

HOWARD UNIVERSITY

Senior Associate Dean for
Research and Cancer Center

Director Search



1867

HOWARD

UNIVERSITY

About Howard University

www.howard.edu

History

Established in 1867, Howard University is one of the nation's leading research universities dedicated to educating students from diverse backgrounds, with a particular focus on African-American students, as well as those of all other racial and ethnic groups from the United States and the world. The University received its first accreditation from the Middle States Association of Colleges and Schools in 1921 and has had its accreditation reaffirmed at every required interval thereafter. The University's main campus is located in Washington, DC, within five miles of the United States Capitol. Howard has grown from a single-frame building in 1867 to more than 256 acres which consists of Howard's main campus, 400-bed Howard University Hospital, its East and West campuses, and includes a 108-acre research facility in Beltsville, Maryland.

Howard's academic programs are offered by 13 schools and colleges: the College of Arts and Sciences; the School of Business; the School of Communications; the College of Dentistry; the School of Divinity; the School of Education; the College of Engineering, Architecture and Computer Sciences; the Graduate School; the School of Law; the College of Medicine; the College of Nursing and Allied Health Sciences; the College of Pharmacy; and the School of Social Work.

Howard is a unique university with a special mission that addresses the higher education needs of the nation and the world. Since its founding, Howard has been open to men and women from all racial and ethnic groups. The University has awarded more than 100,000 degrees in

the arts, sciences and humanities. The University continues to attract the nation's top students and produces more on-campus African-American Ph.D.s than any other university in the world.

The University has long held a commitment to the education and advancement of disadvantaged persons in American society and throughout the world. The goal is the elimination of inequities related to race, color, social, economic and political circumstances. A commitment to excellence across all of its programs is in keeping with the University motto, *Veritas et Utilitas*, or **Truth and Service**.

Present Day

Today, Howard is one of only 48 US private, doctoral/research-extensive universities. Its 10,500 students enjoy academic pursuits in more than 120 areas of study leading to undergraduate, graduate and professional degrees. These students come from virtually every state, the District of Columbia, and nearly 70 countries. The University competes in 17 varsity sports including basketball, football, bowling, lacrosse, soccer, softball, swimming, tennis, both indoor and outdoor track and volleyball. Undergraduates comprise 67 percent of the total enrollment.

On July 22, 2014, the University announced Wayne A.I. Frederick, MD, MBA as its 17th President. His appointment brings new vigor to the campus as he continues to build and renew the University's comprehensive and unique

perspective to educating exceptional leaders. Howard University builds on its legacy and continues to maintain its special emphasis on the training of African-American students for national and global leadership roles.

Howard is a leader in STEM fields. The National Science Foundation has ranked Howard as the top producer of African-American undergraduates who later earn science and engineering doctoral degrees. The University also produces more minority doctoral graduates in computer science than any other university in the nation and boasts nationally ranked programs in social work, business and communication sciences and disorders. In 2013, The Washington Post named Howard "An Incubator for Cinematographers."



The Howard University Mission

Howard University, a culturally diverse, comprehensive, research intensive and historically Black private university, provides an educational experience of exceptional quality at the undergraduate, graduate, and professional levels to students of high academic standing and potential with particular emphasis upon providing educational opportunities for Black students. Moreover, the University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching, research and service, committed to the development of distinguished, historically aware, and compassionate graduates and to the discovery of solutions to human problems in the United States and throughout the world. With an abiding interest in both domestic and international affairs, the University is committed to continuing to produce leaders for America and the global community.



Leadership

Dr. Wayne A.I. Frederick, President



Dr. Wayne A.I. Frederick is dedicated to continuing the University's legacy of being a world-renowned academic and research institution. As a triple alumnus, Dr. Frederick's dedication to Howard University spans more than two decades. He earned the BS, MD, and MBA degrees from Howard and completed his surgical residency training at Howard University Hospital. After fulfilling his post-doctoral research and surgical oncology fellowships at the University of Texas MD Anderson Cancer Center, Dr. Frederick began his academic career as Associate Director of the Cancer Center at University of Connecticut, where he also served on the Department of Surgery faculty. Since returning to Howard University in 2006, Dr. Frederick has served as Interim President, Provost & Chief Academic Officer, Associate Chair in the College of Medicine, Division Chief in the Department of Surgery, Director of the Cancer Center, and Deputy Provost for Health Sciences.

As a distinguished researcher and surgeon, Dr. Frederick is the author of numerous peer-reviewed articles, book chapters, abstracts, and editorials. He has also received numerous awards honoring his outstanding scholarship and service. In June 2014, Congress recognized him for his contributions in addressing health disparities among African-Americans and historically underrepresented groups.

