



AUGUSTA UNIVERSITY

Founding Dean School of Public Health

Leadership Profile
2022–2023



WittKieffer

Executive Summary

Augusta University seeks a founding dean to help establish and lead its new School of Public Health. The dean will have a unique opportunity to shape the vision for the school and to position Augusta University to make a transformational impact on population health across Georgia and around the world.

The new School of Public Health builds upon a rich legacy of public health research, teaching and service at Augusta University. The school will unify related programs across the institution and add coherence to public health research and scholarship while preparing the next generation of public health professionals, scholars and leaders.

One of only four public research universities in Georgia and the only one with a nationally recognized academic health center, Augusta University is dedicated to training future innovators, leaders and health care providers. Its 10 colleges offer 160 degrees across four campuses and off-site instructional locations throughout Georgia. More than 1,800 faculty provide exceptional instruction, mentorship and education experiences to nearly 10,000 students both inside and beyond the classroom.

Under the leadership of President Keel, Augusta University has founded a [School of Computer and Cyber Sciences](#) and established the [Augusta University Cyber Institute](#); added on-campus undergraduate and graduate [residence halls](#); and grown [undergraduate enrollment](#) by more than 22% and [graduate enrollment](#) by 63%. Augusta University has launched a new strategic plan focused on innovation, engagement, and diversity, equity and inclusion. Guided by the emerging plan, the university seeks to expand enrollment to 16,000 students by 2030.

The university's nearly \$100 million research enterprise reflects a longstanding commitment to improving and enriching the human experience, particularly in the biomedical sciences. The City of Augusta provides the backdrop to several government and corporate partnerships critical to the nation's cyber security and technology enterprise, including [U.S. Army Cyber Command](#) and the Army's [Cyber Center of Excellence](#), the [National Security Agency](#) and the [Savannah River National Laboratory](#), which provide tremendous opportunities for Augusta faculty, researchers, students and graduates.

Augusta University seeks in the founding dean of the School of Public Health an entrepreneurial leader, accomplished educator and distinguished scholar. The ideal candidate will have a portfolio of sustained research, substantial prior administrative experience, and strong visibility within the public health community.

An earned doctoral degree in a related discipline is required along with significant relevant academic administrative experience. The successful candidate will have credentials and a record of accomplishment commensurate with appointment at the rank of Professor at Augusta University.

For more information, see "Procedure for Candidacy" on page 13.

A New School of Public Health

A commitment to public health education, research and practice has long been a part of Augusta University's institutional DNA. Building on this history, President Brooks A. Keel has announced the creation of the School of Public Health at Augusta University. As a standalone academic unit, the new School of Public Health will unify related programs across the institution and add coherence to public health research and scholarship. The School of Public Health will prepare the next generation of public health professionals, scholars and leaders while amplifying Augusta University's impact on population health across Georgia and around the world.

The new school builds upon a robust legacy of public health research, teaching and service, including the following:

- The [Institute of Public and Preventive Health](#) (IPPH) works to improve health, reduce health disparities, and prevent injuries and illnesses in Georgia through research, service, leadership and training. IPPH research focuses on five areas: behavioral health and substance use disorders; child/adolescent development; health policy as it relates to social determinants of health; rural health; and population-based interventions.
- The [Center for Rural Health](#) strives to improve patient care and outcomes in rural communities through innovative and interdisciplinary research, education, services and community engagement. Through a multidisciplinary approach, the center seeks to stabilize rural hospitals and help ensure that citizens of rural Georgia have access to health care.
- The [Center for Bioethics and Health Policy](#) conducts interdisciplinary research to address challenges that undermine health and well-being; provides comprehensive ethical and policy support for clinical services; and offers education to a broad spectrum of learners, equipping them for leadership roles.
- Georgia's statewide [Area Health Education Center](#) (AHEC) network is a complex, multi-disciplinary effort to address the supply and distribution of health professionals in rural Georgia and underserved areas of the state. Augusta University coordinates the collaborative effort with the goal of enhancing access to primary care in rural and underserved areas through the recruitment, training and retention of primary care health professionals.
- Augusta University's [MPH program](#) prepares graduates to prevent disease, improve the delivery of health services, and promote the health of populations. Coursework is primarily online while a capstone project provides hands-on internship opportunities. Working professionals can complete the MPH in two years, with part-time options available.
- The MPH program is fully accredited by the Council on Public Health Education (CEPH). Initially a collaboration between the [College of Allied Health Sciences](#) and [The Graduate School](#), the program is now housed in the Institute of Public and Preventive Health in preparation for the new School of Public Health.
- The College of Allied Health Sciences' research-based [PhD in Applied Health Sciences](#) is designed for clinicians seeking advanced interprofessional education. Students are equipped to advance the discovery, dissemination and application of new knowledge in the health sciences in order to address pressing health care challenges.
- The [Department of Population Health Sciences](#) at Augusta University's Medical College of Georgia seeks to understand, preserve and improve the health of human populations through research, training and community engagement with a focus on the health of Georgians. The department comprises three divisions: Biostatistics and Data Science, Epidemiology, and Health Economics and Policy.
- The [College of Education and Human Development's B.S. in Health Promotion](#) provides an undergraduate degree option that focuses on disease prevention and health promotion as opposed to treatment and rehabilitation.

