The Medical University of South Carolina has retained Tyler & Company for an exciting search for the new Dean, College of Medicine.
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 train 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 12,000 individuals, including more than 700 physicians and 600 residents, and has an operating budget of approximately $2 billion. Research is an important priority at MUSC, generating more than $217 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.
• Provide leadership to the state in efforts to promote health and prevent disease.
• Optimize the use of all resources, including financial support from the state and revenues generated from research, clinical operations, and philanthropy.

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. We will lead by example through education, collaboration and innovation to put our patients and their families at the center of a healthcare transformation that has an impact across our 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 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 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 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.

MUSC is planning to build a new Children’s Hospital and Women’s Pavilion at the former Charleston Memorial Hospital building, which is just south of MUSC’s Ashley River Tower. Architectural and engineering services for the new facility are currently being solicited. The expected opening will be in 2019. This is phase 2 of a 30 year hospital replacement project for the original University Hospital. Ashley River Tower, phase 1, opened in 2008.

**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 Hospitals**

**Ashley River Tower:** This 156-bed facility opened in February 2008 and continues MUSC’s long history of providing a service of excellence in patient care. Specializing in heart and vascular disease, digestive disease and cancer care, this facility has been designed to offer not only the latest technologies and world-renowned physicians, but also provide a convenient hospital with a hotel-like atmosphere. With this new facility, MUSC specifically addresses the increased incidence of cardiovascular and digestive disease and cancer among the growing patient population in South Carolina and the region.
MUSC Children’s Hospital is a 128-bed, modern, state-of-the-art facility planned, designed, equipped and staffed with children in mind, and provides comprehensive services for children from birth to 18 years of age. Pediatric specialists in nearly every discipline ensure that every child receives the most effective age-specific care.

Individualized pediatric teams can be created instantly by combining the expertise of diversely trained staff pediatricians. In addition, Children's Hospital has one of the few Level III NICUs in the state. The pediatric ICU is staffed exclusively by trained pediatric critical care teams. The hospital is home to the South Carolina Children's Heart Center, an adjunct of the MUSC Heart & Vascular Center.

MUSC Children’s Hospital was awarded the Excellence in Patient Care award by the Studer Group for maintaining high patient satisfaction and most recently achieving the 99th percentile in patient satisfaction (the highest patient satisfaction in the Press Ganey database with a compare group of 66 children's hospitals). In addition, MUSC Children's Hospital received top rankings from Child magazine, U.S. News & World Report magazine, American Health magazine, and The Best Doctors in America.

University Hospital: The diverse medical needs of adults are met by the staff of the Medical University Hospital. Specialists from more than 35 different fields, including neurology, cardiology, infectious diseases, pulmonary, critical care medicine, radiology, urology and nine surgical specialties, provide the highly specialized care medical problems require. The hospital continually undergoes renovation to offer the most technologically advanced diagnostic capabilities and care.

The Institute of Psychiatry provides the most thorough, state-of-the-art care available for a full range of psychiatric problems. Patients benefit from the attention of nationally recognized psychiatrists, psychiatric nurses, social workers, psychologists and researchers working together to provide care and emphasizing confidentiality and mutual respect. Programs, serving a wide range of disorders and ages, have been created to provide personalized treatment to individuals and families. Treatment is provided through the divisions of youth, adult and geriatric services, and through a number of specialty clinics. MUSC's Center for Drug and Alcohol Programs is one of the nation's premiere facilities for researching and treating substance abuse.

Storm Eye Institute: At Storm Eye Institute, vision is our mission. We seek to advance the science of ophthalmology and meet the eye care needs of the public by committing to care, to teach, to serve, to discover. As a research institute, Storm Eye enjoys a great reputation throughout the world for innovation and discovery in many fields, including intraocular lenses, retinal function and the study of retinal diseases and glaucoma neuroprotection.

Hollings Cancer Center is the largest academic cancer center in South Carolina and the state's only NCI-designated cancer center. It is one of only 66 NCI centers in the U.S. Founded in 1993 and named for former U.S. Senator and South Carolina Governor Ernest "Fritz" Hollings, the cancer center serves a culturally and socio-economically diverse state, whose populations experience unique and urgent disparities in cancer incidence and mortality. Hollings unites more than 150 experts in treatment, research, education, prevention and control, and outreach to address South Carolina’s significant cancer problem. The center’s resources extend throughout South Carolina via partnerships with other healthcare organizations, ensuring that all patients in the state have access to innovative, collaborative and compassionate care.

