The Medical University of South Carolina has retained Tyler & Company for this executive leadership search.
MEDICAL UNIVERSITY OF SOUTH CAROLINIA
Dean, College of Health Professions

Mission: As a College dedicated to educating a diverse range of health professionals, we benefit our students, the University, and community through our synergistic approach to creating new knowledge and expertise. Through interprofessional collaboration and innovation, we enrich the learning environment, increase our capacity to conduct research, and augment our ability to provide service. We are a dynamic and responsive College that generates solutions and contributes to the overall health and well-being of the citizens of our state and beyond.

Vision: To improve the health of populations by developing and inspiring health scientists and leaders.

Values: The faculty, staff and students in the College of Health Professions embrace and commit to the 5 core values that define what we believe in and who we are.

1. Collaboration
2. Creativity
3. Diversity
4. Excellence
5. Integrity

THE OPPORTUNITY: The Medical University of South Carolina (MUSC) seeks a dynamic and innovative academic leader with a national reputation and strong interpersonal skills to serve as the next Dean of the College of Health Professions (CHP). The College currently houses the following academic degree programs: Nurse Anesthesia, Cardiovascular Perfusion, Healthcare Studies, Occupational Therapy, Physician Assistant Studies, Physical Therapy, Health Administration, Health Informatics, and Health and Rehabilitation Science within three academic departments. The College occupies two newer buildings completed in 2006 with 81,296 sq. ft. of space including labs and classrooms, and a third building (23,811 sq. ft.) dedicated to research facilities and the PhD program in Health and Rehabilitation Sciences. The Dean is responsible for ensuring the highest quality academic, administrative, research, and fiscal leadership for the CHP, including strategic planning, continuous quality assessment, student and faculty recruitment/retention and diversity, resource development and allocation, and representation to external entities.

The Dean is the Chief Academic Officer for the College and is responsible for the vision setting, strategic planning, oversight and investment for education and research in the College. All department chairs/associate deans report to the Dean. The Dean reports directly to the Executive Vice President for Academic Affairs/Provost and is responsible for a budget of $40.1 million dollars with MUSC participating in Responsibility Centered Management (RCM).

Role & Responsibilities:
- Recruit and develop outstanding academic and administrative leadership teams to lead the development of the College’s vision and agenda related to research and education
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in alignment with the University’s objectives and Imagine MUSC 2020 strategic plan.

- Working with College leadership and the University executive leadership team, the Dean is responsible for overseeing the annual capital and operating budget of the College. Maintaining a balanced budget, developing new revenue, and controlling costs are expectations as part of the University’s Responsibility Centered Management.
- The Dean is expected to demonstrate innovation in advancing the College’s national prominence in its various disciplines and has a central role in building academic collaborations and partnerships across the University and with external partners.
- Scholarship is an expectation of the faculty and the Dean should be innovative and strategic with respect to a strong scholarly agenda. This includes building the College’s research infrastructure and facilitating external research funding.
- A commitment to the College’s continued innovation and leadership in the use of learning technologies is required.
- The Dean serves as the model for demonstrating integrity and the highest ethical standards across the College enterprise.
- The Dean has a key role in alumni and development activities and works closely with the College’s Director of Development as well as the University Development Office to raise philanthropy for College initiatives, such as endowed chairs, scholarships, program endowment and support, and research programs.

THE CANDIDATE: The successful candidate will possess an earned doctoral degree in a health science or related field and academic credentials required for appointment as a full professor with tenure, a strong record of senior leadership and administrative experience in an academic health sciences center or equivalent setting, experience and commitment to interprofessional education, a record of building a successful research portfolio within an academic unit, 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.

Necessary position qualifications include:
- An earned doctorate in a health science or related field is required.
- Academic credentials for appointment as full professor with tenure.
- Proven success in a leadership role within academic health sciences, such as a Dean, Department Chair, Program Director, Division Chief, etc., and strong financial and budgetary oversight.
- Proven success in recruitment, retention and development of a diverse faculty and student body, mentoring and strategic planning.
- Evidence of experience in and commitment to interprofessional teaching and/or research is critical.
- Demonstrated experience in philanthropic efforts.
- Demonstrated experience managing change.
- Demonstrated experience with conflict resolution.
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- Superior negotiating skills.
- Superior communication skills.

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
- High emotional intelligence
- Team player and leader
- Transparent
- Accountable

THE CLIENT: Established in 1966, the College of Health Professions celebrated its 50th Anniversary in 2016 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 nine academic divisions.

Disciplines include:
- Nurse Anesthesia
- Cardiovascular Perfusion
- Healthcare Studies
- Occupational Therapy
- Physician Assistant Studies
- Physical Therapy
- Health Administration
- Health Informatics
- Health and Rehabilitation Science

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 2016, 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.
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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 $259 million of extramural support per year.

MUSC Mission: 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.

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.

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
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living coupled with the natural beauty of the Low Country. 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.  

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.  

**SEARCH TIMELINE AND SUBMISSION PROCESS:**  
The Search Committee will review qualified candidates until the position is filled.  

Please include a letter of interest (LOI) describing relevant experiences and interest in the position; curriculum vitae; names of three references with titles, addresses, telephone numbers and e-mail addresses. All information will be held in confidence until finalists have been identified and invited for a public visit to campus.  

Applications and nominations should be electronically submitted via Microsoft Word or .pdf to:  
aro@tylerandco.com  

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Executive Search Team

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The Medical University of South Carolina is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability or protected veteran status.