



Senior Associate Dean for Academic Affairs

Leadership Profile

May 2026

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The Opportunity	1
Organization Overview	2
Position Summary	7
Goals and Objectives	9
Candidate Qualifications	11
The Community	12
Procedure for Candidacy	13

The Opportunity

The University of South Carolina School of Medicine Greenville (USC SOMG), in partnership with Prisma Health, South Carolina's largest not-for-profit health system, seeks an accomplished medical education leader to serve as the next Senior Associate Dean for Academic Affairs. This senior leader, reporting to the USC SOMG Dean, will play a pivotal role in shaping the future direction of this innovative young medical school.

The medical education partnership between the University of South Carolina and the former Greenville Health System (GHS), now Prisma Health-Upstate, began over 40 years ago in response to physician shortages in the state. In the 1980s, GHS began offering elective rotations for fourth-year medical students from USC School of Medicine Columbia. By 2009, both organizations recognized a need to train additional medical professionals. Given the physical and clinical capacity restraints at the existing state medical schools, a partnership between GHS and USC was viewed as a potential mechanism to address the state's physician workforce needs. In August 2012, the University of South Carolina School of Medicine Greenville opened on Greenville Memorial Medical Campus, welcoming a charter class of 53 first year medical students. In 2014, the school received full accreditation from the Liaison Committee on Medical Education (LCME), and by 2019, the school reached its present capacity with 400 students enrolled.

With its initial successes behind it, the organization now seeks a leader who will usher the school into its next era of excellence with a combination of ongoing attention to robust curricular outcomes and executing new strategies of growth and innovation. Reporting directly to the Dean of the School of Medicine, the Senior Associate Dean for Academic Affairs serves as the chief architect and steward of the medical school's educational mission, providing strategic leadership across all academic programs. With responsibility for advancing educational excellence and oversight of all aspects of the medical education program, including curriculum, student affairs, assessment, admissions, accreditation, research, and faculty affairs, this individual will have a tremendous opportunity for impact in a collaborative environment that welcomes change.

As the academic landscape continues to evolve, the Senior Associate Dean will bring strategic and operational expertise to address today's challenges and opportunities in medical education with an eye to the future. This individual brings deep expertise in undergraduate medical education, coupled with the ability to drive innovation in teaching, assessment, and student progression. In-depth experience with the accreditation requirements of the Liaison Committee for Medical Education is essential, as is knowledge of curriculum management and assessment, faculty affairs, and current trends in medical education. Equal in importance to academic affairs content expertise will be the new leader's interpersonal style, which should be visible, student focused, and collaborative. This leader will have a keen understanding of both the world of clinical and community medicine and the university academic environment and be adept at navigating between the two.

Applicants must have an M.D., D.O., Ed.D. or Ph.D. degree, as well as substantial accomplishments in leadership and achievement in academic medicine. A successful candidate will demonstrate a strong record of collaborative leadership and operational excellence, ensuring that academic policies, systems, and structures support an inclusive and high-performing learning environment. The Senior Associate Dean partners closely with the Dean, Department Chairs, clinical leaders, and institutional stakeholders to align academic priorities with the broader goals of the medical school and health system, fostering a culture of continuous improvement, professionalism, and student-centered success.

Organization Overview

The University of South Carolina School of Medicine Greenville

Mission

Educate. Innovate. Serve.

Where Lifestyle is Medicine.

Vision

USC School of Medicine Greenville empowers the next generation of physicians through cutting-edge technology, interprofessional collaboration, innovative teaching, and transformational research. We strive to educate compassionate future physician leaders to deliver the highest quality patient care, enhancing the health and wellness of the communities we serve.

Values

- **Accountability:** We take ownership of our decisions, actions, and outcomes, fulfilling our commitments to students, colleagues, patients, and the community.
- **Belonging:** We foster a culture where every individual feels respected and contributions are recognized and valued.
- **Collaboration:** We work together across departments and disciplines to continuously improve the quality of programs and increase operational efficiency.
- **Excellence:** We strive for the highest standards in all we do to transform education, research, and patient care.
- **Innovation:** We embrace new ideas and technologies to advance education, research, and patient care and optimize organizational effectiveness.
- **Integrity:** We uphold the highest ethical principles in all our endeavors, acting with honesty and fairness.
- **Respect:** We treat everyone with dignity and kindness, modelling professionalism in all interactions.
- **Transparency:** We commit to open communication to build trust and engage all stakeholders.

