The Medical University of South Carolina has retained

Tyler & Company

for this executive leadership search

Charleston, South Carolina
Medical University of South Carolina: MUSC has grown from a small private medical school founded in 1824 into one of the nation’s top academic health science centers, with a 700-bed medical center, an integrated and highly skilled group of MUSC physicians and six colleges that educate approximately 2,600 healthcare professionals per year. The colleges include dental medicine, graduate studies, health professions, medicine, nursing and pharmacy. MUSC is the largest non-federal employer in the Charleston, South Carolina, community, employing nearly 13,000 individuals and has an operating budget of approximately $2 billion. Research is an important priority at MUSC, generating more than $247 million of extramural support per year.

Mission Statement: MUSC is a public institution of higher learning, the purpose of which is to preserve and optimize human life in South Carolina and beyond. The University provides an interprofessional environment for learning and discovery through education of health care professionals and biomedical scientists, research in the health sciences and provision of comprehensive health care. The University is committed to fulfillment of its responsibilities:

- Educate students to become caring, compassionate, ethical, and proficient health care professionals and creative biomedical scientists.
- Promote teamwork competencies to be applied in a collaborative, interprofessional health care delivery and research setting.
- Recruit and develop dedicated, scholarly educators who inspire their students to lifelong learning in the service of human health.
- Offer educational opportunities to graduates, faculty and staff; to other biomedical scientists and practicing health professionals; and to the public.
- Seek and welcome students, scholars and staff regardless of gender, race, age, nationality, religion or disability, while emphasizing the benefits of diversity.
- Conduct research in the health sciences, advancing knowledge and encouraging new responses to health care needs including interprofessional delivery of health care.
- Provide excellence in patient care in an environment that is respectful of others, adaptive to change, accountable for outcomes, delivered by coordinated interprofessional teams and attentive to the needs of underserved populations.
- Advance economic development by introducing new technology and fostering research links with industry and other academic institutions.
- Optimize the use of all resources, including financial support from the state and revenues generated from research, clinical operations and philanthropy.
- Provide leadership to the state in efforts to promote health and prevent disease.
- Serve as a state resource in health policy, education and related matters for other institutions and the general public.

Imagining MUSC 2020 Strategic Planning Process: MUSC is in the process of initiating a new strategic plan, Imagining MUSC 2020. President David Cole, MD, introduced the new vision for MUSC – speaking to the shift from an inward focused vision to an impact vision. “Leading Health Innovation for the Lives We Touch”.

Every year, MUSC serves millions of individuals, families, businesses and communities with one overarching mission...improved health. It is not a finite goal, but an ever-evolving passion to be better than today. MUSC will lead by example through education, collaboration and innovation to put the patients and their families at the center of a healthcare transformation that has an impact across their state...thereby changing what’s possible nationally and globally.
Five core values have been identified – compassion, collaboration, respect, integrity and innovation. During upcoming meetings, the strategic planning process will continue to set the vision, values and plan for the future.

**MUSC’s Academic Enterprise:** MUSC carries out its academic missions through its six colleges. The University educates and trains nearly 3,000 students and residents and has nearly 13,000 employees, including approximately 1,500 faculty members. MUSC has five degree programs ranked in the “top 30” spots in the *U.S. News Media Group’s* 2017 edition of *America’s Best Graduate Schools*, published online.

**College of Dental Medicine:** The James B. Edwards College of Dental Medicine is committed to excellence and leadership in the advancement of knowledge. With five departments, the College is home to the Center for Oral Health Research, an oral/craniofacial research center that1,500 faculty members. MUSC has five degree programs ranked in the “top 30” spots in the *U.S. News Media Group’s* 2017 edition of *America’s Best Graduate Schools*, published online.  