MUSC Physicians (Physician Practice Plan): MUSC Physicians (MUSCP) operates as the centralized clinical practice plan of the clinical departments of the MUSC College of Medicine. The mission of MUSCP is to support the university’s educational, medical and research purposes. MUSCP is committed to providing superior multispecialty care, and currently provides care at outpatient facilities across the
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MUSC campus, in the Charleston community, and extending beyond the greater Charleston area. MUSCP delivers the widest range of specialty care available from any medical center in South Carolina. MUSCP is currently comprised of approximately 720 faculty members and 980 staff employees. MUSCP currently has total operating revenues of approximately $326 million.

MUSC Physicians - Primary Care is a for-profit primary care private practice network. The network currently has seven general internal medicine practices, three family medicine practices, one allergy practice and a lab.

MUSC Physicians engages in charitable programs related to the mission of the Medical University of South Carolina. MUSCP is also committed to the expansion of its resources through a financial structure that ensures quality and the ability to meet its mission.

**MUSC’s Academic Enterprise:** MUSC carries out its academic missions through its six colleges. The university educates and trains more than 2,600 students and residents and has nearly 13,000 employees, including approximately 1,400 faculty members.

**The MUSC College of Medicine,** an integral part of MUSC, is dedicated to the university’s education, research and service missions. The college has 25 departments, which independently and collectively contribute to the education of future physicians.

- The opening of the Ashley River Tower in 2008 has provided students the opportunity to train at one of the most innovative and technologically advanced academic medical centers in the nation. Housing the MUSC Heart and Vascular Center, surgical oncology and the MUSC Digestive Disease Center, Ashley River Tower is changing what is possible in healthcare in the state.
- MUSC’s College of Medicine was the first medical school in the southern U.S. and was founded in 1824, with some of the college pioneers writing some of America’s first medical textbooks.
- The College of Medicine admits 155-160 students each year into its four-year medical curriculum. The students are awarded a Doctor of Medicine degree upon completion of the college’s academic requirements. A four-year integrated curriculum includes basic science instruction in all of the core disciplines and a wide range of clinical educational opportunities, which are closely supervised by full- and part-time faculty members.
- The College of Medicine (COM), in conjunction with the College of Graduate Studies, offers the medical scientist training program, which leads to an MD/PhD degree and also sponsors the Southeastern predoctoral training in clinical research T-32 program, which leads to an MD and a master’s degree in clinical research. The COM in conjunction with the College of Health Professions offers the MD with the Master of Health Administration and in conjunction with The Citadel, offers an MD/MBA. In addition, the COM, in conjunction with The University of South Carolina, offers an MD/MPH.

**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 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 college includes 226 students, 26 residents and 78 faculty.

**College of Graduate Studies** offers numerous areas for training in cutting-edge research for students pursuing an MS or PhD in biomedical sciences. Collaborative programs include the NIH-funded MD/PhD program offered jointly with the COM; the DMD/PhD with the College of Dental Medicine,
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and the PharmD/PhD with the College of Pharmacy. The college includes 258 students; 490 faculty from
other MUSC colleges have appointments within the college.

College of Health Professions: With more than 40 years of history in educating thousands of students, the
College of Health Professions is a national leader in education, intellectual discovery and research. The
College offers nine programs, including a PhD in health and rehabilitation science, Doctor of Health
Administration, and Doctor of Physical Therapy. The college includes 838 students and 64 faculty.

College of Nursing: With more than 125 years in preparing professional nurses who care, cure and create
new knowledge, the College of Nursing offers the only 16-month accelerated BS in nursing and
matriculates the largest number of MSN, PhD and DNP students in the state. The college includes 400
students and 45 faculty.

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.

Research at MUSC

Annual research awards exceeded $217 million in FY2014, including $88 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.
The Chronicle of Higher Education named MUSC to the “Top Ten” for the largest gains in federal
funding for science and engineering over a 10-year period (1999-2009).

