



Dean, College of Pharmacy

LEADERSHIP PROFILE

July 2025

WittKieffer



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The Opportunity

The Medical University of South Carolina (“MUSC”) invites nominations and applications for the role of **Dean of the College of Pharmacy** (“Dean”), a bold and mission-driven academic leader ready to steward a critical period of bold transformation, vision-driven innovation, and strategic realignment that redefines the future of pharmacy education, research, and practice. This is a rare opportunity to lead a highly respected academic unit within one of the nation’s premier academic health sciences systems and to reimagine its future in alignment with MUSC’s institutional goals, strategic research priorities, and integrated clinical mission.

The new Dean will shape a long-term vision that revitalizes the MUSC College of Pharmacy (“College”) research enterprise, enhances interdisciplinary collaboration with MUSC Health and other academic units, and builds a dynamic pharmacy graduate education ecosystem that fuels discovery and innovation. Reporting directly to the Executive Vice President for Academic Affairs and Provost, the Dean will serve as a collaborative leader and chief advocate for pharmacy education, research, and practice across the enterprise.

The ideal candidate will be a strategic and visionary leader who embraces a growth mindset and demonstrates a deep understanding of the evolving landscape of academic pharmacy and health sciences, a commitment to research excellence, and a passion for empowering faculty, students, and staff to succeed. They will possess strategic acumen and emotional intelligence, find energy in opportunities for leading transformational change, and bring a forward-looking perspective on pharmacy education, research, and collaborative practice.

The national executive search firm, **WittKieffer**, has been retained to assist MUSC with this recruitment. All inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

Key Relationships

The Dean reports directly to the Executive Vice President for Academic Affairs and Provost and partners strategically with the Chief Pharmacy Officer of MUSC Health. The Dean will serve as a member of a strategic decision-making body for the university, specifically on the Provost's Council and the Academic Dean's Council. Along with other senior leadership, they are responsible for appropriately balancing the resources, personnel, and investments required to help assure the current and future integrity of the College. The Dean will actively interface with the Associate Provost for Educational Planning and Effectiveness, the Associate Provost for Education Innovation and Student Life, the Vice President for Research, and other members of university leadership.

Key Responsibilities

Strategic Leadership and Vision

- Lead the development and execution of a bold, forward-looking strategic plan that anticipates changes in the pharmacy profession and positions the College as a national leader in education, research, and patient-centered innovation while aligning the institution's vision, values, mission, and strategic plan.
- Align the College's educational and research priorities with MUSC's strategic areas of excellence, including cancer, cell therapy, health disparities, neuroscience, and precision medicine.
- Serve as a member of the Provost's Council, actively contributing to enterprise-level decision-making and alignment.

Academic Program Excellence and Development

- Provide leadership and oversight for the Doctor of Pharmacy program, advancing curricular innovation, pharmacy accreditation standards, and student outcomes.
- Deepen collaboration with MUSC Health to integrate pharmacy practice into interdisciplinary education and patient-centered care models.
- Champion interprofessional education and explore new programmatic offerings aligned with workforce needs and emerging disciplines.
- Create innovative and appealing new academic programs.

Research, Development, and Faculty Growth

- Rename and refocus the research department around an area of research that aligns with current MUSC research priorities and strengths.
- Recruit a new department chair for the research department and associated research faculty to revitalize research in the College.
- Establish clear, equitable expectations for research productivity, extramural funding, tenure timelines, and salary recovery.
- Create a supportive and high-performance culture that fosters innovation, scholarly impact, and cross-disciplinary collaboration.

Graduate Program Expansion

- Enhance the recruitment, funding, and mentoring of Ph.D. students to support a thriving and research-intensive graduate program.
- Set expectations for faculty engagement in didactic teaching and mentorship, and align graduate admissions with faculty research capacity.
- Foster a culture of academic excellence and student belonging that empowers graduate students to thrive in research careers.

Financial Stewardship and Resource Development

- Seek and develop opportunities to diversify and grow revenue streams for the College.
- Develop and implement innovative funding mechanisms, including seed and bridge funding programs, core support, and cost-sharing partnerships.
- Manage the College's budget, including ensuring the strategic allocation of resources and seeking new sources of support to drive growth and resilience.

Student Support and Experience

- Develop and implement strategies to enhance the overall student experience, from admissions to graduation, including academic advising, research guidance, and career development support.
- Address student concerns and promote a supportive learning environment.

Faculty and Staff Empowerment

- Cultivate a diverse and inclusive academic environment that supports faculty and staff in their professional development.
- Promote transparency, collaboration, and accountability across departments and functional units.
- Recognize and reward excellence in teaching, research, service, and leadership.