Medical Education

The University of South Carolina School of Medicine Greenville admitted its inaugural class of 53 students in 2012. Since that time, embracing a distinctive, forward-thinking model of 21st century education, the school has established itself as one of the nation's most innovative and mission-driven medical schools. Purposefully designed to meet the evolving needs of modern healthcare, the school blends academic rigor with immersive clinical preparation, producing graduates who are exceptionally well-equipped for residency and practice. The school's "deliberately different" curriculum emphasizes systems-based integration, active learning and clinical reasoning, team-based care and interprofessional collaboration, and the continuous application of knowledge in real clinical environments.

M.D. Program

With a recent curricular refresh in 2023, the curriculum's 18-month pre-clerkship phase combines foundational science, organ systems, and clinical skills. After receiving training as an EMT, students begin their foundational studies through two initial courses, Foundations 1 and Foundations 2. Student learning then continues in an organ-system based approach, combining normal anatomy and physiology with pathophysiology, complete with an understanding of diagnostic testing, imaging, and principles of treatment and management. Through the Integrated Practice of Medicine course, students evaluate cases, develop differential diagnoses, propose

prevention and treatment plans, and even perform procedures. Embedded in this experience is the consideration of social determinants of health and medical systems.

As the curriculum progresses to the clerkship phase, students continue to develop their clinical skills in an environment of increased clinical responsibility, rotating through inpatient and outpatient experiences in Emergency Medicine, Family Medicine, Internal Medicine, Obstetrics and Gynecology, Pediatrics, Surgery, and Psychiatry/Neurology. The Integrated Practice of Medicine course continues, offering topics such as quality and patient safety, medical-legal issues, the business of medicine, and the social context of patient care in order to facilitate transition to the real world of healthcare delivery as practicing professionals.

A post-clerkship phase supports students as they transition to their specialty area of choice through participation in a specialty-specific intensification track. With a four-week acting internship, twelve weeks of electives, including 2-4 weeks in a critical care environment, twelve additional weeks of electives, and an additional Integrated Practice of Medicine module, students emerge well prepared for their transition to residency.

USC SOMG curriculum has many unique features which flow directly from its mission, vision and values:

- EMT training integrated into the opening weeks of the M1 year bestows students frontline clinical experience from the very start of their education. This early exposure cultivates confidence, teamwork, and clinical judgment long before traditional clerkships begin.
- With six pillars—Healthy Eating, Physical Activity, Managing Stress, Healthy Relationships, Quality Sleep, and Avoiding Harmful Substance Use—the school provides evidence-based lifestyle medicine curricular resources, preparing students to be knowledgeable clinicians in the prevention and treatment of lifestyle-related chronic diseases.
- USC SOMG is one of only a handful of U.S. medical schools offering annual individualized financial counseling to every student. Graduates consistently carry significantly less educational debt than the national average, reflecting the school's commitment to financial wellness and long-term career sustainability.
- The Primary Care Accelerated Track (PCAT)—a three-year M.D. pathway with a full-tuition scholarship for students who are placed into Prisma Health primary care residencies—demonstrates the school's strategic investment in strengthening South Carolina's physician workforce.
- Guided by the principles of "Educate. Innovate. Serve.," USC SOMG fosters a culture of community engagement, compassion, and leadership. Students are encouraged to view medicine not only as a profession, but as a vehicle for improving the health and vitality of the communities they serve.
- The school's deep affiliation with Prisma Health–Upstate, one of the region's largest and most advanced health systems, provides students with broad and diverse clinical training sites, access to simulation and digital health technologies, and robust interprofessional opportunities.

Class Profile and Outcomes Data

Admissions Metrics

Metric	Profile
Average GPA	3.76
Average MCAT	509
Acceptance Rate	~2.6%
Class Size	~110 students
In-State / Out-of-State Mix	70% / 30%

Student Educational Outcomes

<p>USMLE Pass Rates:</p> <p>88.3% 3-year average pass rate for USMLE Step 1</p> <p>99.3% 3-year average pass rate for USMLE Step 2</p> <p>95.7% 3-year average pass rate for USMLE Step 3</p>	<p>Match Rates:</p> <p>99% - 3-year average match rate</p> <p>20.4% of graduates match within South Carolina</p>
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Medical Education Facilities

Directly adjacent to the main hospital campus, a modern, 90,000 square foot, state-of-the-art medical education building supports a student-centered learning experience. Opened in 2012, the building offers ample study space, small group study and team rooms, and larger lecture halls to support the student experience. A large student lounge with a kitchen area, exercise equipment, and relaxation space allows for a welcoming and student-focused medical education building. An advanced anatomy facility with modern ventilation supported by large touch screens at each table supports the students' dissection experience.