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.

The MUSC Annual Research Report for FY14 can be accessed in full by visiting:

Some highlights include:
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College of Dental Medicine – overall funding was $3.2 million in FY14.
College of Health Professions – overall funding was $8 million in FY14.
College of Medicine - overall funding was $185 million in FY14.
College of Nursing - overall funding was $4.9 million for FY14.
College of Pharmacy – overall funding was $3.6 million for FY14.

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.

Awards and Accolades

U.S. News & World Report Best Hospital in S.C & Top 25% in 13 of 16 clinical areas ranked
MUSC is ranked the #1 hospital in South Carolina by the U.S. News & World Report. In addition to its three adult programs (rheumatology; ear, nose & throat; and nephrology) ranked in the top 50, nine other adult specialties at MUSC are designated as “high-performing,” meaning that they rank in the top 25 percent nationally: cancer, cardiology and heart surgery, diabetes & endocrinology, gastroenterology and GI surgery, geriatrics, gynecology, neurology & neurosurgery, orthopedics, pulmonology and urology.

MUSC Children's Hospital one of America's Best Children's Hospitals
The U.S. News Media Group's 2013-2014 edition of America’s Best Children’s Hospitals ranks MUSC Children’s Hospital among the top 50 programs for three specialties - heart and heart surgery, gastroenterology and nephrology.

Best Doctors are at MUSC
More than 270 Charleston-area doctors either employed at or affiliated with the Medical University of South Carolina (MUSC) have been named to the 2012-2013 "Best Doctors" list by Best Doctors, Inc. Doctors on the list represent more than 40 specialties including cardiovascular disease, neurosciences, pediatrics, family and internal medicine, medical oncology and hematology, obstetrics and gynecology and surgery.

Hospital Safety
MUSC again received an "A" rating for patient safety from the Leapfrog Group in the Fall 2013 Hospital Safety Score. This is the third year in a row that MUSC has been given this distinction.

University Health System Consortium Rising Star Award
MUSC received a Rising Star Award and was ranked 15th out of 116 academic medical centers overall at the annual meeting of the University Health Consortium in 2012.

MUSC recognized by SC Blue Cross for high quality, low cost cardiac care
SC Blue Cross recognized MUSC as a Blue Distinction Center for cardiac care. This distinction recognizes hospitals for delivering quality care while also meeting cost-efficiency requirements. The only National Cancer Institute-designated cancer center in South Carolina, MUSC Hollings Cancer Center has also been awarded three year, full accreditation from the American College of Surgeons for the National Accreditation Program for Breast Centers.

MUSC was voted Charleston's Hospital of Choice 15 years in a row for Best Overall Quality, Best Doctors, and Best Nurses by the National Research Corporation 2013-2014.

MUSC awarded Most Wired 2013
Most Wired awards acknowledge hospitals nationwide for leveraging health information technology in new and envelope-pushing ways.

The MUSC Medical Center is the recipient of five Healthgrades Quality Awards
Women's Health Excellence Award 2011; also five-star rated in Women's Health
Outstanding Patient Experience Award 2011
Neurosciences Excellence Award 2012
Stroke Care Excellence Award 2012
Vascular Surgery Excellence Award 2012

Departments at MUSC recognized as "Centers of Excellence," including
MUSC Heart & Vascular Center
MUSC Digestive Disease Center (and within the DDC, the MUSC Bariatric Surgery Center is also a center of excellence)
MUSC Hollings Cancer Center
MUSC Transplant Center

