



Boston University School of Medicine

Position Specification

Chair, Department of Pharmacology and Experimental Therapeutics

Boston University School of Medicine

October 2021



CONFIDENTIAL POSITION SPECIFICATION:

Position	Chair, Department of Pharmacology and Experimental Therapeutics
Company	Boston University School of Medicine
Location	Boston, Massachusetts
Reporting	Basic Science Chairs report to the Dean of the School of Medicine
Website	https://www.bumc.bu.edu/busm/

THE OPPORTUNITY

Founded in 1839, the Boston University (BU) is one of the largest independent, nonprofit universities in the country, with 17 colleges and schools. Its School of Medicine (BUSM) is one of the graduate schools of BU and is one of the premier research-intensive schools in the nation. Established in 1848, the BUSM was the first institution in the US to formally educate women physicians. Originally named the New England Female Medical College, it subsequently became BUSM when it became co-educational in 1873. The school graduated the first black American woman physician in the United States, Dr. Rebecca Lee Crumpler, and the first Native American physician, Dr. Charles Eastman.

BUSM's is dedicated to the educational, intellectual, professional and personal development of a diverse group of exceptional students, trainees, and faculty who are deeply committed to the study and practice of medicine, to biomedical research, and to public health. Today, BU ranks No. 42 in Best Colleges is National Universities, and the School of Medicine ranks No. 33 in Best Medical Schools (Research) in the 2022 edition of *U.S. News & World Report*. Led by Dean and Provost, Dr. Karen Antman, BUSM continues to reach new heights as it approaches its 175th year.

BUSM continues to make critical investments **to strengthen its cutting-edge research and capabilities, particularly interdisciplinary approaches to discovery and innovation**. A critical success factor for the School in expanding these changes is the recruitment of a new Chair for the Department of Pharmacology and Experimental Therapeutics. A national search is underway.

The Chair will play a leadership role within the School, overseeing their Department's development by working with other Chairs (Basic and Clinical), Center Directors and the Deans to establish and enhance collaborations in research, education, and training. The successful candidate will find an extraordinary opportunity to expand the national prominence of their Department's research and training programs and their own individual research program. Candidates must be operationally astute, highly knowledgeable about opportunities in research and familiar with recent advances and challenges in all disciplines housed within the Departments.

Reporting to the Dean, the Chair must be passionate advocate for their Department's trainees, students, faculty, and staff. They will be major institutional leaders, working with the Dean's Office in leading the academic enterprise for BUSM. The successful Chair will have the opportunity to build leading 21st century Departments on a foundation of renowned training and research excellence, serving as an advocate within the University for all of its missions.

The successful Chair will demonstrate the ability to effectively steward Department resources, exhibit entrepreneurial spirit, lead through a time of great transformation, and establish and foster



collaborative relationships with university administrators, faculty, staff, students, alumni, donors and community partners and leaders. They will understand, appreciate, and guide the development of training and research programs, add to the high caliber of currently held NIH T32 Institutional Training Grants, effectively support their distinct academic and clinical partnerships, and represent the Department and School in various regional and national committees.

The successful Chair must bring vision to the task of drafting their Department's future, coupled with an ability to lead in a fashion that inspires others. Above all, the Chair will be consensus builders and agents for change in an era where the research enterprise is undergoing innovation and transformation nationwide.

DEPARTMENT OF PHARMACOLOGY AND EXPERIMENTAL THERAPEUTICS

History

The Department of Pharmacology & Experimental Therapeutics at Boston University School of Medicine was formally established in the fall of 1918. A pharmacology curriculum of lectures, recitations, and laboratory exercises was established and taught by faculty from other institutions. The first appointment of a BUSM professor of pharmacology occurred with the arrival of Dr. Walter L. Mendenhall in 1921. He was succeeded in 1946 by Dr. George L. Maison. By the early 1950s medical students were exposed to a 190-hour course in pharmacology that emphasized the experimental aspect of the science. Research and training of graduate students were in areas of high-altitude physiology, cardiac pharmacology, and the pharmacology of veratrum alkaloids.

Earl H. Dearborn, Ph.D., M.D., from Johns Hopkins School of Medicine, became department chair in 1952, when Dr. Maison became scientific director of Riker Laboratories; Charles J. Kensler, Ph.D., in 1957, when Dr. Dearborn moved to American Cyanamid; and Dr. Edward W. Pelikan in 1960, when Dr. Kensler was appointed vice president at Arthur D. Little, Inc. Research activities of the department faculty during the subsequent thirty-year period under Dr. Pelikan's leadership included structure-activity studies of neuromuscular blocking agents, the pharmacology of drugs of abuse, pharmacokinetics, gastrointestinal pharmacology, the pharmacology of blood, and the history of medicine.