**College of Dental Medicine:** The James B. Edwards College of Dental Medicine is committed to excellence and leadership in the advancement of knowledge. With five departments, the College is home to the Center for Oral Health Research, an oral/craniofacial research center that supports and stimulates campus-wide research interests in oral and craniofacial research, and interdisciplinary integration of contemporary science in the oral health and dental education environment. In 2010, a new 118,000 square foot clinical facility was completed, the Simulation Support Laboratory opened, a CAD/CAM Laboratory opened and the Graduate Program in Endodontics was initiated. The College includes 226 students, 26 residents and 78 faculty.

**College of Graduate Studies:** The College of Graduate Studies is committed to the training of tomorrow’s biomedical research scientists. Degree programs of Master of Science in Biomedical Sciences or Doctor of Philosophy in Biomedical Sciences train students in cutting-edge research; the Master of Science in Clinical Research program provides part-time or full-time training for those interested in clinical research. The College also offers a NIH funded MD/PhD program with the College of Medicine, a DMD/PhD program with the College of Dental Medicine, and a PharmD/PhD with the College of Pharmacy for students interested in careers in medical, dental or pharmaceutical research. A Masters in Medical Science program is a one-year, pre-professional program to launch the careers of students interested in pursuing MD or DMD training. Within the sphere of workforce development, MUSC also offers a Post-baccalaureate Research Education Program (PREP) as well as Summer Health Professions (SHP) and Summer Undergraduate Research programs (SURP). The College includes 258 students; and 490 faculty from other MUSC colleges have appointments within the College.

**College of Health Professions:** Established in 1966, the College of Health Professions celebrates its 50th Anniversary this year with a vision to improve the health of populations by developing and inspiring health scientists and leaders. The College is recognized for its high quality educational and research programs, award winning faculty, state-of-the-art educational technology and facilities and dedicated staff. The College of Health Professions remains the largest and most diverse college at MUSC with a total of 770 students in 10 academic programs. Programs include Anesthesia for Nurses, Cardiovascular Perfusion, Doctor in Health Administration, Master in Health Administration, Healthcare Studies, Health Informatics, Physician Assistant Studies, Occupational Therapy, PhD in Health and Rehabilitation Science, and Physical Therapy. Academic programs consistently have received high rankings in the *US News and World Report* annual evaluation. The College of Health Professions is ranked 3rd in National Institute of Health (NIH) funding among colleges of health professions across the country. In 2015, the College reached an all-time record of $12.1 million in grant revenue. A significant part of its mission is to contribute to the overall health and well-being of the citizens of the state of South Carolina and beyond. The College’s outreach efforts have touched the lives of those in the Charleston community and across the globe. Examples include Community Aid Relief Education and Support (CARES), a student-run, free therapy clinic for the underserved population and interprofessional teams during medical mission trips to Uganda and Nicaragua.
The College of Medicine is dedicated to the University’s missions of education, research and service. With more than 1,300 faculty and 1,400 staff, over 730 medical students, and approximately 1,000 residents, fellows, post-docs and other trainees, the College is changing what’s possible in healthcare. In addition to a four-year MD program, the College offers graduate and dual-degree programs as well as several Masters of Public Health degree programs. Graduate medical education programs facilitate trainee’s professional and personal development in an environment where they have the opportunity to excel in service, teaching and research while exhibiting ethical and professional modes of practice. Through continuing medical education, the College supports the lifelong learning process of physicians by providing high quality educational opportunities designed to advance the quality and safety of patient care and enhance practice performance. In FY 2015, the College received approximately 1,000 extramural funding awards totaling $211 million. The College is committed to the continued development and expansion of biomedical research to improve healthcare for all people, by moving discoveries from the bench to the bedside and out into the communities and populations served by MUSC. Their talented physicians and other providers deliver high-quality care while servicing the healthcare needs of their patients locally, at outreach locations and through numerous telehealth initiatives. Many of MUSC’s physicians and clinical programs are recognized nationally for their excellence. The College believes their goals are best achieved by ensuring diversity and inclusion throughout all of the College’s programs and initiatives.