Opportunities and Expectations for Leadership

The founding dean of the School of Public Health will have a unique opportunity to build and lead a new school, shaping a vision and approach for Augusta University to advance public health locally and globally. As its senior academic and administrative officer, the dean oversees all education, teaching, research and service activities in the school.

The dean is responsible for the school's operations, policies and procedures, providing strategic direction and setting priorities for resource allocation and utilization. Reporting to the provost, the dean helps to ensure that Augusta University achieves key objectives of the university's strategic plan. The dean is the chief advocate for the school, representing the School of Public Health within the university, the community and the profession.

In addition, the founding dean of the School of Public will be expected to:

- **Articulate and pursue a distinctive, strategic vision for the School of Public Health.**
Working in partnership with faculty, staff and students, develop a distinct and unifying vision for positioning the School of Public Health and Augusta University for pre-eminence in addressing existing and emerging public health challenges.
- **Grow the school's exceptional faculty.**
Develop and implement a sustainable strategy for faculty expansion, leveraging existing strengths and seizing opportunities for collaboration within the school and across the university.
- **Steward the growth of a robust research enterprise.**
Encourage and facilitate excellence in public health research and scholarship, building on the faculty's upward trajectory of scholarly productivity and extramural funding.
- **Champion excellence and innovation in education, teaching and learning.**
Ensure academic programs are at the forefront of public health theory and practice while anticipating future public health education needs. Inspire innovation in education, pedagogy and learning, leveraging Augusta University's strength and experience in hybrid learning modalities and online education.
- **Generate new resources and steward the school's fiscal health.**
Position the school for long-term success by diversifying revenue sources, particularly through increased private philanthropy as well as through corporate, industry and community partnerships and foundation support. Prioritize funds for endowed professorships, graduate fellowships and scholarships, and start-up costs. Pursue external institutional collaborations to capitalize on shared infrastructure and realize operational efficiencies.
- **Increase enrollment of exceptional public health students.**
Building on the steady growth of public health at Augusta, oversee an enrollment management strategy to attract an exceptional and diverse student body at both the undergraduate and graduate levels.
- **Foster collaboration and enhance internal and external partnerships.**
Facilitate interdisciplinary and inter-school collaborations across the institution in pursuit of shared goals. Develop strategic external partnerships, *e.g.*, with CDC, Department of Defense, WHO, Fort Gordon, Georgia Department of Public Health, local and regional health departments, and Augusta University Health, to enhance the school's impact and presence.

Professional Qualities and Personal Characteristics

Augusta University seeks an entrepreneurial leader, accomplished educator and distinguished scholar to serve as the founding dean of the School of Public Health. The ideal candidate will have a portfolio of sustained research, substantial prior administrative experience and strong visibility within the public health community.

An earned doctoral degree in a related discipline is required along with significant relevant academic administrative experience. The successful candidate will have credentials and a record of accomplishment commensurate with appointment at the rank of Professor at Augusta University.

