

POSITION PROFILE



MOREHOUSE
SCHOOL OF MEDICINE

Regional Dean, Morehouse School of
Medicine More in Common Alliance Campuses

July 2023

THE OPPORTUNITY

Founded in 1975 and located in Atlanta, Morehouse School of Medicine is the nation's leading academic medical center for vulnerable populations. Through programs in education, research, and service, MSM addresses primary healthcare with emphasis on people of color and under-served urban and rural populations in Georgia, the nation, and the world.

In partnership with CommonSpirit Health, Morehouse School of Medicine is dedicated to increasing diversity in the healthcare workforce by expanding class sizes through the creation of up to five regional campuses through a partnership called the More in Common Alliance (MiCA). To help execute the creation of the five regional campuses, MSM is seeking a Regional Dean.

Reporting to the Executive Vice President for Health Affairs and Dean of the Morehouse School of Medicine, the Regional Dean will work collaboratively with MSM's Senior Associate Dean for Undergraduate Medical Education; MiCA's Chief Administrative Officer; and faculty and staff to establish new regional and remote campuses nationally. The Associate Dean will serve as primary liaison to hospital administrative partners for the regional sites; provide oversight of external academic partnerships, affiliation agreements, and onboarding of faculty associated with regional rotation sites and campuses; and build and foster relationships with community, undergraduate, and pathway programs.

A Board-certified physician with a respected record of scholarship, you have a successful record of academic leadership in undergraduate medical education, including experience in mission-based budgeting and strategic planning. You are an enterprising, collaborative, strengths-based leader, skilled in communication, relationship building, and leading through change. An exemplary mentor, you are committed to the success and wellbeing of students and invested in the development of faculty and staff. This is your opportunity to join a world-class research university dedicated to providing routes to educational success for underrepresented and first-generation college students - preparing tomorrow's leaders by advancing health equity today.



THE PARTNERSHIP

Morehouse School of Medicine (MSM) is a place of distinction, serving as the nation's leading academic medical center for vulnerable populations. It is also a place for passionate individuals looking to join a dedicated community working today to help prepare tomorrow's leaders. At MSM, we are leading the creation and advancement of health equity.

We exist to:

- Improve the health and well-being of individuals and communities.
- Increase the diversity of the health professional and scientific workforce.
- Address primary health care through programs in education, research, and service, with emphasis on people of color and the under-served urban and rural populations in Georgia, the nation, and the world.

MSM School of Medicine in partnership with CommonSpirit Health is dedicated to increasing diversity in the healthcare workforce by expanding the class size in both MD and PA programs through the creation of up to 5 regional campuses through a partnership called the More in Common Alliance (MiCA) partnership. For information about MiCA please visit <https://moreincommonalliance.org/>.

To help execute the creation of the five regional campuses, we are seeking Regional Deans for Morehouse School of Medicine More in Common Alliance campuses.

MOREHOUSE SCHOOL OF MEDICINE

Overview

Morehouse School of Medicine, located in Atlanta, GA, was founded in 1975 as the Medical Education Program at Morehouse College. In 1981, MSM became an independently chartered institution. MSM is among the nation's leading educators of primary care physicians and was recently recognized as the top institution among US medical schools for our social mission. Our faculty and alumni are noted in their fields for excellence in teaching, research, and public policy.



MSM is accredited by the Southern Association of Colleges and Schools Commission on Colleges, Liaison Committee on Medical Education, Council on Education for Public Health, Accreditation Council for Continuing Medical Education, and Accreditation Council for Graduate Medical Education.

Academic Programs

Degrees awarded by MSM include Doctor of Medicine; Doctor of Philosophy in Biomedical Sciences; Master of Public Health; Master of Science in Physician Assistant Studies; Master of Science in Medical Sciences; Master of Science in Biomedical Research; Master of Science in Clinical Research; Master of Science in Biomedical Technology; and Master of Science in Neuroscience (part of the BS/MS Program in Neuroscience).

Residency Programs

MSM has seven residency programs: Family Medicine; Preventive Medicine; Internal Medicine; Psychiatry; Surgery; Obstetrics and Gynecology; and Pediatrics. The majority of MSM patient care and clinical training occurs at Grady Memorial Hospital, one of the largest public hospitals in the Southeast. Over the past five years, 67% of our resident graduates have elected to stay and practice in Georgia.

