



Search for the EXECUTIVE DIRECTOR OF SPONSORED PROGRAMS
LOUISIANA STATE UNIVERSITY HEALTH SHREVEPORT
SHREVEPORT, LA

THE SEARCH

Louisiana State University Health Shreveport (LSUHS) seeks nominations and applications for an experienced research professional to serve as its new Executive Director of Sponsored Programs. They will join LSUHS at a critical moment in the history of this vaunted university as it seeks to double its research portfolio within the next four years.

With an enrollment of over 1,000 students, 600+ residents/fellows, more than 2,600 employees, and an operating budget of approximately \$380 million as of FY22, LSUHS is a revered community treasure that makes a profound impact on medical education, research, and the economy. The Executive Director will join LSUHS at an exciting time in the organization's history as the campus is poised to systematically catalyze clinical care, education, and research innovation to serve the vital healthcare needs of the community. In recent years, LSUHS has significantly expanded its research enterprise, built out new space for education and clinical operations, and forged a strong partnership with the Ochsner Health System.

Reporting to the Chief Financial Officer and Vice Chancellor for Research Administration, the Executive Director will lead the newly established Office of Sponsored Programs, bringing best practices and a high level of professionalism to this critical area. The Executive Director will have a unique opportunity to play a critical role in supporting the university's ambitions and research goals by designing and facilitating the unification of pre-award and post-award functions within a single office charged with managing all aspects of the life cycle of sponsored programs, from proposal submission through award closeout and audit. To ensure the highest level of efficiency, responsiveness, compliance, and security, the Executive Director will review the Office's systems, processes, policies, and procedures, leveraging data and technology where appropriate, always with the goal of supporting research endeavors. It will be critical that the next Executive Director is a strong leader and manager of teams, able to unify and inspire staff and foster a culture of collaboration and high-quality service. The successful candidate will bring experience leading a sponsored programs office and subject matter expertise related to research administration compliance, regulations, and infrastructure.

LSUHS has retained Isaacson, Miller, a national executive search firm, to assist in conducting this important search and to help identify outstanding candidates. All inquiries, applications, and nominations for this opportunity should be directed to the search firm as indicated at the end of this document.

LSU HEALTH SHREVEPORT

The primary mission of LSU Health Shreveport (LSUHS) is to teach, heal, and discover in order to advance the well-being of the region and beyond. LSUHS encompasses the School of Medicine, School of Graduate Studies, School of Allied Health Professions, Graduate Medical Education (GME), and a growing research enterprise.

LSUHS faculty members educate and train the next generation of healthcare professionals and scientists who continue a proud legacy of providing innovative and lifesaving healthcare and participating in cutting-edge medical research. As the sixth largest employer in Caddo-Bossier, LSUHS provides over 4,000 jobs and has a direct economic impact of \$600 million: if you add the number of alumni practicing in North Louisiana, that number increases to \$3 billion.

The School of Medicine

LSUHS is home to the only medical school in north Louisiana and one of only three in the state. In 2021, there were 583 students enrolled in the School of Medicine and over 590 residents and fellows partaking in 40 ACGME-accredited programs. Medical students are provided with rigorous clinical and academic training which has served them well in the National Resident Matching Program. The overall “Match” rate for LSUHS over the past five years is 98.94%. The primary teaching hospitals of LSUHS are in Shreveport (Ochsner LSU Health Shreveport Academic Medical Center and St. Mary Medical Center) and Monroe (Monroe Medical Center).

Ochsner LSU Health

In 2018, the State of Louisiana, the Board of Supervisors on behalf of LSUHS, Ochsner Health, and the faculty practice group at the time, announced a public-private partnership agreement to form Ochsner LSU Health (OLHS), a 501(3)(C) entity that is legally distinct from LSU and Ochsner Health. OLHS has its own board with a 50:50 governance structure: 50% of board members are appointed by LSU and 50% are appointed by Ochsner Health. The board chair alternates every two years between the LSUHS Chancellor and the Ochsner CEO. OLHS is responsible for the clinical enterprise, including hospital operations and the faculty practice, which is led by the dean of the School of Medicine. Under the new structure, Ochsner has brought nationally recognized expertise to the management of operations in hospital partners. This agreement marked a new beginning for healthcare delivery in north Louisiana and is a benchmark for public-private healthcare operations. The partnership has allowed healthcare innovation in the state with significant investments to expand patient-centered technology, advance patient care within a safety net mission, and develop new models of care. Financial transfers from OLHS to LSUHS have created an investment fund of \$150M, separate from the Foundation endowment described below, that is being used to support research and invest in capital projects.

