



Dean, Lewis Katz School of Medicine

Leadership Profile

March 2022



WittKieffer

The Opportunity



Temple University, a top-ranked research university experiencing great momentum, invites inquiries, nominations and applications for Dean of the Lewis Katz School of Medicine. The new Dean will join the leadership team at Temple University and Temple Health at a pivotal time of change and opportunity under a dynamic new President.

Founded in 1901 as Pennsylvania's first co-educational medical school, the Lewis Katz School of Medicine (LKSOM) has attained a national reputation for training humanistic clinicians and biomedical scientists, and as one of the most diverse medical schools in the country. The school attracts students and faculty committed to making a difference in patient care, research, education and public service. In over a dozen research centers at the Lewis Katz School of Medicine and Fox Chase Cancer Center, Temple researchers are speeding the transformation of fundamental scientific discoveries into practical therapies with a common objective to improve the level of human health. LKSOM partners

closely with Temple University Health System. Together, they comprise 1,550+ physicians and scientists and have garnered national recognition for outstanding programs including organ transplantation (heart, lung, liver, kidney/pancreas); pulmonary and thoracic medicine (#1 lung transplant center in the U.S. by volume); cardiovascular medicine; neurosciences; orthopedics and sports medicine; gastroenterology; and cancer.

A Pennsylvania state-supported comprehensive research university ranked in the highest Carnegie research university category, Temple is the 38th largest four-year, public university in the United States and one of the nation's leading centers of professional education. With 17 schools and colleges, eight campuses, more than 600 degree programs and more than 35,000 students, Temple is one of the nation's most comprehensive and diverse learning environments. Beyond LKSOM, Temple also encompasses health-related schools and programs which include dentistry, pharmacy, podiatric medicine, public health and health sciences.

The incoming dean will have multiple opportunities to make an impact, including growing clinical, population health and translational research programs, ensuring the success of LKSOM's new undergraduate medical education curriculum, enhancing diversity, equity, and inclusion (DEI), while addressing racism in medicine and upholding the school's commitment to the community and to decreasing urban health disparities.

A mission-oriented leader is sought with a national reputation for scholarly achievement and a demonstrated record of excellence in research, education and clinical service. Candidates should have demonstrated leadership in building upon comprehensive medical research programs, and enhancing DEI, and administrative leadership (including experience as a dean, chair, associate dean, center/institute director or comparable position) in a complex academic medical environment. Candidates should also have a strong personal commitment to serving the urban underserved; superior communication and collaboration skills; strong fiscal and management acumen; the ability to fundraise; and an unwavering dedication to students, faculty and staff.

Position Summary

Reporting Relationships

The Dean of the School of Medicine reports to Senior Vice President and Provost [Gregory N. Mandel](#). Reporting to the dean are the department chairs, research center directors, executive and senior associate deans of the school. Current leadership can be found at <https://medicine.temple.edu/about/leadership>.

Responsibilities

The dean acts as the chief academic and administrative officer for the Lewis Katz School of Medicine. The dean provides hands-on leadership and guidance to the school, to assure excellence in educational, service and research programs in alignment with the University's mission and strategic goals. The dean works in close partnership with the president and CEO of Temple University Health System, the president of Temple Faculty Physicians, and the CEO of Fox Chase Cancer Center, among other health system executives, to ensure the close alignment of clinical and clinical research programs.

The dean is responsible for the fiscal soundness of the school, which includes identifying and securing sources of funding in support of its educational, service and research agendas. The Dean oversees the development of all aspects of the curriculum and ensures that all programs meet accreditation requirements.

Opportunities and Expectations for Leadership

The next dean will have the opportunity to advance LKSOM across all its mission areas. The following goals and objectives are identified as priorities for this position and are listed in no particular order:

- As is true in any leadership transition, the incoming dean will work with the faculty and staff to develop **a common vision** and comprehensive strategic plan for the next stage of evolution for LKSOM. The dean will support the committed faculty, staff and students to elevate research, education and clinical care priorities to increase the school's national and international impact, while focusing on serving North Philadelphia. The dean will act in a transparent and proactive manner with LKSOM leadership and faculty to expand partnerships across campus while evaluating current academic programs, processes and practices. The dean will mentor, empower and motivate faculty, staff and students toward a transformational, shared vision.
- LKSOM recruits one of the most diverse student bodies in the nation and seeks to continue to **enhance diversity** among students. The dean will lead efforts to further diversify faculty, leadership and staff in order to better reflect the many communities the school serves. The dean will ensure **inclusiveness and equity** among these groups and propel LKSOM to be a leader in promoting DEI in medical education.
- To be successful, the dean must **develop strong relationships with the clinical and executive leadership** of TUHS and other vital clinical partners across the campus and community. The dean will seek to learn the unique goals of each partner to ensure a continued outstanding clinical educational environment for faculty, students and trainees.
- To guarantee the success of LKSOM, the Dean must pay particular attention to **increasing financial revenue** in order to further support existing programs and fuel new initiatives. The

incoming dean should be committed to having a visible presence in the community and seek opportunities to advance the school through philanthropy and community foundation partnerships. The dean will also work with university and TUHS leadership to ensure that collaborative investments help advance long-term goals.