Faculty

MSM employs more than 250 full- and part-time faculty members, many of whom are internationally recognized in their field.

Research

MSM is home to world-renowned centers and institutes, including The Cardiovascular Research Institute; The Center of Excellence on Health Disparities; The National Center for Primary Care; The Neuroscience Institute; the Prevention Research Center; the Research Core Facility; and The Satcher Health Leadership Institute. MSM's research stature and reputation have grown exponentially over the last decade, fueled in large part by significant investments in our research infrastructure with funding from the National Institutes of Health, the Health Resources and Services Administration, the Georgia Cancer Coalition and others.



Morehouse Healthcare

Since its founding in 1975, Morehouse School of Medicine has looked to provide quality medical care to diverse populations throughout Georgia. In 1985 that dream came true with the establishment of Morehouse Medical Associates, Inc.

Today, Morehouse Medical Associates has re-emerged as Morehouse Healthcare and comprises more than 100 practicing physicians. All our physicians are full-time clinical faculty at Morehouse School of Medicine, with residents and medical students as an extension of our practice. The integration of our practice with Morehouse School of Medicine residents and students maximizes the healthcare we provide and grants an academic advantage exclusive to the next generation of physicians.

The physicians at Morehouse Healthcare provide medical support to nearly every major hospital and clinic in Atlanta.

Morehouse Healthcare is one of the largest physician groups in Georgia and one of the state's premier primary care and multi-specialty medical practices. Morehouse Healthcare's focus continues to be providing quality medical care to Atlanta's multi-cultural community.

For more information about Morehouse School of Medicine please visit msm.edu.



COMMONSPIRIT HEALTH

CommonSpirit Health is one of America's largest nonprofit health systems, with 150,000 employees, 140 hospitals, and more than 1,000 care sites in 21 states. Formed in 2019 through the combination of Catholic Health Initiatives and Dignity Health, CommonSpirit is one of the leading providers for underserved communities.

As a mission-driven organization, we seek to weave better health into every part of our communities so that more people and places can prosper. Only when our health is strong can we begin to grow stronger as a community.

We strive to build more resilient communities, advocate for those who are poor and vulnerable, and innovate how and where healing can happen - both inside our hospitals and out in our communities.

We are committed to a mission of serving all people, especially those who are vulnerable. As the nation's leading provider of Medicaid services, we work to ensure those in need have access to quality care.

Our range of community health programs, research programs, virtual care services, and home health programs address the root causes of poor health such as access to quality care, affordable housing, safe neighborhoods, and a healthy environment.

For more information about CommonSpirit Health please visit commonspirit.org.

MORE IN COMMON ALLIANCE

More in Common Alliance, a historic partnership between Morehouse School of Medicine and CommonSpirit Health, is aimed at addressing the underlying causes of health inequities, including the lack of representation among care providers. Together, we are spearheading a 10-year, \$100-million initiative to expand undergraduate and graduate medical education and train the next generation of culturally competent health clinicians and researchers.

Over the next 10 years, we will train more culturally competent healthcare providers by increasing enrollment and tripling the number of graduate medical education slots for residency. We're already hard at work:

- ***Undergraduate training site*** CHI Memorial in Chattanooga, TN (September 2021).
- ***Undergraduate training sites*** in Lexington, KY and Seattle, WA (2022).
- ***Seeking accreditation for three new graduate medical education programs*** in Santa Cruz, Ventura County, and Bakersfield, CA.
- ***Transferring the academic sponsorship of a graduate medical education program*** based in Los Angeles, CA to Morehouse School of Medicine.



For more information about MiCA please visit moreincommonalliance.org.

THE ROLE

REPORTING RELATIONSHIP

Supervision Received

- The position has a direct reporting relationship to the Dean of Morehouse School of Medicine and works closely with the Senior Associate Dean for UME.
- There will be a secondary reporting relationship to the Chief Administrative Officer of the More in Common Alliance.

Supervision Exercised

- This position exercises formal, direct, and indirect supervision of staff members of the undergraduate medical education team and pathway teams of MICA.