In addition, the ideal dean candidate will possess the following:

- A vigorous work ethic, sound judgment and unimpeachable integrity
- Capacity to develop strategic plans and initiatives and the ability to operationalize them
- Ability to build community and consensus among constituents, including faculty, students, staff, senior institutional leaders, volunteers and community members
- Record of success enhancing diversity, equity and inclusion
- Demonstrable experience building public-private partnerships
- Strong team building skills and the ability to cultivate and maintain multiple relationships
- A record of mentorship and commitment to faculty and staff development and student success
- Highly developed interpersonal and communication skills, ability to listen and high emotional intelligence
- Ability to manage financial, capital and human resources and to make strategic budgetary and operational decisions
- Knowledge of and the ability to interpret and apply relevant accreditation standards
- Desire and capacity to manage change and a high tolerance for ambiguity.



About Augusta University

Augusta University is a public research university and medical center dedicated to training the next generation of innovators, leaders and health care providers. Augusta is one of only four public research universities in the state of Georgia and the only one with a nationally recognized academic health center.

The university offers 160 degrees across 10 colleges and schools and has campuses and off-site instructional programs throughout Georgia. Augusta faculty are insightful and expert instructors dedicated to inspiring students in and outside the classroom. More than 1,800 full- and part-time faculty teach, mentor and support the success of approximately 9,800 students, including 5,500 undergraduates, with the support of 4,200 staff.

Graduate, undergraduate and professional students alike have opportunities to engage in independent and faculty-led research at Augusta. The university's nearly \$100 million research enterprise reflects a longstanding commitment to enriching the human experience, particularly in the biomedical sciences. The university and City of Augusta provide the backdrop for several government and corporate partnerships critical to the nation's cyber security and technology enterprise, including [U.S. Army Cyber Command](#) and the Army's [Cyber Center of Excellence](#), the [National Security Agency](#) and the [Savannah River National Laboratory](#), which provide tremendous opportunities for Augusta faculty, researchers, students and graduates.

History

Augusta University was founded on December 10, 1828, as the Medical Academy of Georgia and renamed the Medical College of Georgia (MCG) five years later. As the city of Augusta grew and expanded to meet the needs of the community, other institutions were born, each creating its own legacy.

In 1996, Augusta College became Augusta State University; in 2011, MCG became Georgia Health Sciences University to reflect its broad mission across the health sciences. Both schools continued to expand to meet the education needs of a changing society. In 2013, building on the legacies of its parent institutions, Georgia Health Sciences University and Augusta State University became one. In December 2015, that institution became Augusta University.

Mission and Vision

Augusta University provides leadership and excellence in teaching, discovery, clinical care and service as a student-centered comprehensive research university and academic health center with a wide range of programs from learning assistance through postdoctoral studies. Its vision is to be a top-tier university that is a destination of choice for education, health care, discovery, creativity and innovation.

Values

- **Collegiality** reflected in collaboration, partnership, sense of community and teamwork.
- **Compassion** reflected in caring, empathy and social responsibility.
- **Excellence** reflected in distinction, effectiveness, efficiency, enthusiasm, passion and quality.
- **Inclusivity** reflected in diversity, equality, fairness, impartiality and respect.
- **Integrity** reflected in accountability, ethical behavior, honesty and reliability.
- **Leadership** reflected in courage, honor, professionalism, transparency and vision.



Strategic Plan

In Spring 2022, Augusta University unveiled *Creating a Legacy Like No Other*, the university's 2022–2027 strategic plan. The plan identifies three aspirational imperatives: enrolling 16,000 students and being among the top 60 NIH-funded medical colleges by 2030, and earning the Carnegie Foundation's Community Engagement Classification by 2026. Five strategic priorities undergird the strategic plan: **learning, discovery, student success, community, and stewardship**. Interwoven among them are three themes: **innovation, engagement, and diversity, equity, and inclusion**. Read more about the [strategic plan](#).

Research

Interdisciplinary and translational research and scholarship distinguish Augusta University's ever-expanding campus, where groundbreaking discoveries span computer science, information technology, cybersecurity and other fields. Signature basic, clinical and translational research place Augusta at the forefront of biomedical science, and the National Security Agency and Department of Homeland Security have designated the university a Center of Academic Excellence in Cyber Defense — a distinction held by fewer than 250 universities nationwide.