After Dr. David H. Farb assumed the leadership of the department in 1990, the scope of scientific inquiry has shifted to investigations at the molecular level, with emphasis on interdisciplinary approaches and the use of advanced technologies. The major research area of the department now include molecular neuropharmacology, as well as cancer and cardiovascular pharmacology. Scientific activity and research training have reached a record level of national recognition, placing the pharmacology training program in the top quartile nationally based upon research productivity.

Expanded research training opportunities for students and innovative recruitment strategies have contributed to more than a doubling in the number of students in the M.A./Ph.D. program. The department has been successful in competing for NIH Training Grants, so that students now receive support through the program in biomolecular pharmacology, and was ranked in the top echelon of PhD training programs for research productivity by the most recent National Research Council report in 2011.

Education/Training

Curricular innovations during this period have included the development of a new sequence of courses for pharmacology graduate students, with emphasis on research methodologies. The department has sought to enhance the mission of the medical school in other ways as well,



including institution of the annual Russek Student Achievement Day and the development of a program in neuroscience.

Industry Affiliations

The Department offers students a unique opportunity to explore drug discovery and translational science through its longstanding partnership with Pfizer, Inc. in Cambridge and more recent collaboration with Biogen, also in Cambridge. The training experience of our pharmacology students is enriched by direct interactions with senior leadership and research staff at these pharmaceutical companies. Opportunities include 7-week summer internships following the first year of study in a broad range of discovery areas including the following:

- Cardiovascular and Metabolic Diseases
- Precision Medicine
- Inflammation and Remodeling
- Immunology and Autoimmunity
- Orphan and Genetic Diseases
- Global Biological Technologies
- Drug Safety and Metabolism

In collaboration with Pfizer scientists, the department offers a course entitled Drug Discovery and Development. This innovative course addresses the discovery and development process for small molecule and protein drug products. Topics include target identification and validation, lead optimization and selection of drug candidates for clinical testing, and the objectives and design of clinical trials. The class is led by Pfizer scientists whose area of expertise pertains to the lecture topic. Students are given the opportunity to interact directly with scientists leading discovery in various topic areas and have expressed how the unique design of the course increases their understanding of industry and the drug development process.

BOSTON UNIVERSITY SCHOOL OF MEDICINE

BU School of Medicine is dedicated to the educational, intellectual, professional and personal development of a diverse group of exceptional students, trainees, and faculty who are deeply committed to the study and practice of medicine, to biomedical research, and to public health. As a community, the School places great value on excellence, integrity, service, social justice, collegiality, equality of opportunity, and interdisciplinary collaboration.

The School is home to ~1,500 active research grants with \$305 million in sponsored research awarded to basic science and clinical science Departments in fiscal 2021. The School supports all aspects of biomedical research, from exploration at the basic science level to translating fundamental discoveries into treatments that improve human health. We are a leading institution with a focus on both traditional and interdisciplinary research. BUSM is committed to fostering the development of the next generation of exceptional medical and dental students as well as biomedical scientists currently enrolled in programs at the School of Medicine's division of Graduate Medical Sciences.



FAST FACTS

BUSM Faculty on the medical campus and affiliated hospitals:

1,926 Full time faculty
127 Part time
2,052 Total

Pharmacology Department Faculty

18 Full time
2 Part time
20 Total

BUSM Students:

727 MD students
985 Master's and Doctorate degree students
1,712 Total Students
12,745 MD, PhD and MMS alumni

Academics:

600 Funded research programs
346 Databases, 6,851 e-journals, 12,603 e-books

BUSM Research (BUSM, BMC and VA faculty grants):

\$305M Awarded research dollars
\$299 million in expended research dollars (2020)
\$205 million in expended federal research dollars (2019)

Facilities:

28 Core research cores and services
19 Research centers and institutes
33 Affiliated hospitals
23 Departments in basic and clinical sciences

CRITICAL SUCCESS FACTORS

Department leadership will be evaluated annually based on:

- Departmental growth in research funding and accomplishments when compared with similar departments nationally and with the concurrent change in the NIH budget
- Quality of the department's educational programs for post docs as well as graduate, medical and dental students.
- Fiscal responsibility (balanced budget)
- Appropriate use of research space resources (F&A/square foot)
- Faculty development within the department
- Interdepartmental collaborations
- Diversity of students and faculty; gender equity
- Department citizenship and service on BUSM committees



EDUCATION AND QUALIFICATIONS

The successful candidate will have earned a PhD, MD, MD/PhD or equivalent and have a strong record of research accomplishments, productivity and peer-reviewed extramural funding, including ongoing R01 or equivalent grants; a strong publication record in high impact factor journals; a national presence; and a track record of program development and faculty/trainee development.