- The dean will enhance **student support services** recognizing the large and very diverse student body experiencing stress and isolation exacerbated by the pandemic. The dean will work to be a visible, approachable and empathetic leader to students and increase academic and career development mentorship. The dean will also continue to work to address student debt.
- **LKSOM and Fox Chase Cancer Center are at a pivotal time of integration.** The incoming dean will work to interconnect and expand the scientific capabilities, research cores, faculties and staff of both institutions to unlock innovations and academic programs while realizing efficiencies across campuses.
- The dean will focus on enhancing **clinical and translational research** by encouraging and nurturing clinical and basic science faculty and by improving the infrastructure for growing clinical research needs. The diverse populations TUHS and LKSOM serve provide great potential to design and conduct clinical trials of interest to federal and industry funders to improve healthcare disparities.
- Along with the research leaders of LKSOM and the university, the dean will develop and implement a strategic plan for the continued support and growth of **basic and biomedical sciences research** programs. This will include evaluating existing research infrastructure and cores to ensure LKSOM is well poised to support investigators and labs.
- Temple derives strength from being part of the North Philadelphia community and is renowned for its culture of service. The incoming dean must be **committed to addressing the community's health disparities** and working in close partnership with community leaders and other Temple schools and colleges working in the community. The pandemic brought out the true strengths of LKSOM and its people. As the pandemic wanes, there will be renewed effort to re-engage with community members, including meaningful service programs led by students and faculty. The dean will have the opportunity to work with health science and university leaders across Temple to advocate for social and economic development in North Philadelphia.
- LKSOM recently initiated curricular revisions aimed at furthering its place as a leader in humanistic education for the next generation of physicians. As is true with any curricular changes, the dean will **oversee continued assessment and modifications to the curriculum** to ensure faculty and students are fully supported while outcomes are improved.
- The dean will **develop and foster collaborations across Temple University.** There are multiple opportunities to leverage current campus strengths to further interdisciplinary research, team science and academic programs, including **further integration with other Temple health sciences schools.** Temple is currently home to a broad spectrum of leading schools, research centers, programs and institutes with existing and potential intersecting areas of interest. There are also opportunities to expand global health and education programs, capitalizing on Temple's international reach and campuses.

Professional Qualifications and Personal Qualities

The ideal candidate will have the following professional qualifications and personal characteristics:

- M.D., D.O., or equivalent international degree, with a national reputation in medical education, research, clinical care and scholarly achievements. Eligible for appointment as a professor.
- Ability to build consensus for an institutional culture that values the pursuit of excellence, service, humanism, broad diversity and inclusivity, and accountability.
- Strong emotional intelligence, the ability to listen and incorporate ideas from all levels of the organization, and a visible leadership style.
- Strategic thinker with the ability to build systems and structures to support innovation.
- Demonstrated commitment to taking a leadership role in promoting DEI in medicine and the health professions.
- Demonstrated leadership in building upon comprehensive medical research programs that include extramurally funded basic, translational, population health and/or clinical research. Experience in building clinical and/or outcomes research programs of excellence is desired, as is experience building NIH-funded programs. Given the myriad responsibilities of a new dean, however, the incoming Dean should be prepared to pursue institutional goals above their own personal research accomplishments.
- Strong personal commitment to impacting health outcomes for a vibrant mosaic of urban ethnic communities and cultural groups.
- Strong managerial, operational and fiscal acumen. Experience with budgets, financial planning, market research and strategic resource allocation. A clear understanding of the “business” of medicine and the ability to articulate the value of academic programs to a wide range of constituents.
- Demonstrated ability and commitment to engage in fundraising.
- Ability to communicate a vision for the future of medical education. Experience in developing interprofessional education and practice initiatives and forging collaborations across schools and colleges within a university.
- Demonstrated ability to recruit, develop, mentor and retain excellent faculty and staff.
- Commitment to academic excellence on both a personal and professional level, with the highest level of personal integrity and ethical standards, and an established reputation for compassion, fairness and objectivity.
- Exceptional communication, interpersonal and partnership skills.
- Ability to connect with students, and to understand and champion the student experience.
- Analytical and intellectual skills to lead cogent planning and sound management systems.