University Leadership



President Brooks A. Keel

Brooks Keel took office as President of Augusta University in July 2015. He previously served as president of Georgia Southern University. Before that, he held senior appointments at Louisiana State University, where he served as vice chancellor for research and economic development, the University of Kansas–Wichita and Florida State University.

As a basic science and clinical researcher, Keel served as principal investigator or co-principal investigator on externally funded grants and contracts totaling more than \$26 million. He is the author of 65 peer-reviewed scientific publications, 78 peer-reviewed abstracts and 19 book chapters and has edited four books in the areas of reproductive medicine and biology.

An internationally recognized expert in reproductive medicine, Keel is a member of the Society for the Study of Reproduction, the American Society for Reproductive Medicine, and the Society for Gynecologic Investigation. He has served on numerous boards, including the American Board of Bioanalysis, American Association of Bioanalysts Board of Registry, Oak Ridge Associated Universities, Southeastern Universities Research Association and the Executive Committee of the Council on Research Policy and Graduate Education of APLU.

Keel earned a bachelor's degree in biology and chemistry from Augusta College in 1978 and a doctorate in reproductive endocrinology from the Medical College of Georgia in 1982. A graduate of both of Augusta University's legacy institutions, Keel worked for 20 years as a professor and researcher before moving into administration.



Provost Neil J. MacKinnon

Neil MacKinnon took office as Provost and Executive Vice President for Academic Affairs in January 2021. As Augusta's chief academic officer, he has oversight of academic affairs, research, student affairs and enrollment management across the university. He is responsible for advancing strategic initiatives, including the institution's goals to increase student enrollment and enhance research opportunities.

Prior to joining Augusta University, MacKinnon served as dean of the University of Cincinnati's James L. Winkle College of Pharmacy. Under his leadership, the college experienced unprecedented student enrollment and set records for faculty, staff and student diversity. He completed the largest faculty hiring initiative in the college's history and oversaw a \$34 million renovation of its facilities.

MacKinnon earned a Ph.D. in Pharmacy Health Care Administration and completed a fellowship at the University of Florida, Gainesville; has a M.S. in Hospital Pharmacy from the University of Wisconsin–Madison; and received a Bachelor of Science degree from Dalhousie University in Halifax, Nova Scotia, Canada.

Colleges and Schools

Augusta University currently comprises 10 colleges and schools:

- The [College of Allied Health Sciences](#) trains and educates today's health care professionals — the therapists, technicians, administrators, managers, and assistants who are the backbone of the nation's health care workforce.
- The [School of Computer and Cyber Sciences](#) provides innovative education and research in computer science, information technology and cybersecurity. Augusta's newest school has quickly become a leader in community outreach and engagement, making strong contributions to the military, state and private and public sectors.
- The [Pamplin College of Arts, Humanities and Social Sciences](#) is the heart of the university's liberal arts mission. It fosters critical thinking about complex questions of the human experience, cultivates creative expression and community engagement, and prepares students for diverse careers in our global society.
- The [James M. Hull College of Business](#) advances the future of business and its workforce through high-quality business education, distinctive academic programs and experiential learning opportunities.
- The only dental school in the state, the [Dental College of Georgia](#) educates the next generation of oral health care providers by offering hands-on education through innovative research, patient care and service.
- Through its degree and professional development programs, the [College of Education and Human Development](#) cultivates innovative educational leaders, advances health practices through kinesiology research, and explores critical questions in public education, sharing exciting ideas and best practices across the world.
- [The Graduate School](#) prepares successful and innovative leaders, scholars, researchers, educators and clinicians to advance their fields and make a positive impact on their communities and the world. Small class sizes enable a dedicated faculty to cultivate and model supportive and collegial relationships with students.
- The [College of Nursing](#) — the largest in the state — provides leadership through excellent, innovative nursing education, research, practice and service to promote the health, healing and well-being of individuals, families and diverse communities across Georgia and the nation.
- The [College of Science and Mathematics](#) provides students with strong foundations in the sciences and prepares them for careers, citizenship and lifelong learning. Faculty promote scientific inquiry and discovery and are dedicated to creating opportunities for students' intellectual growth and community involvement.
- The [Medical College of Georgia](#) is the state's only public medical school and the eighth largest in the nation. Anchored in Augusta with regional clinical campuses throughout Georgia, the college has more than 2,500 voluntary clinical faculty throughout the state committed to health care, education, discovery and service.