College of Nursing: With more than 130 years in preparing professional nurses who care, cure and create new knowledge, the College of Nursing offers the largest 16-month accelerated Bachelor of Science in nursing and matriculates the largest number of PhD and DNP students in the state. Last year, the College’s BSN students achieved a 95 percent NCLEX pass rate. U.S. News & World Report has ranked the MUSC College of Nursing No. 2 among online graduate nursing programs in America. The College is known for its cutting edge use of technology and emphasis on innovation, excelling in nursing education, practice and research. In 2015, the College was ranked 15th in research funding from the National Institute of Health (NIH). Most importantly, MUSC’s nursing graduates assume leadership roles throughout the state and beyond, and actively shape the health care of tomorrow. The College includes more than 575 students and 50 faculty and has four Endowed Chairs.

College of Pharmacy (South Carolina College of Pharmacy) was formed in 2004 through the integration of the Colleges of Pharmacy at MUSC and the University of South Carolina. The College offers a statewide approach to pharmacy education, with a curriculum offering a diverse array of electives, potential dual-degree programs and specialized tracks in community pharmacy, pre-residency and nuclear pharmacy. The College includes 764 students (312 at MUSC and 452 at USC) and 74 faculty (38 at MUSC and 36 at USC).

In addition to the many educational activities within each of its six colleges, MUSC also benefits from important initiatives that cross college boundaries. The Creating Collaborative Care initiative focuses on fostering interprofessional education across MUSC, with the goal that students will acquire teamwork competencies and will apply and demonstrate those competencies in collaborative interprofessional healthcare delivery or translational research contexts. The MUSC Simulation Center, which opened in 2008, is an 11,000 square foot multidisciplinary training facility on the MUSC campus. Its mission is to improve the quality of delivered care, promote patient safety, advance the practice and training efficiency of a critically understaffed workforce, and grow to be an international focal point for health sciences education and innovative research in education and safety.
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Research at MUSC: Annual research awards exceeded $247 million in FY2015, including $91.9 million in NIH funding. The College of Pharmacy, College of Health Professions and College of Nursing rank among the Top 20 of their respective colleges nationally in NIH funding, and the College of Medicine is among the Top 50.

Of all the universities and institutions of higher learning in South Carolina, MUSC brings the most biomedical extramural research funding to the state. MUSC's South Carolina Clinical and Translational Research Institute (SCTR), which is funded by an NIH Clinical and Translational Science Award (CTSA), focuses on changing the culture of biomedical research, facilitating sharing of resources and expertise, and streamlining research-related processes to bring about large-scale change in the clinical and translational research efforts in South Carolina.

MUSC is home to the Hollings Cancer Center, the largest academic cancer center in South Carolina and the state's only NCI-designated cancer center.


Some overall funding highlights for FY2015 include:
- College of Dental Medicine – $5.69 million.
- College of Health Professions – $9.5 million.
- College of Medicine - $211.1 million.
- College of Nursing - $5.9 million.
- College of Pharmacy – $12.39 million.

MUSC Foundation for Research Development: MUSC’s affiliated not-for-profit research foundation, the MUSC Foundation for Research Development (FRD), interfaces with industry in the area of technology transfer. These activities result in a contribution to MUSC’s overall economic impact for the state and nationally. Most importantly, by collaborating with industry, cutting-edge discoveries have the opportunity to become real life solutions to today’s medical problems. FRD has served as MUSC’s technology transfer office since 1995, filing more than 350 new patent applications, having more than 50 U.S. patents issued and spawning more than 30 start-ups.

MUSC Foundation was chartered in 1966 as a charitable, educational foundation to support the education, research, patient care and other programs at MUSC, and is a 501(c)(3) tax-exempt organization. The Foundation is governed by a 31-member Board of Directors, and the President of MUSC is an ex-officio, non-voting member of the Board. Since its inception, the MUSC Foundation has encouraged enterprises, including endowed professorships, scholarships, the acquisition and development of campus facilities and awards in honor of academic excellence.