Two library locations, one at the Medical School campus and one at the Prisma Health medical facility, support students' information needs. A state-of-the-art Simulation Center enhances student learning.



Accreditation History

The USC School of Medicine Greenville applied for Applicant School status with the LCME in January 2010 and was granted preliminary accreditation status in October 2011. The school received Full Accreditation status in the Fall of 2015. In 2021, the LCME granted the school full accreditation of the medical education program for the full 8-year term, through AY 28-29. The school expects its next full accreditation site visit in AY 28-29.

Graduate Medical Education

Prisma Health–Upstate offers ACGME-accredited residency programs, including Emergency Medicine, Family Medicine, General Surgery, Internal Medicine, Neurology, Obstetrics/Gynecology, Orthopedic Surgery, Pediatrics, Medicine-Pediatrics, Urology, and Psychiatry, as well as 18 fellowship programs. Additionally, USC Greenville medical students successfully match throughout South Carolina and the country, with recent match rates of 99%.

Prisma Health broadly offers 54 residency and fellowship programs with 717 residents/fellows.

Research and Scholarship

Students have the opportunity to participate in research, either short term or long term. The SOARinG Summer Research Program supports faculty sponsored research activities for students during the summer between M1 and M2 years. Funds are available to provide stipends for summer experiences as well as for travel to present research. A yearly research symposium highlights student projects. An annual research award, the Alan M. Peabody Award, is presented to a rising M2 student researcher who shows commitment to education, research, service to others, and life-long learning.

Research facilities are housed at both the Health Sciences Education Building and at Prisma Health. Biomedical sciences faculty members engage in translational research at the Innovation Zone of the Institute for Translational Oncology Research on the Prisma Health–Upstate campus. In the Health Sciences Education building, there are two innovation labs open to biomedical sciences faculty. In addition, the Human Performance Laboratory, located in the Cancer Center at Prisma Health–Upstate, offers equipment to support metabolic and cardiorespiratory fitness research.

Faculty Affairs and Development

The Office of Faculty Affairs and Development offers both educational and continuing medical education opportunities for both faculty at the School of Medicine Greenville and at Prisma Health–Upstate. A Distinguished Lecture Series comprised of endowed annual lectureships, an Emerging Physician Leaders Development Certificate Program, a Reflective Teaching Practices for Medical Educators (RTPforME) program for faculty to build their teaching and curriculum development skills, and an Academy of Educators (AoE) program are only some of the robust faculty development opportunities supported by USC SOMG.

Prisma Health

Prisma Health is the largest not-for-profit health organization in South Carolina, serving more than 1.2 million patients annually. With over \$7.4 billion in yearly operating revenue, Prisma Health provides more than \$1.3 billion in charity care and investments in community health yearly. Prisma Health has 3,166 licensed beds across 20 acute care and specialty hospitals in a 26-county service area. With 2,344 employed physicians over 490 physician practice sites, Prisma sees 126,157 hospital discharges and 624,500 Emergency Department visits.

Centered in the Greenville region, Prisma Health–Upstate includes 1,600 beds over eight medical campuses, a tertiary medical center, research and education facilities, and 170 physician practices. In this Upstate market, Prisma Health has 31 residency and fellowship programs and partners with the University of South Carolina School of Medicine Greenville, Clemson University nursing, and the University of South Carolina School of Nursing.

The University of South Carolina

The University of South Carolina, founded in 1801, is the flagship institution of the University of South Carolina System and one of the state's most prominent public research universities. Located in the heart of Columbia, USC

spans a vibrant 359-acre urban campus adjacent to the State House and serves more than 38,000 students on its main campus. The University is classified as an R1: Doctoral University with Highest Research Activity, reflecting its robust research enterprise and national impact.

USC offers more than 350 undergraduate, graduate, and professional programs across 15 Colleges and Schools, including nationally recognized programs in business, engineering, public health, law, and the arts. Its academic environment is supported by a distinguished faculty of more than 1,600 and a student-faculty ratio of 19:1, fostering both scholarly excellence and personalized learning.