Campuses

The **Forest Hills Campus** houses the College of Education's Department of Kinesiology and the university's Department of Athletics. Also located on the campus are the Christenberry Fieldhouse; baseball, softball and soccer fields; and a full-size golf course that is home to the nationally recognized NCAA Division I Jaguars.

Located in downtown Augusta, the **Health Sciences Campus** is at the forefront of health care innovation. The campus is home to the College of Allied Health Sciences, College of Nursing, College of Science and Mathematics, Dental College of Georgia, [The Graduate School](#), and Medical College of Georgia. It is the state's only public academic medical center.

Nestled along the Savannah River, the **Riverfront Campus** is located in Augusta's growing cybersecurity corridor. The campus is home to the [Georgia Cyber Center](#), including the university's School of Computer and Cyber Sciences, which is opening doors for the future of cybersecurity research, workforce development and entrepreneurship, and is quickly establishing Augusta, Georgia, as a hub for cyber industry talent.

Built in and around a former United States arsenal, the historic **Summerville Campus** is home to the university's liberal arts curriculum. In the shade of ancient trees, professors from the Katherine Reese Pamplin College of Arts, Humanities and Social Sciences; the nationally ranked James M. Hull College of Business; the College of Education and Human Development; and the College of Science and Mathematics' Department of Military Sciences provide students a pathway to be commissioned as an officer in the U.S. Army without interrupting their college courses.

Health System

Augusta University Health is a world-class, not-for-profit health care network, offering the most comprehensive primary, specialty and subspecialty care in the region. As an academic health center, Augusta University Health differs from community hospitals with its three primary missions of patient care, education and research. While providing a full range of clinical services, the system maintains an infrastructure to foster education and research. The system's health care professionals benefit from cutting-edge knowledge and training, cultivating the next generation of caregivers and pioneering innovative research that improves medical diagnosis, treatments and technology.

Augusta University's extensive and integrated academic health center includes Augusta University Health System, Augusta University Medical Center, Augusta University Medical Associates, Georgia Cancer Center and the Children's Hospital of Georgia. Augusta University Health provides skilled, compassionate care to its patients, conducts leading-edge clinical research, and fosters the medical education and training of tomorrow's health care practitioners.





Augusta, Georgia

Situated on the southern banks of the Savannah River, Georgia's second-oldest, second-largest city is a vibrant, progressive community that straddles the line between big-city bustle and small-town charm. A halfway point between the Appalachian Mountains to the north and the Atlantic Ocean to the south, Augusta is affectionately known as the South's Garden City.

In addition to being a haven of technology and the arts, the city is home to some of the nation's most beautiful lakes and trails, offering year-round outdoor adventures. At night, a community of artists, musicians, foodies and go-getters comes to life, offering live music, theater and culinary delights ranging from hole-in-the-wall eateries to fine-dining restaurants.

Augusta is home to professional baseball, roller derby and rugby teams and the annual Masters tournament. Each year during the first week of April, the city becomes the golf capital of the world, drawing local legends and long-time favorites to what many consider the most beautiful golf course in the world.

Learn more about [Augusta](#).

Procedure for Candidacy

Applicants should provide a CV and a letter of interest that addresses the themes in this leadership profile, highlights their impact as teachers and scholars, and outlines their relevant administrative experience. Candidates will be considered until an appointment is made.

WittKieffer is assisting Augusta University with this search. Application materials can be submitted using WittKieffer's [candidate portal](#). Confidential nominations and inquiries can be directed to:

Philip Tang and Mercedes Chacón Vance
AugustaPublicHealthDean@wittkieffer.com

Augusta University is an equal opportunity employer and, in compliance with federal and state laws and university policy, is committed to providing equal educational and employment opportunities for all persons without regard to age, color, national origin, race, religion, disability, veteran status, sex, sexual orientation, or gender identity. Individuals from traditionally underrepresented populations are encouraged to apply.