MUSC Health is the integrating name of the Medical University Hospital Authority (MUHA) and MUSC Physicians (practice plan) in partnership with the College of Medicine. The MUSC Health vision is to be nationally recognized as a premier academic medical center, being among the top 25 academic medical centers for reputation, quality, service, efficiency and financial performance. The mission is to provide excellence in patient care, teaching and research in an environment that is respectful of others, adaptive to change and accountable for outcomes.

MUSC Health is at the forefront of the latest advances in medicine, with world-class physicians, groundbreaking research and technology or procedures that are often among the first of their kind in the
MUSC Health annually records more than a million patient encounters and is highly regarded in many clinical areas including neurosciences, cancer care, rheumatology, digestive disorders, heart and vascular care, transplant, women’s health, pediatric medicine, musculoskeletal disorders, psychiatry, ophthalmology, otolaryngology and respiratory medicine.

The Medical Center and Its Hospitals: The Medical Center is central to MUSC, and consists of multiple hospital facilities and clinics, including the University Hospital, Ashley River Tower, Children’s Hospital, Institute of Psychiatry, Storm Eye Institute, NCI-designated Hollings Cancer Center and Rutledge Tower ambulatory clinics. The Medical Center has an annual operating budget of more than $1.1 billion and employs nearly 7,000 people. The multiple facilities include more than 700 licensed beds, each year serving some 36,000 inpatients and 950,000 outpatients, including 75,000 emergency room visits.

In May 2000, the South Carolina General Assembly created the Medical University Hospital Authority (MUHA) to enhance management, flexibility and operational efficiency for the MUSC hospitals and clinics. This new legal entity, also referred to as the “MUSC Medical Center,” continues to serve under the same Board of Trustees and President as MUSC. The mission of the Medical Center is to provide excellence in patient care, teaching and research in an environment that is respectful of others, adaptive to change and accountable for outcomes.

THE OPPORTUNITY: The Medical University of South Carolina (MUSC) invites nominations and applications for the position of Provost. As the Chief Academic Officer reporting directly to the President, the Provost is responsible for institutional vision setting, strategic planning, oversight and investment for education and biomedical research. The Vice President for Research, Associate Provost for Educational Affairs and Student Life, the deans of the six colleges, and the Directors of the institution’s research and academic support units report to the Provost. The Provost works closely with senior leadership to ensure that the strategic directions and policies of the University are aligned with the academic mission. In the absence of the President, the Provost acts as the Chief Executive Officer for the University.

Role & Responsibilities:
- Monitor and assess the implementation of the University’s vision, mission, values and strategic priorities, and provide comprehensive assessment of the University’s progress;
- Align the academic strategic planning with annual financial modeling to ensure the University’s priorities are achieved;
- Encourage transformational change by fostering an environment for high quality academic scholarship and research;
- Promote the integration of intellectual discovery with teaching and learning while advancing innovation;
- Promote faculty governance, collegiality, community, fairness and respect among administration, faculty, staff and students;
- Ensure the effective compliance with University policies; and
- Ensure effective compliance with South Carolina and federal regulations.

THE CANDIDATE: The successful candidate must have an advanced degree and demonstrated achievement in scholarship and teaching for an appointment as tenured full professor. Preference will
be given to candidates with a record of accomplishment in an academic leadership position who demonstrate vision, innovation and skill in negotiating the complexity of the academic health center enterprise, and an ability to represent the University effectively to both internal and external constituents.

The Provost is an active leader in the development and advancement of research and education programs. It is expected that the successful candidate will be a visionary leader who is committed to helping to guide the success of the University strategy, ideals of diversity and collegiality, supporting growth and excellence within each College while also advancing the University as a whole, including successful development of external research and educational partnerships.