Education

An earned terminal degree (Pharm.D., Ph.D., or equivalent) in pharmaceutical sciences, pharmacology, pharmacy practice, or a related field; and academic credentials meriting appointment at the professor level with tenure.

Experience

- At least five years of progressively responsible experience in academic administration and demonstrated effectiveness in a comparable environment, and the ability to work strategically and collaboratively with stakeholders.
- Experience in an academic health sciences center environment is strongly preferred.
- Experience in academic administration, including strategic planning, fiscal stewardship, and faculty development.
- Experience as a funded researcher and/or experience building a successful research team is strongly preferred.
- Deep appreciation for pharmacy education and the evolving role of pharmacists in clinical and translational science.

Skills and Competencies

- **Leadership:** Demonstrate leadership in all personal actions, vision, personal commitment, and ethical values. Build trust and influence decisions through personal style, timely achievement of goals, and expertise.
- **Strategic Vision and Growth Mindset:** Demonstrates the ability to articulate and implement a bold, long-range vision for the future of pharmacy education, research, and practice. Brings a growth-oriented leadership philosophy focused on opportunity, creativity, and continuous improvement.
- **Compassion:** An innate ability to understand, empathize with, and respond to others' emotions and needs, demonstrating genuine concern and kindness. Candidates should exhibit a deep awareness of the emotional dynamics present in various situations and

interact with individuals in a manner that fosters trust, understanding, and positive engagement.

- **Business Acumen:** Possess a keen business acumen and the ability to think innovatively to increase revenue, foster relationships, and develop strategic partnerships. A leader who can inspire and empower others while addressing the pressing needs of the institution is sought after.
- **Change Agent:** Drive transformational change that enhances the growth and advancement of the College.
- **Planning and Organizing:** Establish courses of action for self and others to accomplish specific goals. Make effective and efficient use of personnel and other resources. Establish objectives, schedules, and priorities.
- **Communication (Written and Oral):** Clearly and effectively communicate ideas and requests to others. Demonstrated ability to communicate effectively with a variety of groups, including students, faculty, senior leaders, Board of Trustees members, and employees.
- **Problem Solving:** Apply common sense, comprehension of all relevant factors, consensus, and anticipation of consequences in arriving at conclusions or decisions.
- **Results Oriented:** Exhibit persistence in seeing tasks and assignments to conclusion. Achieve results. Take responsibility for actions and plans.
- **Team Player:** Fully participate in maintaining a positive team environment that is conducive to customer satisfaction.
- **Team Development:** Recognize the developmental needs of self and others. Seek and provide ongoing candid coaching. Share knowledge and information freely. Ensure development plans are written and achieved.
- **Technical Knowledge:** Exhibit deep knowledge of rules and regulations governing pharmacy education, pharmacy accreditation standards, financial management, computer-based student information systems, human resources, and personnel management.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position within the next three years.

- **Develop a Comprehensive Strategic Plan:** Work with leadership and faculty to design and implement a transformative strategic plan that not only aligns with institutional priorities but also reimagines the role of pharmacy education and research within a rapidly evolving educational and healthcare landscape. This will include leveraging current strengths, assessing current program offerings, and evaluating opportunities to expand or modify current programs to attract the highest quality of students.
- **Strengthen the College's Research Profile and Funding Profile:** Recruit a chair and associated faculty for the refocused research department will be a top priority. Increase

extramural research funding by establishing clear performance expectations for research faculty related to grant productivity, salary recovery, and tenure milestones. Implement a balanced system of incentives and bridge funding that supports productivity while reducing reliance on unsustainable faculty support models.

- **Increase Collaboration and Integration with MUSC Health and the Academic Enterprise:** Deepen connections between the College, MUSC Health, and other colleges by aligning faculty hires with enterprise-wide research themes, such as cancer, cardiovascular health, digestive disease, neuroscience, and precision medicine. Expand pharmacy practice-based research opportunities and develop academic-service partnerships that elevate the visibility and impact of pharmacy across the enterprise.

Organization Overview

Founded in 1824 in Charleston, MUSC is the oldest medical school in the South, as well as South Carolina's only comprehensive academic health system with a unique charge to preserve and optimize human life in South Carolina through education, research, and patient care. Each year, MUSC educates and trains more than 3,300 students and more than 900 residents in six colleges: Dental Medicine, Graduate Studies, Health



Professions, Medicine, Nursing, and Pharmacy. With more than \$300 million in research funding annually, MUSC leads the state in federal funding from the National Institutes of Health.

MUSC has a total enterprise annual operating budget of \$5.9 billion. The nearly 26,000 MUSC family members include world-class faculty, physicians, specialty providers, scientists, students, affiliates, and care team members who deliver groundbreaking education, research, and patient care.