Lewis Katz School of Medicine, Temple University and Temple Health

Lewis Katz School of Medicine at Temple University (LKSOM)

Mission

The Lewis Katz School of Medicine at Temple University is dedicated to excellence in education, research and patient care, achieved by faculty, staff and learners who represent and serve its diverse society.



In 2015, the Temple University School of Medicine was renamed the [Lewis Katz School of Medicine at Temple University](#) in honor of Temple alumnus, former trustee, and philanthropist Lewis Katz. The school enjoys a national reputation for training humanistic clinicians and biomedical scientists—a school that values not just technical excellence but cultural competence through diversity, equity, and inclusion. LKSOM enrolls 220 medical students, 22 graduate students in the biomedical sciences, 35 physician assistant students and 40 post baccalaureate students per year.

LKSOM has 27 basic science and clinical departments, comprising over 900 full-and part time faculty, over 900 volunteer faculty, and more than 500 additional staff.

With more than 13,000 alumni, LKSOM has trained a significant proportion of the physician base in the Pennsylvania-New Jersey-Delaware region. Reflecting the excellent quality of a Temple medical education, the M.D. graduates are highly regarded by competitive residency training programs and have made significant career contributions to both medical practice and medical research. Many have become department chairpersons, deans and vice presidents of major academic medical centers.

At LKSOM, students learn the true art and science of “doctoring.” In addition, the school’s world-class faculty set the pace in key areas of investigation, pushing the boundaries of science to advance patient care.

The LKSOM home base is a modern, 11-story medical education and research building that features state-of-the-art facilities and technologies. Opened in 2009, the building boasts open-air research labs, smart classrooms, and a state-of-the-art anatomy lab. More than half of the space in the building is dedicated to research. With specialized research centers and strengths focused on population health, neuroscience, cancer, metabolic disease, lung disease and inflammation, infectious diseases including HIV, cardiovascular disease, substance addiction and translational science, Katz conducts investigations to break new ground and trains future generations of researchers to follow suit.

LKSOM confers the MD degree; PhD (Doctor of Philosophy) and MS (Master of Science) degrees in Biomedical Sciences; Physician Assistant MMS (Master of Medical Science); MA (Master of Arts) in

Urban Bioethics, the only program in the country; and the dual degrees MD/PhD, MD/MPH, MD/MA in Urban Bioethics, and MD/MBA.

In addition to its Philadelphia campus, LKSOM has a four-year regional campus in Bethlehem, PA. Currently, the St. Luke's University Health Network-Bethlehem Campus provides medical education for 40 medical students each year.

LKSOM also provides opportunities for [international students](#) through educational affiliation agreements with universities across the world. Visiting medical students may take up to two rotations within the program and they must be full-time students in their final year of medical school.

LKSOM has numerous research centers, including:

- Alzheimer's Center at Temple
- Cardiovascular Research Center
- Center for Asian Health
- Center for Urban Bioethics
- Center for Inflammation, Translational and Clinical Lung Research
- Center for Metabolic Disease Research
- Center for Neurovirology
- Center for Substance Abuse Research
- Center for Translational Medicine
- Comprehensive NeuroAIDS Center
- Fels Institute for Personalized Medicine
- The Hope Center for College, Community, and Justice
- Lemole Center for Integrated Lymphatics Research
- Shriners Hospitals Pediatric Research Center
- Sol Sherry Thrombosis Research Center



Together with affiliates, including Fox Chase Cancer Center, LKSOM has been awarded over \$136 million dollars in research grants over the last year, including more than \$55 million in NIH funding for LKSOM. Philanthropic support of scholarships - a top priority, along with support for education, patient care, research and service to the community - averages more than \$30 million annually, typically representing a quarter of Temple University's overall philanthropic revenue.

Diversity, Equity and Inclusion

Located in the heart of a diverse urban area, LKSOM is acutely aware of the impact of the national systemic problems related to the lack of health equity and access to affordable, culturally responsive healthcare. In response, LKSOM works to address issues that promote health equity through education, care delivery, workforce development, and research. LKSOM recognizes that an environment enriched with persons from varied backgrounds working to address health disparity enhances scholarly work and the development of a culturally aware and responsive healthcare workforce.