COMPENSATION AND EQUAL OPPORTUNITY

Compensation arrangements are competitive and commensurate with both experience and achievement. Boston University is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

PROCEDURE FOR CANDIDACY

Applications should include a detailed curriculum vitae and a letter of interest that highlight the applicant's personal vision and relevant leadership experience. The search committee will begin reviewing candidates immediately and will continue until the position is filled.

KORN FERRY CONSULTING TEAM

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The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled or quoted in part from Boston University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure accuracy of this information, the original source documents and factual situations govern.

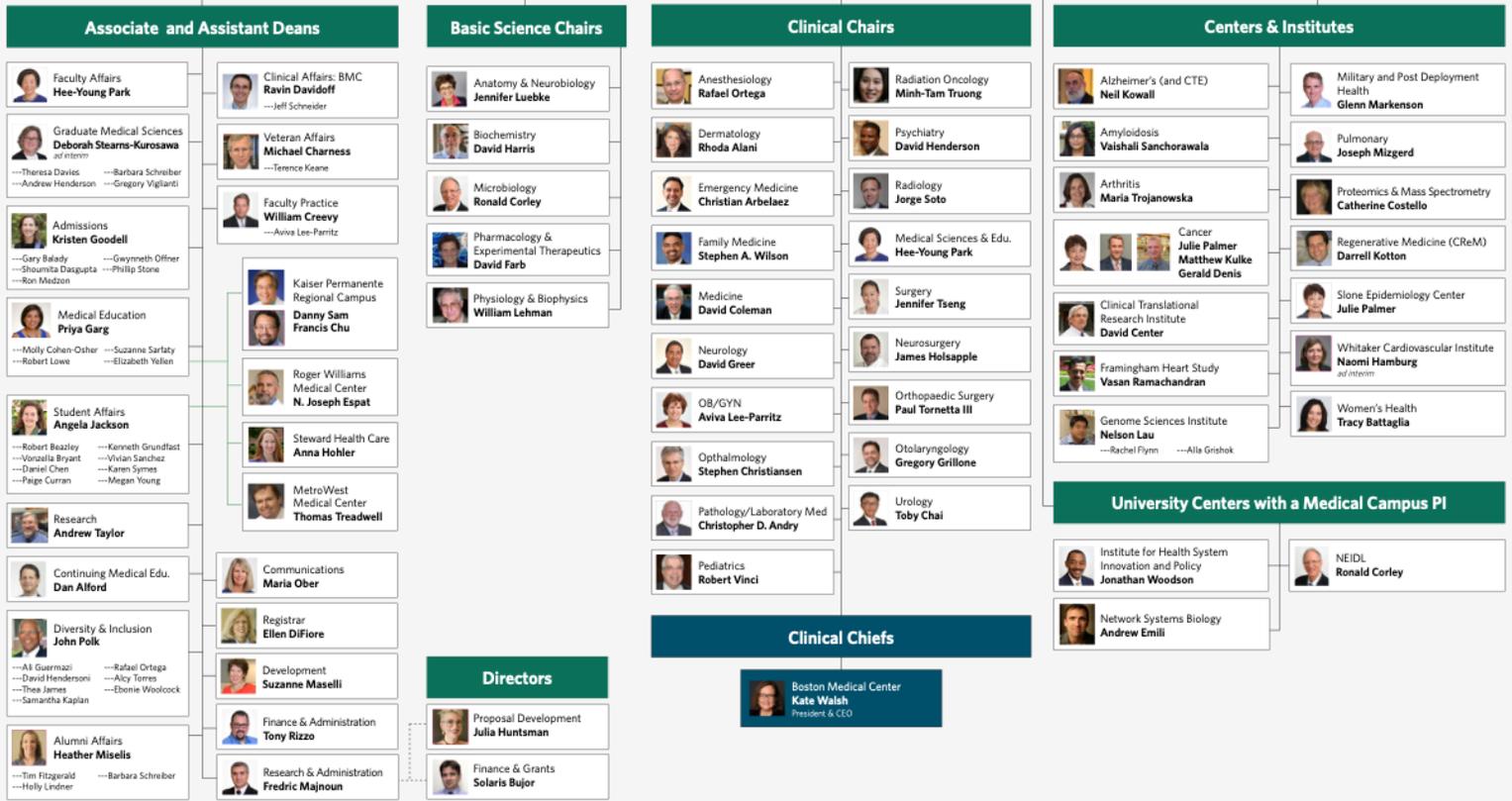


APPENDIX 1

BUSM ORGANIZATIONAL CHART

Boston University School of Medicine

Dean (and BUMC Provost)
Karen H. Antman



July 2021