in the nation. Baton Rouge, French for "Red Stick," is Louisiana's capital city. Situated on the banks of the Mississippi River, it represents the best of Louisiana's vibrant culture. Just minutes from LSU, downtown Baton Rouge is a hot spot where you can attend an art exhibition or concert or watch the sunset over the Mississippi River. Over the last several years, the Baton Rouge area has enjoyed an unprecedented economic expansion—offering employment opportunities in diverse industry sectors. Baton Rouge is a cultural crossroads between the Cajun heartland of Lafayette (located about 55 miles southwest) and the birthplace of jazz and home of Mardi Gras, New Orleans (located approximately 80 miles to the southeast). Housing options in Baton Rouge are diverse and include historic neighborhoods like Spanish Town and the Garden District, riverfront apartments, chic, loft-style condos like the Commerce Building, cozy family neighborhoods, and sprawling mansions.



[Baton Rouge](#) boasts award-winning public and private school options; more than 900 restaurants; live concerts ranging from home-grown favorites to superstars like Kenny Chesney and James Taylor; a world-leading medical research center; a variety of museums, including one that houses a 65-million-year-old triceratops skull and a 5,000-year-old mummy; a nationally recognized, award-winning public library system; more than 180 parks across the region; and much more. The Baton Rouge Area is a great place to call home regardless of age or interest

Nomination & Application Process

Compensation

Competitive base salary, dental and vision insurance, 401(k) with match, paid CE, license fees and membership dues, Paid holidays accrued up to 14 days per year, Annual leave accrued up to 14 days per year, paid sick leave accrued up to 12 days per year, wellness, and mentorship programs, and more.

To learn more about LSU Vet Med and Baton Rouge, please visit the links below:

- LSU Vet Med: A Dynamic Biomedical Campus Shaping the Future of Animal and Human Health – YouTube (<https://www.youtube.com/watch?v=VK5x-ivpbBU>)
- LSU Vet Med website (<https://www.lsu.edu/vetmed/index.php>)
- Baton Rouge visitor information (<https://www.visitbatonrouge.com/>)
- More information regarding retirement and other employee benefits available to you can be found on the LSU Office of Human Resource Management's website (www.lsu.edu/benefits).

How to Apply

Greenwood Asher & Associates, LLC is assisting Louisiana State University in this search. Applications and nominations are now being accepted and will continue to be accepted until the position is filled.

Inquiries, nominations, and application materials should be directed to Greenwood Asher and Associates. For a complete application package, please provide a cover letter, a curriculum vitae, and a list of three references. Submission of application materials as PDF attachments is strongly encouraged. All applications, nominations, and inquiries will remain confidential to the extent allowed under Louisiana law. An offer of employment is contingent upon a satisfactory pre-employment background check.

Please direct inquiries, nominations, and application materials to:

Julie Holley, Associate Vice President of Executive & Search Manager

Maggie Mayes, Senior Executive Search Consultant

julieholley@greenwoodsearch.com

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