Accreditations and Recognition
- MUSC won national recognition in its efforts to prevent healthcare-associated infections by receiving an outstanding achievement and leadership award. The 2013 award was given by the Department of Health and Human Services and the Critical Care Societies Collaborative in conjunction with the National Teaching Institute and Critical Care Exposition to recognize MUSC's efforts to eliminate central-line associated bloodstream infections (CLABSI). By preventing 369 cases of CLABSI within the past 36 months, MUSC has saved 66 patient lives and $13.3 million in healthcare costs.
- MUSC trauma program has been verified as a Level I trauma center by the American College of Surgeons. This verification is the highest level any trauma program in the country can achieve and MUSC is the first hospital in South Carolina to achieve this rating (January 2012).
- MUSC was awarded Joint Commission Advanced Inpatient Diabetes Certification for Main Hospital, Ashley River Tower, Institute of Psychiatry and Children's Hospital (June 2011)
- The MUSC Depression Research and Treatment Center has been awarded membership into the National Network of Depression Centers (NNDC). The NNDC constitutes the premier academic centers in the United States, which study and treat depression and related co-morbid neuropsychiatric disorders. MUSC is one of 22 such designated centers.
- The MUSC Cystic Fibrosis Center was recently awarded the 2011-2012 Quality Care Award at the North American Cystic Fibrosis Conference.
- Becker's Hospital Review named MUSC one of 100 Hospitals with Great Heart Programs. The list of 100 hospitals recognizes outstanding hospitals for heart care in the United States and MUSC is the only hospital in South Carolina to make this list.
THE OPPORTUNITY: The Medical University of South Carolina (MUSC) invites nominations and applications for the position of Dean, College of Medicine. The Dean is the Chief Academic Officer for the COM and is responsible for the vision setting, strategic planning, oversight and investment for education and biomedical research in the COM. All department chairs and center directors in the COM report to the Dean. The Dean serves in critical clinical leadership roles within the MUSC Health System through direct supervision of COM clinical chairs, as a member of the strategic decision-making body for the university (the Presidents Council consisting of four senior executive level officers), as a member of the MUSC Health System committees, and serving to monitor and enforce MUSC Health System clinical performance standards. The Dean reports directly to the provost for all COM academic and research activities, with direct reporting to the president on matters pertaining to MUSC Health System clinical activities.

Role & Responsibilities:

- Recruit and develop outstanding academic and administrative leadership teams to lead the development of the COM vision and agenda related to research and education in alignment with the university’s objectives.
- Working with the department chairs, center directors, senior associate deans, hospital, and MUSC Health System leadership and university executive leadership team, the Dean is responsible for creating the annual capital and operating budget of the COM and all of its departments, centers and institutes. Maintaining a balanced budget is an expectation.
- The Dean appoints the chairs/directors of all the college’s departments, centers and institutes and all faculty members as recommended by their respective department chairs. The Dean recommends to the president for concurrence the compensation level of the chairs and faculty.
- The Dean provides effective mentoring of faculty leaders, including department chairs, center directors and institute directors, and fosters ongoing professional development opportunities for all members of the faculty.
- Through her/his administrative team and the faculty the Dean is responsible for the recruitment of undergraduate medical students, house staff and fellows within the guidelines of the Liaison Committee for Medical Education and the Accreditation Council for Graduate Medical Education.
- The COM values education and the Dean is expected to demonstrate innovation in advancing the college’s national prominence in education.
- The scholarly conduct of research is an expectation of the faculty, and the Dean is expected to be innovative and strategic with respect to a nationally prominent research agenda.
- The Dean allocates university-assigned base budgets and development resources to the academic departments, centers and institutes in the COM.
- The Dean allocates university-assigned academic and research space to departments, centers and institutes within the COM.
- The Dean represents the COM in national organizations such as the Association of American Medical Colleges (AAMC), the Liaison Committee for Medical Education (LCME) and the Accreditation Council for Graduate Medical Education (ACGME).
- The Dean creates mechanisms to insure compliance by COM faculty, staff, house staff, fellows and students with all university and COM policies and procedures as well as all relevant federal and state regulations. The Dean will set the highest possible ethical tone in research, teaching and patient care.
- The Dean appoints all members of standing committees of the faculty, including, but not limited to, the Admissions Committee, all student promotion committees, the Dean’s Advisory Committee, the Undergraduate Medical Education Committee, and the COM Faculty Appointment and Promotion Committee.
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- The Dean plays a central role in and represents the COM in academic collaborations across the university. MUSC is committed to the development of trans-institutional initiatives that provide new undergraduate, graduate and professional educational opportunities, as well as new and powerful multidisciplinary research in our university. The COM is also committed to inter-university initiatives in the state, country and abroad.
- The Dean has a key role in alumni and development activities related to the COM. The Dean works with the MUSC Office of Alumni Affairs to encourage COM alumni participation in the Association. The Dean also works closely with the MUSC vice president for development, as well as the associate dean for COM development, and the associate dean for corporate, foundation and organization relations to promote philanthropy for COM initiatives, such as endowed chairs, scholarships, program endowment and support, research programs, and capital for the construction of academic and clinical facilities.
- The Dean interacts with the public regarding healthcare issues and MUSC’s missions with selected public appearances, editorial publications in the state news outlets, various other media, and with the elected representatives of the local and state government.
- Specific responsibilities pertaining to the clinical enterprise include, but are not limited to:
  - The Dean will serve as a member of the Presidents Council (consisting of the Dean COM, executive vice president for finance, provost, CEO of the MUSC Health System, MUSC Legal Council and president). This body is responsible for defining the strategic direction of the institution.
  - The Dean has a major leadership role in the clinical enterprise and has a direct reporting line to the president pertaining to that responsibility.
  - The COM clinical department chairs report directly to the COM Dean to plan and implement clinical strategic plans within the MUSC Health System and to insure quality operations in the clinic, hospital and service lines. The vitality of the clinical enterprise is directly related to the vibrancy, quality, competence and work ethic of the clinical faculty, all of which are strongly influenced directly or indirectly by the Dean.
  - The Dean provides leadership to the clinical enterprise by serving appropriate organizational boards.
  - The Dean regularly meets with MUSC Health System leadership through membership on established committees to plan and implement necessary steps to keep MUSC Health and the Clinical Enterprise vibrant in a highly competitive environment.