As one of the nation's oldest public universities, USC blends historic character with forward-looking innovation. The institution is home to globally significant collections, including the world's largest Ernest Hemingway archive, and continues to expand its research footprint through interdisciplinary centers and partnerships.

With a strong commitment to student success, USC maintains a 70% four-year graduation rate, offers competitive financial aid, and provides a dynamic campus life anchored by its SEC-affiliated athletics program, the Gamecocks. Its motto, "Learning humanizes character and does not permit it to be cruel," reflects a longstanding dedication to intellectual growth, civic responsibility, and public service.

Position Summary

Reporting Relationships

The Senior Associate Dean for Academic Affairs supervises and supports all aspects of medical education. Reporting directly to the Dean, the Senior Associate Dean is a prominent member of the Executive Leadership Team, with involvement in most areas of the academic footprint. The Senior Associate Dean is responsible for a comprehensive educational program which meets all standards for accreditation and achieves program level objectives. In addition, this individual will guide strategic planning and oversee strategic initiatives.

Responsibilities

The Senior Associate Dean for Academic Affairs will be responsible for the following:

Leadership

- Supervise the Associate Deans of Undergraduate Medical Education, Graduate Medical Education, Faculty Affairs and Development, Student Affairs, Admissions, Research, and the Director of Strategic Planning, Accreditation and Quality Improvement in the day-to-day operations and management of the medical school.
- Collaborate with course and clerkship directors, faculty, and deans to lead and evaluate modifications to the curriculum with an eye for outstanding student outcomes and a spirit of continuous performance improvement.
- Lead SOMG's strategic planning process and implementation.
- Provide leadership through the Dean's Cabinet for development and implementation of institutional policies and procedures and organizational oversight of SOMG committees.

Collaboration and Representation

- Work collaboratively with the Office of Culture, Access, and Stakeholder Engagement, Department Chairs, Directors of Finance, Communication, Marketing, and Operations to carry out the mission of SOMG.
- Collaborate with leadership of the academic health center partners to develop strategies and identify resources to enhance the mission of SOMG.
- Assist leadership in identifying, establishing, and strengthening key external strategic relationships with other academic institutions, health system partners, governmental agencies, and community organizations to further the school's mission.
- Work with USC SOMG higher education and clinical learning environment (CLE) partners to develop and implement enabling programs, including graduate medical education, interprofessional education, lifestyle medicine, population health management, health system science, certificate programs, etc., facilitating instructional design as appropriate.
- Advise the Dean and participate as directed on matters related to community, legislative, and system issues.
- Represent the Dean as a proxy for select meetings or initiatives related to educational and operational partners.
- Collaborate effectively with the Office of Development to obtain support for medical student programs and initiatives.

- Serve as the Academic Program Liaison (APL) for the University of South Carolina.
- Represent the program and school at national medical education forums.

Accreditation and Compliance

- Ensure the School meets or exceeds all standards of the Liaison Committee on Medical Education (LCME), developing external reports as needed.
- Interface with the University Provost's office with activities related to accreditation by the Southern Association of Colleges and Schools.
- Oversee the medical education continuum from undergraduate to graduate medical education in areas of accreditation, continuous quality improvement, strategic planning, and development of new academic programs.
- Work with the Dean, associate and assistant Deans, faculty, staff, and students to evaluate and continuously improve the academic climate, educational and research programs, and culture within the School of Medicine.

Goals and Objectives

The Senior Associate Dean for Academic Affairs serves as the strategic leader responsible for advancing the Medical School's academic mission. This role requires a forward-thinking educator and administrator who can guide curriculum innovation, ensure accreditation excellence, and foster a culture of continuous improvement. The following goals and objectives outline the core expectations for this leadership position:

Strengthen and Advance the Academic Mission

- Provide visionary leadership to ensure academic programs remain contemporary, mission-aligned, and responsive to evolving healthcare needs.
- Develop and execute a cohesive academic strategy that integrates foundational science, clinical education, and emerging pedagogical approaches.

Ensure Accreditation Excellence and Continuous Quality Improvement

- Oversee all LCME accreditation activities and maintain full compliance with accreditation standards.
- Build and sustain systems for academic assessment, program evaluation, and data-driven decision-making.
- Promote a culture of accountability, transparency, and continuous improvement.

Lead Curriculum Innovation and Educational Transformation

- Guide the design, delivery, and refinement of an integrated, learner-centered curriculum.
- Champion innovations in teaching, assessment, simulation, and technology-enhanced learning.
- Support competency-based progression and evidence-based educational practices.