Ochsner LSU Health provides care for common and complex medical needs to more than 140,000 patients annually, with 600,000 clinic visits last year alone. The Ochsner LSU Health Physician Group has approximately 500 physicians in more than 70 specialties and subspecialties. Since its inception, Ochsner LSU Health has hired more than 280 new physicians and enhanced the workforce by more than 800 full-time employees, transitioned from 7 outpatient locations to more than 20 outpatient locations, and invested more than \$200 million in capital improvements with facility upgrades and renovations, new state-of-the-art equipment, and innovative technology.

The School of Allied Health Professions (SAHP)

The School of Allied Health Professions is comprised of eight academic programs, three post-professional residency programs for physical therapists who hold a Doctor of Physical Therapy degree, and three specialized clinics: the [Children's Center](#), which provides developmental and psychological testing and treatment for children, the Mollie E. Webb [Speech and Hearing Center](#), which offers highly specialized speech and hearing care, and the [Rehabilitation Clinic](#), which provides state-of-the-art occupational, physical, and speech-language therapy. The SAHP is also home to the [Center of Academic Excellence for Patient Centered Rehabilitation](#), which brings together the academic, research, and clinical programs to enhance learning, innovation, and collaboration. The SAHP enrolls approximately 340 students and has graduated over 3,600 alumni. The school's mission is to advance health professions through excellence in education, research, and service.

The School of Graduate Studies

The School of Graduate Studies is comprised of five basic science departments and offers PhD degrees in six programs (Biochemistry and Molecular Biology, Cellular Biology and Anatomy, Microbiology and Immunology, Molecular and Cellular Physiology, Pathology and Translational Pathobiology, and Pharmacology, Toxicology, and Neuroscience), an MS degree in Biomedical Science, and a combined MD-PhD degree program. The School of Graduate Studies enrolls approximately 70 students annually and has graduated over 490 alumni.

Research

Research is a core part of LSUHS' mission and ranges from traditional to translational research, along with innovative clinical trials. Faculty, staff, and students from all three of LSUHS' professional schools are actively engaged in comprehensive research efforts across a variety of biomedical areas with concentrations in cancer, cardiovascular sciences, virology, and neuroscience.

Research and Innovation is on the rise at LSUHS:

- Total Extramural Grant Funding for FY23 was \$23.2M
- 480 Active Clinical Studies on campus, 27 using external IRB

- 9 U.S. and Foreign patents issued in FY21
- Total Licensing Income FY14-20 was \$6,369,000

LEADERSHIP

Chancellor David Guzick, MD, PhD

David S. Guzick, MD, PhD, is a reproductive endocrinologist and academic health center leader who began as Chancellor of LSU Health Shreveport on January 9, 2023. Previously, he served for nine years as University of Florida senior vice president for health affairs and president of UF Health. Under his leadership, the UF Health hospital system and six health science colleges were brought together as a functionally integrated academic health center, resulting in transformative improvements in patient care quality, NIH funding, and educational innovation, as well as a dramatic expansion in education, research and clinical facilities. From 2002 to 2009, Dr. Guzick was dean of the School of Medicine and Dentistry at the University of Rochester. In addition to serving as dean, he was principal investigator for Rochester's NIH Clinical and Translational Science Award. From 1995 until 2002, Dr. Guzick was the Henry A. Thiede professor and chair of the Department of Obstetrics and Gynecology at the University of Rochester.

Dr. Guzick earned his medical and doctoral degrees from NYU as part of the NIH Medical Scientist Training Program. His PhD was in economics with specialty concentrations in health economics and econometrics. Following a residency in obstetrics and gynecology at The Johns Hopkins Hospital, he completed a fellowship in reproductive endocrinology at the University of Texas Southwestern Medical School. Continuously funded by NIH for over 20 years prior to his appointment at UF, and internationally recognized for his research on a variety of topics in reproductive medicine, Dr. Guzick was elected to the Johns Hopkins Society of Scholars in 2004 and to the National Academy of Medicine in 2008. His recent book, entitled *The U.S. Health Care Industry: Balancing Care, Cost and Access*, was published by the Johns Hopkins University Press in 2020.

Chief Financial Officer and Vice Chancellor for Research Administration Ramey Benfield, PhD, MBA, MS

Ramey Benfield, PhD, MBA, MS, began his service as CFO and Vice Chancellor for Research Administration at LSU Health Shreveport June 1, 2024. Before joining LSUHS, Benfield served as the Associate Vice President for Business Affairs and Operations at the University of Texas Rio Grande Valley School of Medicine and comes to LSUHS with a successful career in health care and medical education finance. Previously, he served as the Assistant Dean for Finance & Administration at the Texas A&M University Irema Lerma Rangel College of Pharmacy for thirteen years.

Benfield received a Bachelor of Science in Biology and a Master of Science in Clinical Gerontology from Baylor University, followed by a Master of Business Administration in Finance at the University of St.

Thomas in Houston and most recently a Doctor of Philosophy in Higher Education Administration at the University of Phoenix.