KEY CONTACTS



Dr. Joseph (Adrian) Tyndall

Dr. Joseph (Adrian) Tyndall, MD, MPH, FACEP is currently the Executive Vice President for Health Affairs and Dean of Morehouse School of Medicine. He previously served as a professor and Chair of the Department of Emergency Medicine at the University of Florida College of Medicine since 2008. He was also immediately previously, the Associate Vice President for Strategic and Academic Affairs for UF Health in Gainesville Florida.

He was appointed interim dean of the College of Medicine at the University of Florida in 2018, the 13th physician and only person of color to lead the college as dean, and served in that position for two and a half years before transitioning to his current system level role. He is the first chair of color of an academic department in the UF College of Medicine's history and was the second African American in the US to be named chair of an academic emergency medicine department at a US medical school.

Dr. Tyndall is a graduate of the University of Maryland School of Medicine and the emergency medicine residency program at the University of Maryland Medical System. In addition, he received his master's degree in Health Services Management and Health Policy from Columbia University in the City of New York. He served on the Board of Directors of UF Health Shands Hospital at the University of Florida for a decade and was chair of the Board of Trustees for the UF Health Proton Therapy Institute during his tenure as interim dean. Dr. Tyndall also represented the UF College of Medicine as the senior medical school representative to the Council for Faculty and Academic Societies of the Association of American Medical Colleges from 2014 to 2018.

In 2018, he was named a fellow of the Council of Deans of the AAMC. His extensive service and activities on boards and foundations include his service as immediate past president of the Florida College of Emergency Physicians, and his current role as a trustee and president-elect of the Society for Academic Emergency Medicine Foundation, emergency medicine's national foundation supporting education and research in emergency care. Dr. Tyndall is an elected member of the Alpha Omega Alpha Honor Society and the Gold Humanism Honor Society. He has wide ranging academic interests in

emergency medicine and is an editor of the upcoming 10th edition of emergency medicine's most authoritative reference text book "Rosen's Emergency Medicine: Concepts and Clinical Practice."

He has continuing academic interests in health services research and traumatic and ischemic brain injury and has written extensively and lectured nationally and internationally in the field of emergency medicine. He is board certified in emergency medicine by the American Board of Emergency Medicine. At Morehouse, he will be responsible for the day to day operations of the academic programs as well as executing on the institution's strategic plan. He will also assume leadership of Morehouse Health Care.



Dr. Erica Sutton

Dr. Sutton joined Morehouse School of Medicine in September 2019 to serve as the inaugural Associate Dean of Academic Programs and Affiliations. In this role, she is responsible for the growth of academic programs to regional medical campuses as well as partnerships such as the Early Commitment Program with Atlanta University Center Schools. Dr. Sutton comes to MSM from Louisville, KY where she served as Assistant Dean for the Medical Education/

Clinical Skills Office of Undergraduate Medical Education, Medical Director for the Paris Simulation Center, and Chief of the Department of Surgery at Jewish Hospital, as well as a tenured associate professor in the Hiram C. Polk, Jr. MD Department of Surgery at the University of Louisville School of Medicine.

Dr. Sutton is a graduate of Indiana University Bloomington. She obtained her medical degree from the Johns Hopkins University School of Medicine. After receiving her MD, she completed her surgical training and fellowship in minimally invasive surgery at the University of Maryland School of Medicine Department of Surgery in Baltimore.

Dr. Sutton is also president and founder of Surgery on Sunday Louisville (SOSL), a nonprofit founded in 2013 to provide free surgery to people who are uninsured or underinsured. The organization has sponsored activities in three states - Kentucky, Indiana, Massachusetts and Georgia.



Dr. Veronica Mallett

Dr. Mallett currently serves as System SVP and Chief Administrative Officer CommonSpirit Health / Morehouse School of Medicine More in Common Alliance.

Dr. Mallett joined the More in Common Alliance from Meharry Medical College, having served in various leadership roles with the country's largest private, historically black academic health sciences center. Most recently, she served as President and CEO of MMC Ventures, an investment and innovation company dedicated to partnering with businesses whose missions center on eliminating

health disparities in Middle Tennessee and beyond. She concurrently served as the Executive Director at Meharry's Center for Women's Health Research, where she led the charge to eliminate health disparities and achieve health equity for women of color. In addition, Dr. Mallett served as Senior Vice President and Dean of the School of Medicine at Meharry.