To learn more, visit: web.musc.edu/about/onemusc

MUSC College of Pharmacy

263 Students

38 Faculty

Founded in 1881, the MUSC College of Pharmacy is among the oldest pharmacy schools in the U.S., known for advancing pharmacy education and practice. It was the first to mandate clinical experience for undergraduates and the first in the Southeast with an American Society of Health-System Pharmacists-accredited residency program.



The college recently received the maximum 8-year accreditation term from the Accreditation Council for Pharmacy Education (ACPE) for its Pharm.D. program, affirming its continued excellence in pharmacy education. Ranked in the top 25 percent of U.S. pharmacy schools by U.S. News & World Report, the college offers a range of academic pathways, including the Pharm.D. with options to pursue a Ph.D., Pharm.D./MPH, Pharm.D./MSHI, and a concurrent Pharm.D./MBA program in partnership with The Citadel. Its new facility on campus strengthens both educational experiences and research opportunities.

To learn more, visit: pharmacy.musc.edu

Research

As South Carolina's premier biomedical research institution, the [Office of the Vice President for Research](#) supports quality and high-impact research performed by MUSC faculty, trainees, and staff. MUSC is committed to recruiting top scientists to serve the needs of South Carolina residents and beyond. With more than \$300 million in research funding in FY23, the collaboration between faculty, staff, students, fellows, and our partners accelerates the movement of scientific discoveries to patient and public health care that improves lives. Key research areas include cancer, digestive disease, cardiometabolic health, neuroscience, and precision medicine. Emerging areas include AI in health care and data science.



From the laboratory to the patient's bedside, MUSC researchers are committed to pursuing biomedical discoveries that lead to health innovations for the lives we touch. MUSC currently holds an impressive 14 NIH T32 training grants across several disciplines. Additionally, MUSC faculty hold 12 NIH R25 awards with focus areas on increasing diversity, training in entrepreneurship for women in STEM, Summer Undergraduate Research Program, and high school team science pathway programs, among others. These numerous training and educational awards demonstrate the commitment and passion of faculty in educating the next generation of researchers.

South Carolina Clinical & Translational Research Institute

The [South Carolina Clinical & Translational Research Institute \(SCTR\)](#), hosted at MUSC and funded by one of only 60 NIH Clinical and Translational Science Awards, is dedicated to transforming biomedical research in South Carolina. By offering resources, training, and expert guidance, SCTR accelerates the transition of lab, clinic, and community observations into health-enhancing interventions. Its statewide collaborations with academic, health care, and community partners, including [Clemson University](#), [Health Sciences South Carolina](#), [South Carolina Area Health Education Consortium](#), [South Carolina State University](#), [South Carolina Research Authority](#), [University of South Carolina](#), and others, facilitate widespread translational research and training initiatives. SCTR supports the entire spectrum of translational research through various program areas and includes specific training components like the TL1 predoctoral and KL2 career development programs.

Clinical Care

MUSC Health

As the healthcare system of MUSC, MUSC Health delivers high-quality and safe patient care while training and educating future generations of exceptional healthcare providers and leaders to serve the people of South Carolina and beyond. Patient care is provided at 16 hospitals (including owned or governing interest), with approximately 2,700 beds, four additional hospital locations in development, more than 350 telehealth sites, and nearly 750 care locations in all regions of South Carolina. In 2025, for the 11th consecutive year, [U.S. News & World Report named MUSC Health University Medical Center the number 1 hospital in South Carolina.](#)

To learn more, visit:

www.muschealth.org

www.musckids.org

Integrated Innovation Institutes

At MUSC, our Integrated Innovation Institutes (i3) foster collaboration, innovation, and integration across the tripartite mission of education, research, and patient care. These institutes enhance existing structures by amplifying efforts to drive excellence.

Heart & Vascular Institute

The MUSC Health Heart & Vascular Institute is dedicated to delivering world-class cardiovascular care to patients across the state and beyond its borders. With expertise in caring for complex cardiac patients and a formalized multidisciplinary process that ensures every person who comes through the door receives state-of-the-art, holistic care. Healthcare team members at the Heart & Vascular Institute are committed to improving the lives of patients using a comprehensive spectrum of cardiovascular procedures and groundbreaking clinical trials.

To learn more, visit: medicine.musc.edu/departments/surgery/research/cardiovascular-research

Hollings Cancer Center

As one of only 72 National Cancer Institute-designated cancer centers in the nation and the most extensive academic-based cancer research program in South Carolina, the MUSC Hollings Cancer Center's mission is to reduce the cancer burden in South Carolina and nationally through innovative research, exceptional education and training, multidisciplinary patient care, and progressive public policy transformation. With over 140 specialists and over 200 clinical trials, patients at MUSC can expect evidence-based and cutting-edge treatment options and care.

