

J. ROBERT SCOTT
EXECUTIVE SEARCH

POSITION SPECIFICATIONS

for

**Vice President and Head of the Center for Biomaterials and
Medicine**

Austen BioInnovation Institute in Akron

Akron, Ohio

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I. Background

A. Overview and History

The Austen BioInnovation Institute in Akron (ABIA), founded in 2008, is a unique and exciting collaboration of five leading, complementary research, education and health institutions that is expanding upon Akron's world-class leadership in materials science in order to advance translational research into medical applications.

ABIA's goal is to develop the number one biomaterials and medicine program in the world within the next 10 years with:

- a. Nationally ranked orthopedic and wound care programs;
- b. \$150 million in annual academic and clinical research;
- c. \$50 million in annual commercialization investments; and
- d. 2,400 new jobs.

ABIA is named for internationally renowned heart surgeon and former **Knight Foundation** Chairman Dr. W. Gerald Austen and his wife Patricia R. Austen. In 2008 the Knight Foundation made a \$20 million grant to **ABIA**. Original funding began with \$60 million from donors, including the **Ohio Board of Regents, Ohio Department of Development and Ohio Third Frontier**. To date, **ABIA** has raised nearly 80 million dollars from the **Knight Foundation**, the State of Ohio, and the founding members: **The University of Akron, Northeastern Ohio Universities Colleges of Medicine and Pharmacy, Summa Health System, Akron General Health System, and Akron Children's Hospital**.

B. Centers of Excellence

Current plans for the Institute include the development of five separate, but interrelated Centers of Excellence. These include:

- ***Center for Biomaterials and Medicine (CBMM)***: a center of research excellence, with core strengths in biopolymers, orthopedics and wound healing that builds on the capabilities of Akron's 200+ researchers in orthopedics and polymers;
- ***Medical Device Development Center (MDDC)***: a unique resource for companies and researchers to design, test, synthesize and manufacture new materials and healthcare applications of biomaterials. The Center offers strong industry linkages with the 2,000+ polymer-related companies and 50+ orthopedic device companies in the region;

- **Center for Clinical Trials (CCT):** an organization that supports the attraction, launch and administration of clinical trials, and promotes collaboration among scientists and clinicians across institutions;
- **Center for Health Care Training (CHCT):** a state-of-the-art facility for simulation-based education, training and research, facilitating as well the testing and evaluation of emerging technologies and devices for companies;
- **Community Outreach to the Medically Underserved (COMU):** The COMU initiative is working to coordinate and accelerate regional efforts to provide access to healthcare and wellness programs to underserved populations.

C. Center for Biomaterials and Medicine (CBMM)

CBMM's overall vision is to leverage world-class polymer science and biomedical research into high-value clinical applications, translating research results into tangible products and procedures that can be effectively commercialized for treating patients. **CBMM** builds upon leading research and clinical programs at its founding institutions, specifically: the skeletal biology and related biomedical research at **Northeastern Ohio Universities Colleges of Medicine and Pharmacy (NEOUCOM)**; the polymer research at the **University of Akron (UA)**; the nationally ranked orthopedics care provided by **Summa Health System**; and the unique burn center capabilities of **Children's Hospital Medical Center of Akron (CHMCA)**. This combination of outstanding clinical and research programs in the area of wound healing, tissue engineering and orthopedics makes this center unique in the United States.

To achieve national and international distinction, **CBMM** plans to recruit 40 world-class research investigators during its initial 5 years of operation.

II. The Position

ABIA is now organized under the leadership of Frank Douglas, Ph.D., M.D., President and Chief Executive Officer, a former Founder and Executive Director of **Massachusetts Institute of Technology's (MIT) Center of Biomedical Innovation** as well as a former Executive Vice President at **Aventis**.