LKSOM is committed to achieving a climate of inclusion that respects and affirms diverse backgrounds and life experiences. LKSOM recognizes that excellence in all aspects of education,

training, research, and care delivery is achieved when all students, faculty, staff, community members and patients experience authentic connection and engagement, feel supported, and are encouraged to participate and contribute to creating health equity.

Temple University

Founded by Russell H. Conwell in 1884, Temple's official motto - Perseverantia Vincit, or Perseverance Conquers - reflects its students' drive to succeed and ability to turn opportunities into accomplishments. Conwell's purpose was "to give education to those who were unable to get it through the usual channels." In Temple's earliest incarnation, working class citizens were taught late in the evening, and referred to as "night owls," giving rise to the school's mascot and team name.

In 1965, the University became a member of the Commonwealth System of Higher Education; it is one of three state-related, comprehensive research universities in Pennsylvania. In addition to its Main Campus in North Philadelphia, Temple has three additional locations in Philadelphia: Temple University Center City; the Health Sciences Center, also in North Philadelphia; and the School of Podiatric Medicine near Philadelphia's historic district. Regional campuses are located in Ambler and Harrisburg, Pennsylvania, with international campuses in Japan and Rome.

Temple's influence extends around the globe, with longstanding campuses in Tokyo and Rome; programs in London, Beijing and other locations; nearly 190 institutional collaborations in 43 countries; and more than 350,000 alumni worldwide. Temple's momentum is fueled by high graduation rates, accomplished graduate degree programs, new living and learning facilities and groundbreaking work in science education and research. In the latest Carnegie Classification of Institutions of Higher Education, Temple is in the "highest research activity" category, or R1, placing it among the top four percent of all four-year institutions in the nation.

Temple had a total budget of \$3.6 billion in FY2022, which includes \$2.4 billion for the Temple University Health System and \$1.2 billion for the University. Approximately 73 percent of the University's operating budget is derived from tuition and fees, and 13 percent from Commonwealth appropriation. The remaining budget comes from indirect cost recovery, gifts, auxiliary enterprises and other sources.

Temple offers 630 academic degree and certificate programs including two associate degree programs, 176 bachelor's programs, 182 master's programs, 54 doctoral programs, and 13 professional practice degree programs. Academic programs are organized into the following schools and colleges:

- Tyler School of Art and Architecture;
- Fox School of Business and Management;
- Maurice H. Kornberg School of Dentistry;
- College of Education and Human Development;
- College of Engineering;
- Beasley School of Law;
- College of Liberal Arts;
- Lew Klein College of Media and Communication;
- Lewis Katz School of Medicine;
- Esther Boyer College of Music and Dance;
- School of Pharmacy;
- School of Podiatric Medicine;
- College of Public Health;
- College of Science and Technology;

- School of Social Work;
- School of Theater, Film and Media Arts; and
- School of Sport, Tourism and Hospitality Management.

This is a complex institution offering a broad array of programs, curricular and co-curricular experiences. Indeed, Temple is among the nation's largest providers of professional education with approximately 3,800 students enrolled in the schools of dentistry, law, medicine, pharmacy, and podiatric medicine.

Temple Health

[Temple Health](#) is the collective name for all of the health, education and research activities carried out by the Temple University Health System (TUHS) and the Lewis Katz School of Medicine at Temple University (LKSOM). The two enjoy a close clinical and educational partnership and together make up one of the nation's most dynamic healthcare organizations.

TUHS is a \$2.5 billion academic health system dedicated to providing access to quality patient care and supporting excellence in medical education and research. The Health System consists of Temple University Hospital (TUH), one of the region's most respected academic medical centers; TUH - Jeanes Campus; TUH - Episcopal Campus; TUH - Northeastern Campus; Fox Chase Cancer Center; Temple Women's Hospital; Temple Transport Team (T3), a ground and air-ambulance company; Temple Faculty Physicians, the academic practice plan of TUHS; and Temple Physicians, Inc., a network of community-based specialty and primary-care physician practices.

TUHS is a progressive and innovative organization. Within the past year, it has earned national and regional accolades for excellence in healthcare. Among these recognitions are the Philadelphia "Employer of Choice" (they are the only healthcare provider named), Forbes "Best in State", Healthcare Equality Index Leader, Nursing Magnet, and Leapfrog "A" Safety Grade. These honors speak to the proud team culture of TUHS.