**Additional position qualifications include:**

- Demonstrated leadership in positions of increasing responsibility at institutions of higher education;
- Knowledge of responsibility centered fiscal management decision-making;
- Honesty, integrity, enthusiasm, resilience and a strong work ethic;
- Successful experience in developing and executing academic strategies in a complex health sciences university that includes graduate and professional programs, and research across the disciplines;
- Superior communication skills; the ability to articulate a compelling message to all audiences; good listening skills;
- Skills and acumen necessary to facilitate the allocation of resources effectively and efficiently among competing needs of the institution in ways consistent with the University’s mission;
- An ability to further refine a sustainable financial model that considers best practices but also encourages innovation and experimentation;
- Proven ability to serve as an executive and provide visionary strategic leadership, an innovative and entrepreneurial spirit willing to take calculated risks and a commitment to interdisciplinary education;
- Excellent collaboration and consensus building abilities to bring together a diverse group of constituents;
- Demonstrated decisive management skills exemplified by a record of excellence in delegation, responsibility and accountability;
- A proven track record of proactive solutions to promote innovative research and professional education partnerships with industry and other institutions of higher learning within the state;
- A demonstrated record of success in promoting, initiating and sustaining diversity projects; and
- An ability to develop coalitions and successful relationships with sister institutions and state legislators.

**Personal characteristics sought in candidates include:**

- Collaborative and strategic thinker;
- Academic visionary and strategic integrator;
- Mentor, role model, and champion for faculty and students;
- Personable, engaging and strong communicator;
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- Team player and leader; and
- Fosters and promotes diversity.

THE COMMUNITY: The greater Charleston area, with a population of more than half a million spread over a three-county area, offers a lifestyle combining the sophistication of metropolitan living coupled with the natural beauty of the Lowcountry. World-class dining, shopping and cultural venues are steps away from the MUSC campus. Located on a peninsula formed by the Ashley and Cooper Rivers, downtown Charleston is a regular on lists of top travel destinations.

Ninety miles of beach stretch along the tri-county coast and the average annual high temperature of 78 degrees encourages a wide range of outdoor activities. Area beaches such as Sullivan’s Island, Folly Beach and Isle of Palms are popular destinations year round for Charlestonians and visitors alike. Fishing, hunting, boating, golf and tennis are year-round activities with numerous locations and facilities that can be found throughout the area. Charleston, known as the Holy City for all the church steeples visible on the peninsula, also has several large parks nestled into its many communities throughout the county and downtown area. They boast amenities such as miles of bicycle paths, paddleboats and water parks with water slides, splash fountains, picnic areas, observation decks, campgrounds and children's playgrounds.

There is an abundance of visual arts and historical museums located in the area. The Charleston Museum, organized in 1773, is located in the downtown area. Other museums include the City Hall Gallery (where John Trumbull’s original portrait of George Washington hangs), the Gibbes Museum of Art, the Elizabeth O'Neill Verner Studio Museum and dozens of private galleries and studios. Historical displays and facilities are located at Fort Sumter in Charleston Harbor and Fort Moultrie on Sullivan's Island. Charles Towne Landing features life as it was in Charleston in the 1700s, and houses many live animals that once roamed the area in that era. Many hours of planning and hard work go into the effort of retaining the historic charm of Charleston, as is seen in much of the downtown area. Many homes and buildings bear the stamp of historical preservation and restoration.

The range of homes available in Charleston is unlimited, from waterfront at the beach or on a river or creek, to country acreage, from historic downtown’s French Quarter to contemporary high rise – there is something for everyone.

Please visit the following websites for additional information about Charleston:
Charleston Area Convention and Visitors Bureau www.charlestoncvb.com
City of Charleston www.charleston-sc.gov
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COMPENSATION: A competitive salary, benefit and relocation package is offered.

SEARCH TIMELINE AND SUBMISSION PROCESS:

The Search Committee will accept confidential applications and nominations until the position is filled.

Please include a letter describing relevant experiences and interest in the position; curriculum vitae; names of five references with titles, addresses, telephone numbers and e-mail addresses. All information will be held in confidence until finalists have been identified.

Individuals who wish to nominate a candidate should submit a letter of nomination, including name, position, address, telephone number and e-mail address of the nominee.

Applications and nominations should be electronically submitted via Microsoft Word or .pdf to:

arose@tylerandco.com

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The Medical University of South Carolina is an equal opportunity employer, promoting workplace diversity.