The Board of Directors is currently comprised of the following individuals:

- Bill Considine (Chair), President & CEO, **Akron Children's Hospital;**
- Victor Goldberg, M.D., Professor and Chairman, Department of Orthopaedics, **UH Case Medical Center;**
- Aaron Lazare, M.D., Celia and Isaac Haidak Professor in Medical Education and Professor of Psychiatry, **University of Massachusetts Medical School;**
- Juan Martinez, Vice President, Chief Financial Officer, **Knight Foundation;**
- Jack Mitsifer, M.D., Office of the President, **Akron General Hospital System;**
- Lois Margaret Nora, M.D., J.D., President and Dean, College of Medicine **NEOUCOM;**
- Luis Proenza, Ph.D., President, **The University of Akron;**
- Tom Strauss, President & CEO, **Summa Health System**

The individual to be recruited will report directly to Dr. Douglas and will provide leadership and vision for the **Center for Biomaterials and Medicine (CBMM)**. The primary goals for this role are to:

- Provide leadership in building a premier center of translational research in biomaterials with successful application to medicine.
 - The initial focus for research development will be in applications to orthopedics, wound care, and tissue engineering, but other major areas of identified medical need and opportunity such as in cardiac care will also eventually be encompassed.
- Coordinate with the President to set the priorities for the Center and to help recruit, integrate, and support leading researchers and research teams to help drive the growth and success of the overall Institute.
- Work with the President and other Center Heads as an integrated team to realize the unique mission and vision of the Institute and to ensure the Institute becomes distinctive.
- Make certain the Institute is a unifying force in the community.

III. The Individual

A. Qualifications and Experience

i. Education

We are seeking an individual with advanced scientific training, in the form of an M.D. and/or a Ph.D. Physician-scientists with an active research program are the ideal candidates.

ii. Preferred Background

We seek a renowned biomedical scientist with experience in leading interdisciplinary teams at a major research center. The ideal candidate for **Vice President and Head of the Center for Biomaterials and Medicine** will have significant and recent experience providing leadership of a center or major research program focused on biomaterials and their application to health care. Additionally, the candidate will have demonstrated success in the translation of research findings into clinical and commercial outcomes.

In addition, this executive should have extensive hands-on research experience in the areas of orthopedics, wound care, biomaterials and/or tissue regeneration.

The successful candidate will also have:

- Development experience including fundraising, grants and sponsorships.
- A significant record of extramural and particularly Federally funded support, preferably with currently funded research that can be translocated to Akron.
- A proven record of team-building and effective collaboration with diverse stakeholders for the purpose of driving research innovation;
- A demonstrated ability to make strategic choices, anticipate and mitigate risks, analyze financial and operating data, and

recruit, develop and retain individuals who can make critical contributions to organizational success; and,

- A strong background and appreciation for science, engineering, medicine, clinical trials and regulatory affairs, markets, patient care and outcomes research.

B. Leadership and Management Behavioral Competencies

The following is a list of leadership and managerial attributes required for the role:

- A builder of strong, productive personal and professional relationships and interconnected networks of people and organizations;
- Highly developed and effective interpersonal and communication skills, verbal and written; able to communicate sensitively and compellingly with individuals as well as large groups across cultures and languages;
- Encourages open communication and participation with an emphasis on transparency and the sharing of information;
- A highly perceptive judge of people and talent, with an ability to successfully recruit, retain, and align top performers, particularly researchers;
- Strong conceptual thinker who can drive quickly to a clear and concise synthesis of even the most complex issues and concepts;
- A visionary leader who exudes a passion for the mission that is inspiring and contagious;
- Defines ambitious goals and establishes priorities, designing processes and managing projects and resources that align to achieve those goals;
- Able to handle challenging situations, including daunting tasks and complex interpersonal issues, with a calm, assured, unflagging approach that keeps all “eyes on the prize;”

- A champion of innovation who responds to complex problems and challenges by applying new perspectives and exploring a variety of relevant possible solutions; and,
- A team player and team-builder who is willing to work with and patiently align diverse stakeholders who maintain their individual autonomy and decision-making.

C. Personal Characteristics

Desired traits in a **Vice President and Head of the CBMM** include:

- The highest professional and ethical standards;
- A builder of programs and developer of people;
- Ambition, initiative, and enthusiasm;
- Personal maturity;
- Flexibility, both intellectual and behavioral;
- A collaborative working style and team-oriented temperament;
- Creativity and conceptual imagination;
- An ability to negotiate and successfully close deals;
- A natural and comfortable leader, on the upswing of his/her career; and,
- A resilient temperament.

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