Dr. Frederick's groundbreaking research and examination of the unconscious bias in academia has been presented to scores of national and international audiences. His research findings recommend changes to pedagogy, curriculum reform, and inter-professional instruction. Through his experience as a scholar and an administrator, Dr. Frederick continues to support innovative solutions to further the mission of Howard University and support the success of its students.

The Health Science Campus and College of Medicine

<http://healthsciences.howard.edu/education/schools-and-academics/medicine>

The College of Medicine is a part of Howard University's Health Sciences Complex. In addition to the College of Medicine, Health Sciences includes the Howard University Hospital (HUH); the College of Dentistry; the College of Pharmacy, College of Nursing and Allied Health Sciences; Graduate Medical Education; Howard University Cancer Center; the Louis Stokes Health Sciences Library; and the Student Health Center. Located in the nation's capital, the University's Health Science Complex draws upon the immense medical resources of this area, including the National Institutes of Health and the National Library of Medicine.

Leadership development is a key part of all of the degree programs at Howard. The academic program leading to the M.D. is designed to produce physicians who are knowledgeable of the principles of modern medical science and who have mastered the art of critical thinking in the clinical decision-making process. Dual degree programs are offered jointly with the Graduate School (M.D./Ph.D.) and the College of Arts and Sciences (B.S./M.D.). In addition, six training programs leading to the Master of Science and/or Doctor of Philosophy degree are available in the College of Medicine. These degrees are offered through programs in anatomy, genetics and human genetics, microbiology, biochemistry, pharmacology and biophysics.



A Unique History

By November 1868, the first opening exercise for the medical department was held at the First Congregational Church and classes began with eight students (seven black and one white) and five faculty members. At the time of its founding, the medical department included degree programs in medicine and pharmacy. A degree program in dentistry was introduced in the early 1880s. Only one member of the founding faculty was African American, Dr. Alexander Thomas Augusta who graduated from Trinity Medical College in 1856. The first class graduated in 1871 and included two blacks and three whites. Howard graduated its first woman Mary Spackman in 1872, and its first black woman Eunice Shadd in 1877. Howard University has also been noted for educating individuals from the West Indies and Africa.

Many noted physicians and scientists have been affiliated with the College of Medicine over the years. Dr. Daniel Hale Williams, the first physician to successfully perform open heart surgery, served as Chief Surgeon of Freedmen's Hospital during the 1890s. Dr. Charles Drew, well-known for his ground-breaking research on banked blood and for his leadership of the "Blood for Britain" project during World War II, served as head of the Department of Surgery from 1941 until his untimely death in 1950.

After the implementation of the Flexner Report of 1910, only two of the seven black medical schools survived, Howard and Meharry Medical College (Nashville, TN). Since then, Howard University has been at the forefront of training African-American and women physicians for the United States. In 1975, the new Howard University Hospital (HUH) opened replacing the Freedmen's Hospital and today serves as the College of Medicine's major teaching facility.

Today

The college uniquely addresses the special healthcare needs of medically underserved communities, and continues to produce a significant number of the nation's minority physicians. The COM currently has 456 students, most recently graduating 104 students. The graduation rate is 90%, and the residency match rate is 89%. The faculty is comprised of 260 full-time and 26 part-time professors. The College of Medicine has a clinical center with 10 examination rooms, and a new state of the art health sciences simulation center, which contains operating and delivery room suites. This allows students the opportunity for inter-professional practice of clinical procedures before working on an actual patient. The COM touts more than 4,600 living alumni.

Howard University Hospital



Over the course of its 147-year history of providing the finest primary, secondary and tertiary health care services, Howard University Hospital, a Level 1 Trauma Center, has become one of the most comprehensive health care facilities in the Washington, D.C. metropolitan area. US News & World Report has ranked Howard University Hospital one of America's best hospitals; and, in April 2007, the hospital ranked number one among selected area hospitals on 19 quality measures published by the U.S. Health and Human Services Department. Washingtonian and Black Enterprise magazines have identified physicians affiliated with the hospital as leaders in a vast range of specialties.

A private, nonprofit institution, HUH is the nation's only teaching hospital located on the campus of a historically black university. It offers medical students a superior learning environment and opportunities to observe or participate in groundbreaking clinical and research work with professionals who are changing the face of health care.