Prior to her tenure with Meharry Medical College, Dr. Mallett helped launch a second new medical school at Texas Tech University in El Paso Texas, designed to be a Hispanic serving institution addressing the physician shortage along the Texas-Mexico border. At Texas Tech El Paso, she was the Founding Chair of the Department of Obstetrics and Gynecology. Dr. Mallett is board certified in both obstetrics and gynecology and female pelvic medicine and reconstructive pelvic surgery. She has received numerous research grants from the National Institutes of Health and other funding resources

and has authored nearly 100 articles, book chapters and abstracts. Dr. Mallett serves on the Board of Directors for Sharecare.

Dr. Mallett received her BA in Biology from Barnard College, her MD from Michigan State University and her master's degree in Medical Management from Carnegie Mellon University.

SCOPE

Reporting directly to the Executive Vice President for Health Affairs and Dean, the Regional Dean position will work with the Dean and Senior Associate Dean for Undergraduate Medical Education to establish new MSM regional and remote campuses **nationally**, as well as throughout Metro Atlanta and Georgia. Working closely and collaboratively with others, the Regional Dean Morehouse School of Medicine More in Common Alliance Campuses directs and manages the intersecting and cross-functional activities of the academic programs and affiliations in support of MSM regional campus development, educational programs, administrative and financial operations. In addition, the Regional Dean works with the Dean, Senior Associate Dean for UME and Chief Administrative Officer of the More in Common Alliance as well as faculty leaders on mission-based budgeting and strategic planning, development, and implementation of the undergraduate education program and regional campus development. The Regional Dean Morehouse School of Medicine More in Common Alliance Campuses will develop short and long-range strategic goals and objectives, conceptual designs, and documentation for assigned areas.

The position works collaboratively with other decanal leaders in medical education and educational affairs. The successful candidate will be an exemplary mentor who is committed to the success and wellbeing of students and invested in the development of faculty and staff.



RESPONSIBILITIES

Working closely and collaboratively with the faculty and staff, the Regional Dean Morehouse School of Medicine More in Common Alliance Campuses creates and monitors central processes for the regional campuses and rotation sites and undertakes the following key responsibilities:

Rotation Sites and Regional Campuses

- Provides leadership, administration, and oversight of the rotation sites and developing regional campuses.
- Leads the execution of objectives and tactics designed to further the development of regional rotation sites and campuses.
- Under the close collaboration with the Senior Associate Dean for UME and the Chief Administrative Officer (CAO) and as a direct report to the Dean, this leader provides the day-to-day administrative support for the regional rotation sites and campuses affiliated with the MiCA.
- Provide oversight of external academic partnerships, affiliation agreements, and onboarding of faculty associated with regional rotation sites and campuses.
- Continuous quality improvement monitoring needed to be in compliance with LCME standards for accreditation as they relate to regional rotation sites and campuses.
- Evaluation, implementation and reporting for new academic partnerships, regional rotation sites and campuses.
- Participates in the development and monitoring of the strategic plan.

Clerkships

- Ensures alignment and use of best practices for systems, tools and technologies utilized by the clerkships and elective rotations.
- Assist clerkships with the development and maintenance of these tools.
- Along with the Senior Associate Dean for UME and the CAO, conducts clerkship site visits on a regular cadence, including prepping meeting materials and background information as relevant.

Communication, Relationship Building, and Inclusion

- Oversee quality improvements in these domains.
- Develops and oversees a cohesive strategy for communicating curricular and main campus information with students, faculty, and staff at the developing regional campuses.
- Serve as the primary liaison to hospital administrative partners for the regional sites.
- Ensures that public facing materials concerning the curriculum, the hospital relationship, regional faculty, and staff are up to date and represent representative of Morehouse School of Medicine's best interest as well as the best interest of students and faculty. This may include updates and maintenance of the More in Common Alliance website, in close collaboration with the More in Common Alliance marketing manager.
- Facilitate social media content generation for Morehouse School of Medicine, local and CommonSpirit health social media accounts regarding the MiCA regional campus sites.
- Build and foster relationships with target hospital administration.
- Build and foster relationships with community, undergraduate and pathway programs.