To learn more, visit: hollingscancercenter.musc.edu

Neuroscience Brain Health Institute

As a long-established and collaborative health and research organization, MUSC is proud of the hub of excellence in education, research, and care of patients with neurological conditions that comprises the MUSC Neuroscience & Brain Health Institute (NBHI). Consisting of experts across 12 different neuroscience programs and home to the 120-bed MUSC Health Neuroscience & Brain Hospital in Charleston, the institute allows scientists and physicians to work alongside each other to better care for the South Carolina community. With neuroscience research dating back to 1881 and the opening of a dedicated neuroscience intensive care unit in 1972, MUSC has shown a commitment to the field of neuroscience from the beginning.

To learn more, visit: <https://web.musc.edu/innovation/i3/nbhi>

The Community

Few cities can claim the varied charms of Charleston. The Charleston area, with a population of over half a million spread over a three-county area, offers a lifestyle that combines metropolitan living with the beauty of the southeastern coast. Located on a peninsula formed by the Ashley and Cooper Rivers, downtown Charleston is a popular resort area. Ninety miles of beach stretch along the tri-county coast. The average annual high of 78 degrees encourages various outdoor activities.



The area beaches are superb playgrounds for participating in water sports, sunbathing, fishing, or simply taking a moonlit stroll. Most are located only minutes from the medical center. Boating, cycling, fishing, golfing, and tennis are year-round activities that can be found throughout the Charleston area. Charleston also has several large parks for further outdoor recreation. They boast amenities such as miles of bicycle paths, paddleboats, and a water park with a 200-foot water slide, splash fountains, picnic areas, observation decks, campgrounds, and children's playgrounds.



Charleston's cultural, scientific, and commercial sectors thrive in the modern age, while the city proudly showcases echoes of an earlier era. A horse and carriage ride along the city's old cobblestone streets reveals tall, narrow houses of the eighteenth and nineteenth centuries, beautiful private gardens, the historic Battery overlooking Charleston Harbor, and the [Historic Charleston City Market](#) with its vendors

selling their wares and weaving baskets. Charleston is a regional center for many cultural activities, highlighted in late spring by the internationally renowned [Spoleto Festival USA](#), offering the finest in theater, opera, dance, music, and art. Coinciding with the international festival is the local [Piccolo Spoleto Festival](#), a celebration of Charleston area artists. Throughout the rest of the year, the arts continue to play an essential part in Charleston. Theatrical and musical productions are performed at the 250-year-old [Dock Street Theatre](#) and Gaillard Municipal Auditorium, as well as in smaller theaters.

The [Charleston Symphony](#) offers an entire season of classical and pop concerts. The Charleston Opera Company and the area ballet companies complement a year-round performing arts program.



There is an abundance of visual arts galleries and historical museums located in the area, including the [Charleston Museum](#), [City Gallery](#), [Gibbes Museum of Art](#), and dozens of private galleries and studios. Additionally, the [International African American Museum](#) was opened in June of 2023 to honor the untold stories of the African American journey. Historical displays and facilities are located at Fort Sumter in Charleston Harbor and Fort Moultrie on Sullivan's Island. [Charlestowne Landing](#) features life as it was in Charleston in the 1700s, as well as housing many live animals that once roamed the area in that era.

There are plenty of attractions for "non-art-lovers" as well. The [North Charleston Coliseum](#) and [Carolina Ice Palace](#) have brought a wide variety of new entertainment to the Charleston area, including concerts, hockey, circuses, ice skating shows, and public ice skating. Local sporting events throughout the year include the [Carolina Stingrays](#) hockey team, the [Charleston RiverDogs](#) professional baseball team, [the Charleston Battery](#) professional soccer team, and the [Charleston Outlaws](#) rugby football club. The [South Carolina Aquarium](#) is also a wonderful attraction on the Charleston peninsula.

Three famous gardens near Charleston are [Middleton Place](#), [Magnolia Plantation](#), and [Cypress Gardens](#). All feature beautiful oak trees, camellias blooming in the winter, and azaleas blooming during the spring.

Those seeking homes in the Charleston area have many possibilities – from the waterfront to the rural countryside, from the historic district to carefully planned subdivisions.

To learn more, visit:

[Explore Charleston](#)

[Discover South Carolina](#)



Procedure for Candidacy

All applications, nominations, and confidential inquiries are invited. Applications should include a *curriculum vitae* and a letter of interest addressed to the Search Advisory Committee. Review of applications will commence immediately and continue until the position is filled.

Please direct all applications, nominations, and inquiries to MUSC's consultants, Joyce De Leo, Ph.D., Kerry Quealy, and Cody Burke, preferably via email, to MUSCPharmacyDean@wittkiewer.com.

The Medical University of South Carolina is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted partly from Medical University of South Carolina documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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