Support and Develop Faculty as Educators and Scholars

- Strengthen faculty development programs that enhance teaching effectiveness, mentorship, and educational scholarship.
- Foster an inclusive academic culture that values collaboration, professional growth, and recognition of excellence.
- Partner with Department Chairs to ensure faculty are supported in fulfilling their educational roles.

Promote Student Success and a Supportive Learning Environment

- Ensure academic policies and support structures promote student well-being, professionalism, and achievement.
- Collaborate with student affairs, diversity offices, and clinical partners to create a holistic, equitable learning environment.
- Oversee processes related to student progression, remediation, and academic standards.

Strengthen Collaboration Across the Academic Health System

- Build strong partnerships with clinical departments, health system leaders, and affiliated institutions.
- Ensure seamless integration of academic and clinical training.
- Represent the Medical School effectively in institutional, regional, and national forums.

Advance Innovation and the Future of Medical Education

- Anticipate emerging trends in healthcare and medical education.
- Encourage educational research, scholarship, and dissemination of best practices.
- Maintain and promote USC SOMG's place as an innovator in medical education.



Candidate Qualifications

Education and Certification

- M.D./D.O. or equivalent terminal degree preferred. Ed.D. or Ph.D. considered with appropriate medical education leadership experience.
- Board certification in specialty; eligibility for South Carolina licensure.

Knowledge and Work Experience

- Substantial record of leadership and achievement in academic medicine, particularly in medical education/dean's office roles.
- History of building and/or enhancing medical education programs.
- Deep experience with medical education curriculum and LCME accreditation.
- Experience facilitating or overseeing medical education research and/or faculty development (preferred).

Leadership Skills and Competencies

- **Adaptability and Flexibility:** Adapts to change, is open to latest ideas, takes on new responsibilities, adjusts plans to meet changing needs.
- **Initiative:** Tackles problems and takes independent action, seeks out new responsibilities, acts on opportunities, generates latest ideas, practices self-development.
- **Listening skills:** Listens attentively to others, asks clarifying questions, actively listens, remains open to others' viewpoints, manages distractions and interruptions.
- **Relationship driven:** Outstanding relational skills, team builder and culture shifter.
- **Organizational savvy:** Operates within the organization's formal and informal structures, builds allies and relationships across departments, uses allies to build consensus and create results, is appropriately diplomatic, understands others' roles and perspectives, can sell projects and ideas across the organization.
- **Self-development:** Seeks out and accepts feedback, recognizes gaps in expertise and seeks out opportunities to engage in ongoing professional growth and enhanced understanding, takes on tough assignments to improve skills, keeps knowledge and skills up to date, turns mistakes into learning opportunities.

The Community

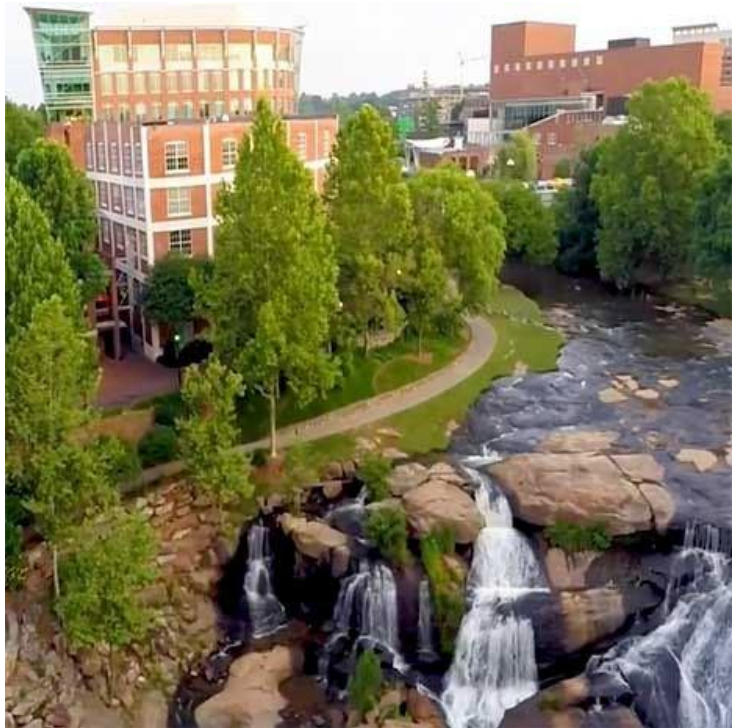
Greenville, South Carolina

Greenville is the largest city in the heart of South Carolina's Upstate, a ten-county region of northwestern South Carolina. At the foothills of the Blue Ridge Mountains, the city of Greenville is approximately halfway between Atlanta, Georgia, and Charlotte, North Carolina, along Interstate 85.