Notable statistics about Temple Health include:

- 979 licensed beds
- 34,283 admissions
- 1.5 million Patient Visits
- 180,000 emergency room and urgent care visits
- 22,000 inpatient and outpatient surgeries
- 300 organ transplants
- 2,200 births
- 1,557 physicians
- 980 residents, fellows and grad students
- 41 accredited residency training programs
- 10,000+ faculty member and employees

Temple Faculty Physicians (TFP)

Temple Faculty Physicians is made up of more than 500 dually-employed physicians who are the cornerstone of clinical care and teaching for Temple's healthcare enterprise. These physicians practice in 20 academic departments encompassing virtually every subspecialty in modern medicine.

While remaining committed to their mission of serving patients in the North Philadelphia community, in recent years, Temple Faculty Physicians has expanded its geographic reach beyond

Temple University Hospital's Health Sciences campus. Today, Temple physicians care for patients in several Temple-affiliated hospitals, in satellite offices located in Center City Philadelphia, Fort Washington, PA, Oaks, PA and various other outpatient settings. This expanded reach has brought Temple medical care closer to home for many of its patients.

A Board of Directors comprised of key physician and executive leaders of the Temple University Health System and the Lewis Katz School of Medicine governs Temple Faculty Physicians. The board is chaired by the Chairperson of the LKSOM/TUH Department of Radiation Oncology.

Fox Chase Cancer Center

Fox Chase Cancer Center was formed and named an NCI-Designated Comprehensive Cancer Center in 1974, when the American Oncologic Hospital (established in 1904) and the Institute for Cancer Research (founded in 1927) united. Fox Chase is a freestanding cancer center affiliated with Temple University Health System and serves as the cancer program for Temple University. With a staff of over 2,000, including hundreds of physicians and scientists, the center provides state-of-the-art patient care, and supports research in more than 80 laboratories.

The affiliation with Temple University has added value to the cancer center with the addition of 50 research program members from multiple university departments, LKSOM, and the College of Public Health to the cancer center roster. Reciprocally, Fox Chase research faculty have adjunct appointments in the LKSOM Department of Cancer and Cellular Biology and contribute to training LKSOM students.

Fox Chase is a founding member of the National Comprehensive Cancer Network, a not-for-profit alliance of the world's leading cancer centers known for setting the accepted standards of clinical best practice in the field of oncology. The Center's research enterprise also serves as a prime contractor of the National Cancer Institute's PREVENT Cancer Preclinical Drug Development Program. An important role of the dean will be to enhance the productive integration of Fox Chase with LKSOM and TUHS and to extend the benefits of world-class cancer research and care to the underserved populations of North Philadelphia.

Philadelphia, Pennsylvania

Philadelphia is the largest city in the Commonwealth of Pennsylvania and the fifth most populous in the United States. In the Northeastern United States, at the confluence of the Delaware and Schuylkill rivers, Philadelphia is the economic and cultural anchor of the Delaware Valley, a metropolitan area home to 7.2 million people and the eighth-largest combined statistical area in the United States.

Philadelphia is the center of economic activity in Pennsylvania and is home to seven Fortune 1000 companies. The city is known for its arts, culture, and history, attracting over 39 million domestic tourists in 2013. The 67 National Historic Landmarks in the city helped account for the \$10 billion generated by tourism.

Philadelphia has a plethora of educational options with many private and public institutions. The Philadelphia School District is the eighth largest school district in the United States with 142,266 students in 218 public schools and 86 charter schools as of 2014. Philadelphia has the third-largest higher education student concentration on the East Coast, with over 120,000 college and university students enrolled within the city and nearly 300,000 in the metropolitan area.

Together, Temple University and Temple University Health System are the second largest private employer in Philadelphia. Temple generates about \$4.6 billion in economic impact within the City of Philadelphia, supporting about 23,000 jobs and generating about \$53 million in local taxes. Temple's economic impact within the Commonwealth of Pennsylvania is \$5.6 billion, including about 71,000 jobs and about \$107 million in state taxes.

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume, letter of interest, and a DEI statement (describing the applicant's contributions, and vision for, advancing diversity, equity and inclusion). WittKieffer is assisting Temple University in this search. For fullest consideration, candidate materials should be received by April 22, 2022.

Please direct all nominations, applications and inquiries to:

Jeff Schroetlin, Joyce De Leo, PhD and Megan Welch:
TempleMedDean@wittkieffer.com.

Temple University is committed to a policy of equal opportunity for all in every aspect of its operations, including employment, service and educational programs. The university does not discriminate on the basis of age, color, disability, marital status, national origin or ethnic origin, race, religion, sex (including pregnancy), sexual orientation, gender identity, genetic information, or veteran status.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Lewis Katz School of Medicine at Temple University 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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