HUH's community-based programs include the Diabetes Treatment Center, a state-of-the-art facility that services the multiple medical needs of diabetic patients through a multidisciplinary approach to patient care. Specialized services include endocrinology, ophthalmology, podiatry, diabetes education, pharmacists and nutritionists. Counseling is tailored to the patient's goals, education and lifestyle. The Women's Wellness Center offers state-of-the-art imaging services; and, the Perinatal Diagnostic and Ultrasound Center promotes individualized care to women requiring advanced procedures and consultations, with special attention to expectant mothers with high-risk pregnancies. The Mood and Anxiety Behavioral and Neuroscience Center researches ways to prevent post-traumatic stress disorders, treats bipolar illnesses and provides treatment-resistant depression modalities. The Department of Neurology has been distinguished for excellence in the treatment of stroke outcomes, ranking in the top five percent in the nation.

For more information see <http://www.huhealthcare.com/>.



The Position

Howard invites applications and nominations for Senior Associate Dean for Research (SADR) and Cancer Center Director. Reporting to the Dean of the College of Medicine (COM), the SADR serves as the chief research officer, is responsible for developing and implementing the vision, plan and policies to guide the COM's research portfolio, and for leading all aspects of the university's research infrastructure and operations.

The SADR encourages and supports COM investigators, facilitates multidisciplinary projects, seeks out new sources of funding, strives to connect units in new ways in order to train the best students and retain top faculty, guarantees the ethical, informed and safe conduct of research, and fosters clinical and translational research.

The SADR will have academic and scientific experience in conducting and managing a research programs, securing external funding, and possess the leadership qualities and abilities to help Howard University continue its reputation as a major national research university.

Additionally as the Director of the Howard University Cancer Center (HUCC), the SADR will lead research and clinical efforts of the HUCC including staffing, operations and patient care. <http://cancer.howard.edu/default.htm>

The Howard University Cancer Center (HUCC)

The unique aspect of Howard University Cancer Center (HUCC) is our natural ability and strength to address cancer disparities with an emphasis on those cancers that disproportionately impact African-Americans, in particular. There are three overarching programmatic areas in the Cancer Center: (1) cancer biology; (2) cancer etiology; and (3) cancer prevention, control, and population sciences; whereby cancer disparities represent the underlying theme of the research focus.

HUCC has had a long history of serving minorities and underserved populations and addressing disparities. Thus, the mission of HUCC is to reduce the burden of cancer through research, education, and service, with emphasis on the unique ethnic and cultural aspects of minority and underserved populations.

The ultimate goal of the Cancer Biology Program is to translate basic laboratory results from the bench to the bedside. To accomplish this goal, the members of this program focus on biochemical, molecular, and genetic mechanisms related specifically to those cancers that disproportionately impact African-Americans, in particular. Research in this program addresses targeted drug delivery as well as new techniques that can be used to design and synthesize drugs.

The Cancer Biology Program incorporates expertise in the areas of biochemistry, chemistry, physics, pathology, molecular biology, genetics, microbiology, pharmacology, radiation oncology, and surgical oncology. Research activities that are currently underway in the cancer biology program include the following: (1) prostate cancer genetics; (2) methylation profiling and risk of colorectal cancer; (3) differential transcription factor activation of *H. pylori*; (4) triple negative breast cancer in young African-American women; (5) nicotine, biogenic amines and depression; and (6) *in vivo* NMR spectroscopy for noninvasive pharmacokinetics, as examples.



The Cancer Etiology Program focuses on epidemiologic research among predominantly African-Americans and underserved populations. This program examines risk factors that increase or decrease the likelihood of developing cancer risk and its precursors. This research program includes cohort and population studies, molecular genetics, and biochemical markers of exposure. The major focus is on studies that address cancer incidence, morbidity, and mortality with emphasis on diet/nutrition, physical activity, and other behavioral factors as well as genetic factors among African-Americans and Africans.

The Cancer Etiology program includes faculty with expertise in epidemiology, oncology, biostatistics, nutrition, genetics, behavioral and social sciences, and exercise physiology.

The Cancer Prevention, Control and Population Science Program's goal is to reduce the burden of cancer measured by incidence, morbidity, and mortality utilizing behavioral and clinical research interventions. The interventions focus on lifestyle factors including tobacco, nutrition, and exercise in an effort to reduce cancer risk and improve quality of life among minorities and underserved populations.

The studies of screening behaviors as well as the development of new diagnostic tools for early detection are critical in reducing the burden of cancer is a part of the Prevention program. This program addresses health disparities by developing culturally sensitive interventions specific to African-Americans and other minority populations.

Studies are conducted that assess the impact of select behavioral interventions for smoking cessation/tobacco control, diet, and physical activity and screening on cancer risk. African-Americans and other minority populations are able to participate in NCI supported clinical trials via the Minority Based Community Clinical Oncology Program.