Greenville is anchored by what *Forbes Magazine* has called one of America's best downtowns. Featuring a one-of-a-kind 'floating' suspension bridge, Greenville boasts a thriving arts scene, hundreds of restaurants, shops, boutiques, popular annual festivals, numerous historic sites, and museums housing significant art collections. Easily accessible interstate service and user-friendly Greenville-Spartanburg International Airport make travel easy.

In the last few decades, favorable wages and tax benefits have lured foreign companies to invest heavily in the area. Global interest in Greenville rose when French tire manufacturer Michelin chose Greenville as its North American Headquarters in 1986, and again when German automaker BMW arrived in the 1990s. Today, Greenville boasts more than 250 international firms from 26 different countries and has the most foreign investment per capita of any city in the United States. Greenville County is now home to 650+ manufacturers, 40 Fortune 500 companies, and 150 headquarters.

Greenville hosts several Colleges and Universities, including Furman University and Greenville Technical College. Clemson University has a campus in Greenville, called Clemson University International Center for Automotive Research, which houses a graduate program dedicated to automotive engineering.



Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications will continue until the position is filled.

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting USC SOMG with this recruitment, preferably via e-mail, to cburke@wittkieffer.com.

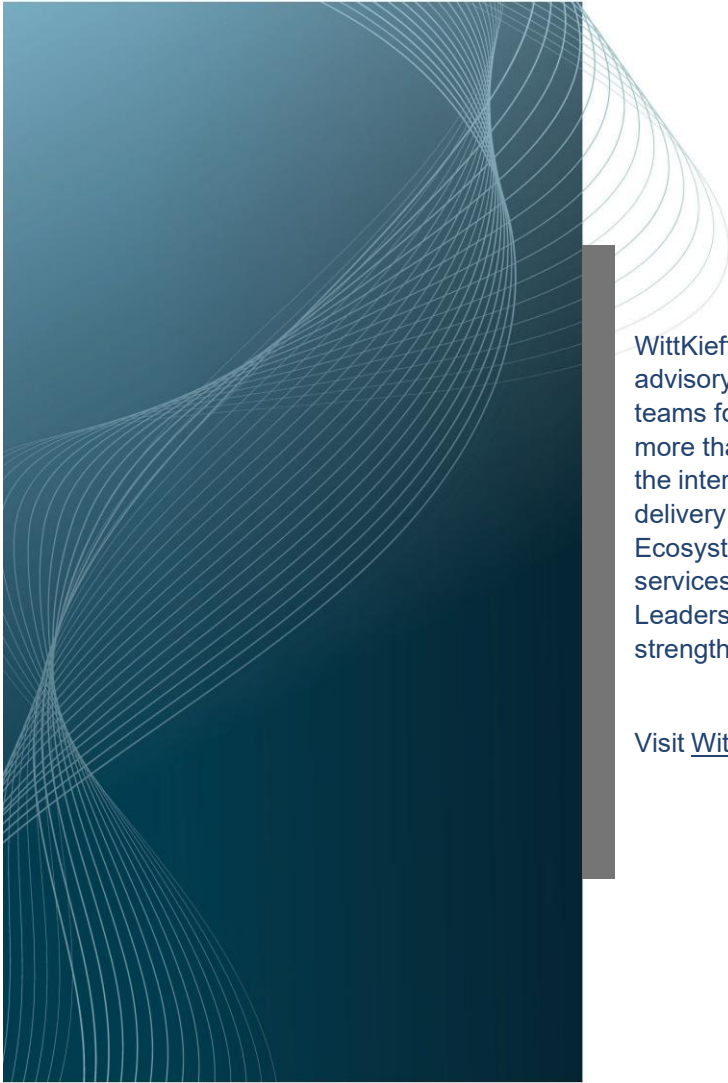
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The University of South Carolina values the diverse skills and experience military veterans bring to our workforce. As part of SC State Government, the University provides employment preference to eligible veterans who apply to staff and faculty full-time equivalent positions.

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