The Medical University of South Carolina has retained

Tyler & Company

for this executive leadership search

Charleston, South Carolina
MEDICAL UNIVERSITY OF SOUTH CAROLINA  
Dean, College of Dental Medicine  

THE MISSION:  
The mission of the College of Dental Medicine is to develop principled, skilled, compassionate and culturally sensitive practitioners and leaders in oral health care, to expand the body of knowledge about oral and related diseases, and to serve the citizens of South Carolina and beyond.

CORE VALUES:  
- Integrity  
- Trust  
- Respect  
- Responsibility  
- Cultural Competency  
- Adaptability  
- Sustainability  

THE CLIENT:  
The James B. Edwards College of Dental Medicine (CDM) is one of six colleges at the Medical University of South Carolina (MUSC). Committed to excellence and leadership in the advancement of knowledge, CDM is comprised of five departments:

- Oral Health Sciences  
- Oral and Maxillofacial Surgery  
- Oral Rehabilitation  
  - Advanced Education in General Dentistry (AEGD)  
  - Endodontics  
  - Implant Prosthodontics  
  - Removable Prosthodontics  
  - Restorative Dentistry  
- Pediatric Dentistry and Orthodontics  
  - Orthodontics  
  - Pediatric Dentistry  
- Stomatology  
  - Oral Medicine, Radiology and Emergency Services  
  - Oral Pathology  
  - Periodontics  

The College is also home to the Center for Oral Health Research, an oral/craniofacial research center that is the umbrella to support and stimulate campus-wide research interests in oral and craniofacial research, and interdisciplinary integration of contemporary science in the oral health and dental education environment.

The James B. Edwards Dental Clinics Building was completed in the fall of 2009. One of the most advanced dental clinic facilities in the nation, it includes a 118,000 square foot clinical facility, a Simulation Support Laboratory and a CAD/CAM Laboratory. The College currently employs 50 full time faculty, 33 part time faculty, 120 full time staff and 15 part time staff.
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The College provided for over 40,000 patient visits in FY2016. Total clinical revenues for the College range from $9.2 to $9.4 million dollars. The clinical services within the College include student comprehensive care, specialty treatment, emergency services and Dental Faculty Practice. The Clinical enterprise partners with seven outreach clinics around the state: East Cooper Community Outreach, Our Lady of Mercy, Greenville Free Clinic, Horry Georgetown, The Coastal Center, Volunteers in Medicine and Palmetto Richlands Hospital. These outreach sites are enrichment clinic opportunities where students are able to provide direct dental care to underserved citizens around the state of South Carolina. All senior students participate in the clinical outreach rotations. Additionally, more than eighty students, ten faculty and eight residents participated in the South Carolina Dental Association-sponsored Dental Access Day in 2015, providing over $1 million dollars of free dentistry.

THE OPPORTUNITY: The Medical University of South Carolina (MUSC) invites nominations and applications for the position of Dean, College of Dental Medicine (CDM). As the Chief Academic Officer for CDM, the Dean reports to the Provost and is responsible for the vision setting, strategic planning, oversight and investment for education and research in the college. In addition, the Dean is responsible for ensuring the highest quality academic, administrative, research and fiscal leadership for CDM, including continuous quality assessment, student and faculty recruitment/retention and diversity, resource development and allocation and representation to external entities. The Dean also serves in a critical clinical leadership role for the faculty dental practice, and monitors and enforces MUSC clinical performance standards. All department chairs/associate deans in CDM report to the Dean.

Role & Responsibilities:
- Recruit and develop outstanding academic and administrative leadership teams to lead the development of CDM vision and agenda related to research and education in alignment with the University’s objectives and Imagine MUSC 2020 strategic plan.
- Working with College leadership and the University’s executive leadership team, create the annual capital and operating budgets of CDM. Maintain a balanced budget.
- Advance the College’s national prominence in clinical dental education in a novel way and play a central role in academic collaboration across the University.
- Strengthen clinical practice operations/revenues and expand patient access to care.
- Be innovative and strategic with respect to a strong research agenda. Facilitate the scholarly conduct of research among faculty.
- Ensure effective compliance with South Carolina and federal regulations, as well as University and CDM policies and procedures, by CDM faculty, staff, clinicians, fellows and students.
- Play a key role in alumni and development activities related to CDM and work closely with the Vice President for Development to raise philanthropy for College initiatives, such as endowed chairs, scholarships, program endowment and support and research programs.

THE CANDIDATE: The successful candidate must have a terminal dental degree (DMD or DDS) with tenure eligibility. Candidates must demonstrate a strong record of senior leadership and administrative experience in an academic science center with a clinical component, a record of procuring external funding, commitment to enhancing faculty, student and staff diversity, successful experience in accreditation, exceptional written and oral communication skills and an understanding and vision for the changing landscape of education, research and healthcare delivery. Evidence of support for interdisciplinary research and clinical program development is preferred.
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Additional position qualifications include:
- Proven success in a leadership role within academic dental medicine, e.g., Department Chair, Program or Institute Director or Division Chief.
- Demonstrated achievement in recruitment and development of a diverse faculty and student body.
- A proven track record as a mentor.
- Strong history of success in finances/budgets and strategic planning.
- Personal success with an NIH-funded research program with a track record of continuous funding, and peer-reviewed publications.
- Demonstrated experience in philanthropic efforts.
- Superior communication skills.

Personal characteristics sought in candidates include:
- Dynamic, creative and innovative academic leader;
- National reputation;
- Collaborative; inclusive;
- Strategic thinker; visionary;
- Entrepreneurial spirit; innovator;
- Mentor and advocate for CDM faculty and students;
- Personable, collegial;
- Strong business skills;
- Strong communicator; good listener;
- Team player; team builder;
- Good sense of humor; and
- Fosters and promotes diversity.

MORE ABOUT MUSC:

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.

MUSC 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.
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- 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.

Imagine MUSC 2020 Strategic Planning Process: MUSC is in the process of initiating a new strategic plan, Imagine 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.

Besides the College of Dental Medicine, described above, MUSC’s other colleges are:

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 an 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 designed to launch the
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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 (COM):** MUSC’s COM 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 trainees’ 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 FY2015, 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 health care 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 health care 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
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National Institute of Health (NIH). Most important, 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): The 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.

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.
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**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 important, 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:** The 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:** 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 Vision of MUSC Health 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 world. Patients benefit from a multidisciplinary team approach involving collaboration of, and access to, top specialists in a variety of fields. MUSC Health annually records more than one 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 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. These parks 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 downtown Charleston. 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

COMPENSATION: A competitive salary, benefit and relocation package is offered.
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SEARCH TIMELINE AND SUBMISSION PROCESS: The Search Committee will accept confidential applications and nominations until the position is filled. Interested candidates should submit a formal Letter of Interest describing relevant experiences and interest in the position, CV and three professional references via Email to:

kmazzuckelli@tylerandco.com

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 Email address of the nominee.

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