The preferred candidate will have an earned doctorate (preferably PhD, MD, or MD/PhD) from a research university, broad experience with externally funded research, and administrative leadership experience in a relevant research environment. In addition, the candidate should have demonstrated success as an administrator and fiscal manager, a record of success in procuring and managing sponsored research programs, and experience in research policy formation, compliance, and operational excellence.

The successful candidate will have demonstrated the ability to work collaboratively with various internal and external constituencies, promote interdisciplinary research and work with a culturally diverse population.

Howard University seeks an entrepreneurial SADR and Cancer Center Director with high academic and administrative standards, dedication to strong graduate, medical, and doctoral education; that prepares future modern research and innovation leaders, a record of promoting outstanding research; and a demonstrated commitment to diversity and inclusion.

The next SADR and Cancer Center Director will possess superior communication skills, political adeptness, entrepreneurial energy, and an ability to represent the university externally to local, national, and international constituencies.

Major Responsibilities

- Develops and implements the vision, plan, and policies to guide the COM's research portfolio and consult regularly with representatives of the research enterprise within the university to achieve the research goals of the university;
- Leads all aspects of the COM's research infrastructure and operations;
- Ensures compliance with all federal, state and university regulations governing research, and ensures that research is conducted according to the highest ethical standards;
- Develops and implements a plan to improve the total amount of funding awarded to the COM and raise its research ranking;
- Assists the Dean of Medicine in maintaining communication, concerning funding and programmatic support for research with congressional offices and committees in consultation and collaboration with the Howard University leadership;
- Provides appropriate training for the COM in the responsible conduct of research and monitor compliance with federal regulations governing research, including the work of the Institutional Review Board, the Institutional Animal Care and Use Committee, and the Radiation Safety Committee;
- Oversees the administration of sponsored projects and research from proposal development through close-out reporting, and compliance with federal and other applicable regulations;
- Promotes clinical and translational research activities across the university;
- Serves as a member of the senior leadership team of the university, sharing common university-wide goals and accountability with other team members;
- Develops, oversees, implements, funds and assesses research initiatives as identified in and aligned with the university's strategic plan; participate in strategic planning efforts;
- Communicates research results and information to research faculty, university administrators and other internal and external research constituencies;
- Manages the allocation of space in the COM's dedicated research buildings;
- Fosters an environment that recognizes research excellence, collegiality and scholarship across the university.

Desired Qualifications

- An earned doctorate degree from a research university; (PhD, MD, or MD/PhD)
- A record of research leadership and accomplishments in the university setting or comparable college of medicine or applicable research setting;
- Broad experience with externally funded research;
- Administrative leadership experience in a relevant research environment;
- Demonstrated success as an administrator and fiscal manager;
- A proven record of interacting productively with faculty members, support staff, and administrators in the research setting;
- Demonstrated experience in working at the federal level on research initiatives, challenges and policies;
- Record of success in procuring and managing sponsored research programs;
- Experience in research policy formation, compliance issues and implementation;
- Excellent communication and interpersonal skills; ability to plan, organize and effectively present ideas and concepts to groups;
- Commitment to the mission and purpose of an urban university and ability to work with a culturally diverse population;
- Demonstrated ability to develop and execute strategies for securing financial support from federal and state funding agencies;
- An ability to foster and promote gender equity and ethnic diversity among faculty and staff to enrich the university, further its research mission, and preserve the uniqueness of Howard University;
- Evidence of recruitment and retention of outstanding staff, as well as teambuilding, supervision, and staff support for professional development.

Procedure for Candidacy

Applications should include a letter of application and curriculum vitae. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately. Harris Search Associates is assisting Howard University for this search. Please send application to address below or contact Jeffrey Harris, Managing Partner, for further details.

Contact Information:

Jeffrey Harris, Managing Partner
Harris Search Associates
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Dublin, OH 43017
Tel: 614-798-8500 ext. 125 Cell: 614-354-2100
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www.harrisandassociates.com

The University does not discriminate on the basis of race, color, national and ethnic origin, sex, marital status, religion, or disability. Veteran status and people with disabilities are encouraged to apply. Inquiries regarding provisions for persons with disabilities, equal employment opportunity and Title IX should be directed to the Office of the Vice President for Human Resources at (202)-238-5960.



Harris Search Associates

I N N O V A T I O N + T A L E N T

Harris Search Associates, an IIC Partners member firm, is a leading global executive search and board advisory consulting firm. Our practice is focused on identifying and attracting leaders to support the growth of clients in the areas of research, science, engineering, academic medicine and commercial enterprises. Clients include the foremost universities, research parks, institutes, academic medical centers and commercial organizations driving global innovation and discovery.

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