THE CANDIDATE: The selected candidate will possess at least five years of success in a leadership role within academic medicine, such as a department chair, program or institute director, division or section chief; equivalent role in industry also acceptable, but only if combined with a prior faculty position or leadership role in academia. The MD degree and specialty board certification are required. Additional graduate or professional degrees are preferred, but not required.

Additional position qualifications include:
- Proven ability to recruit and develop outstanding academic and administrative leadership team, including chairs, key faculty and senior administrators
- Outstanding aptitude for recruitment, mentoring, finances/budgets (“the business of healthcare”) and strategic planning are important components of the leadership experience sought in this recruitment.
- Personal success with a research program with a track record of significant funding—preferably both individual grant funding as well as multi-investigator grant funding—and peer-reviewed publications.
- A demonstrated national presence in one’s discipline as evidenced by such activity as major journal editorial responsibility, a senior officer position in one’s major national organization,
regular membership in an NIH study section or as a member of one of the NIH Councils, or equivalent experience.

- The proven ability to work as a team member with one’s colleagues in management and in team leadership positions with one’s direct reports. Evidence of support for interdisciplinary research and clinical program development is highly valued.
- Demonstrated experience in helping attract financial resources from institutions and individuals through formal and/or informal fundraising efforts.
- Proven experience in the recruitment and development of a diverse student body (residents and/or undergraduate students) and faculty.
- Demonstrated high level of competency in, where applicable, patient care, teaching, and research with a balanced appreciation and valuation of each of these three activities.
- Superior communication skills, both oral and written and an ability to listen well.
- A proven ability to lead clinical healthcare organizations, with a track record of successfully meeting challenges and leading change.
- An appreciation for, and understanding of, risk and reward and an entrepreneurial spirit.
- Personal traits admired and emulated by aspiring leaders in academic medicine.
- Character qualities such as honesty, courage, self-confidence and commitment to purpose and understanding of diverse needs and abilities.

**Personal characteristics sought in candidates include:**

- Collaborative;
- Visionary;
- Builder;
- Mentor;
- Have a presence and be present;
- Personable;
- Team player;
- Leader.

**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 a 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
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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.

There are plenty of attractions for non-art lovers as well. The North Charleston Coliseum is home to the Carolina Stingrays hockey team, and also hosts frequent concerts and other entertainment offerings. Other sports teams calling Charleston home are the Charleston RiverDogs professional baseball team and the Charleston Battery professional soccer team. The South Carolina Aquarium has proven a popular addition to the downtown landscape.

Charleston is also known for its plantations featuring spectacular formal gardens. Middleton Place, Magnolia Plantation and Cypress Gardens all feature the area’s beloved live oak trees and dazzling camellias, azaleas and other blooming plants throughout the year.

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

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:

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