- As the champion for an inclusive learning environment, be the liaison with the health systems to ensure safe, inclusive, positive, and beneficial educational spaces for students.
- Performs other duties as assigned by the the Dean, Senior Associate Dean for UME and or the Chief Administrative Officer of the MiCA.

Academic - Clinical

Clinical practice is optional but not required and can occur in either main campus clinical facilities or affiliated sites. Academic/Education Responsibilities in addition to those above:

- Ensure timely collection of mid clerkship and end of clerkship evaluations.
- Ensure for each approved 4th year rotation objectives are provided.
- Provide letters of recommendation for 4th year students.

Academic - Research

- Participate in departmental research meetings and projects; evidence will be attendance and IRB submission and abstract and publications.
- Submit one education related abstract and/or peer reviewed paper annually.

THE CANDIDATE

EDUCATION / CERTIFICATIONS / SCHOLARSHIP

- Doctoral degree from an accredited college or university in a related field.
- Possess Board Certification in a clinical specialty.

KNOWLEDGE AND EXPERIENCE

- At least five (5) years of full-time experience in the development, organization, administration, and delivery of teaching in undergraduate medical education.
- A minimum of three years' experience in medical education leadership is preferred.
- Show a record of research or scholarly activities appropriate for the academic appointments as a minimum Associate professor.
- Demonstrate appropriate administrative experience and a proven record of academic, and administrative leadership qualities.
- Demonstrated leadership ability with a proven record of success in communicating and working with all levels of an academic and medical environment.
- Required to be a regular member of Morehouse Healthcare
- Retain university-quality skills and clinical judgment.
- Experience developing and managing budgets.
- Experienced knowledge base in medical education learner outcomes

SKILLS, ABILITIES, AND ATTRIBUTES

- Demonstrated “strengths-based” leadership experience with a willingness to be hands-on as needed.
- Experience with assessment and enhancement of curriculum and delivery.
- Interpersonal and managerial skills to contribute to the growth and development of faculty and staff.
- Evidence of the ability to build strong relationships. Willingness to listen first.
- Interest in maintaining an active, approachable presence at the rotation sites and regional campuses.
- A team player who values respect, collaboration, transparency, and team cohesion.
- Superior oral and written communication skills.
- Experience in conflict management and provision of feedback
- A collaborative leader who can make tough decisions.
- Detail oriented with excellent time management skills.
- Possess a commitment to diversity, inclusion health equity and social justice.
- Enterprising - goal-oriented, able to navigate complexity and ambiguity, and skilled at leading teams through change.
- Collaborative, with good judgment - skilled at managing conflict, providing feedback, and making difficult decisions.
- Demonstrated ability to build strong relationships.
- A skilled mentor and coach, able to contribute to the growth and development of faculty and staff.
- Engaging, visible leadership - willing and able to maintain an active, approachable presence at the rotation sites and regional campuses.
- A team player who values respect, collaboration, transparency, and team cohesion.

Morehouse School of Medicine is a world-class research university with an exceptionally diverse undergraduate student body. MSM’s mission is explicitly linked to providing routes to educational success for underrepresented and first-generation college students. The successful candidate will share a commitment to this mission.

Note: Salary to be determined based on experience in chosen specialty and in conjunction with the department of origin chair. Resources provided for this position include faculty development to stay abreast of national trends and best practices in medical education regional campuses.

APPLICATION INFORMATION

Morehouse School of Medicine is proud to be an Affirmative Action/Equal Opportunity Employer dedicated to furthering the diversification of its workforce. MSM seeks to attract and recruit the highest quality candidates in the job market and is firmly committed to providing equal employment opportunity without regard to race, color, religion, national origin, sex, age, disability, sexual orientation, or veteran status.

CALDWELL CONTACTS

Send resumes or nominations as soon as possible to:

VIRGIL FLUDD

Partner

3500 Lenox Road, NE
Suite 1675
Atlanta, GA 30326

office number 404 946 4604
mobile 678 520 8370
vfludd@caldwell.com

STEVEN PRICE

Partner

9540 Garland Road
Suite 381 P.O. Box 239
Dallas, TX 75218

office number 214 765 7845
mobile 404 886 4959
sprice@caldwell.com

www.caldwell.com