THE ROLE: EXECUTIVE DIRECTOR OF SPONSORED PROGRAMS

The Executive Director's primary responsibility is to lead the Office of Sponsored Programs, which is charged with managing all aspects and services of the life cycle of sponsored programs, from proposal submission through award closeout and audit. The Executive Director will provide authoritative advice to staff, researchers, and administrators and will be accountable to the CFO and Vice Chancellor for Research Administration. The Executive Director's direct reports are the Director of Pre-Award Research & Development and the Associate Director of Post Award Grants and Contracts.

The Executive Director is responsible for the management and oversight of sponsored programs for research and clinical trials and successfully supports the mission and strategic priorities of the University related to the administration of the research mission. The Executive Director manages activities related to grants and contracts of funded research and clinical trials, implements and oversees processes to ensure compliance with sponsors, federal, and accepted industry standards, provides support to administration, faculty, and staff in the LSUHSC-S research community, including grants and contracts accounting, and provides resources and training to support a culture of effective sponsored research program management.

The Executive Director will have the following essential functions and duties:

95% Core Responsibilities

- Provides effective leadership, direction, supervision, and training for grants and contracts personnel in support of the CFO and Vice Chancellor for Research Administration and the missions of the office and Institution.
- Knowledgeable of federal and other sponsor regulations governing grant and contract administration, including Office of Management & Budget Circulars and Federal Acquisition Regulations. Have general familiarity of laws, regulations, and policies relating to the protection of human subjects, animal welfare, conflict of interest, cost-accounting standards and other compliance related activities.
- Knowledgeable of the necessary infrastructure needed to maximize successful proposal preparation including managing the support for technical writing, graphics, budgeting, and building coalitions for inter/multi-disciplinary proposal submissions.
- Supports proposal review and approval, and negotiations of research and clinical trials contracts. Thorough understanding of primary granting agency programs/processes and award terms and conditions pertinent to grant-funded research and clinical trials.
- Develops policies for the Office of Sponsored Programs to promote improvement of processes with adherence to relevant university, state, and federal guidelines.

- Gathers and reports on meaningful metrics in order to assist in reaching strategic goals for funded research and clinical trials.
- Creates and fosters an environment of support for the University research community through relationships with Deans and research faculty by extending and supporting their research endeavors to secure funding.
- Coordinate with the Associate Director of Post Award Grants and Contracts Accounting for the fiscal administration, budgeting, and other compliance issues related to research grants, contract accounts, clinical trials, or other sponsored internal and external programs as appropriate.
 - Manage operation of the post-award accounting functions of the Office of Sponsored Programs for local, state, and federal grants and foundation awards
 - Supervise accounting, billing, and collection activities of all sponsored grants and contracts
 - Provide appropriate accounting information and assistance to departmental principal investigators, and project directors, and business staff
 - Coordinate the annual audit preparations and responses (Single Audit and Financial Statement Audit) with plan to address issues and recommendations resulting from audit
 - Strong knowledge and understanding of 2 CFR Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
 - Prepare and present project plans, status reports, cost/benefit studies and resource optimization
 - Develop strategies to facilitate team’s professional development, conduct periodic performance reviews to ensure accountability to departmental and organizational initiatives
 - Assists the Office of Reimbursement with the accounts receivable collection process
 - Coordinate and implement Peoplesoft Grants Module upgrades and system enhancements
 - Establish and prepare monthly/quarterly reports of the complete financial grant life cycle
 - Ensure all survey reporting deadlines are met (HERD, NSF, SEFA, etc...)
 - Establish and maintain record inventory of all awards for access by the Office of Sponsored Programs
 - Establish and update administrative directives and standard operating procedures for activities under the post-award services
- Coordinate training, coaching, and mentoring to pre- and post-award and other personnel in the research community.
- Promote constant review and improvement of the administrative procedures governing sponsored research to ensure the highest quality service is provided to all principal investigators.
- Serve as liaison with a variety of agencies and professional groups to keep abreast of current developments and to ensure compliance with relevant laws and regulations. Work closely with faculty from a variety of disciplines to encourage a culture of excellence in grantsmanship.

- Facilitate communication in regard to research administration issues to the university community at large in a timely manner.
- Coordinate and oversee research administration training for LSUHSC-S community at large through regular and ad hoc training events and programs.

5% Other Functions

- Provide other support to the CFO and Vice Chancellor of Research Administration as required.

KEY OPPORTUNITIES + CHALLENGES

The Executive Director will join LSUHS at an exciting moment with substantial opportunities for impact. They will play a critical role in developing a unified and sophisticated Office of Sponsored Programs that supports LSUHS's ambitious research goals.

Specifically, the Executive Director will work to address the following opportunities and challenges:

Develop and Lead a Unified Office of Sponsored Programs

Historically, pre- and post-awards management were housed in different departments. To support LSHSU's ambitious goal of doubling its research enterprise in the next four years, the university will unify these functions under a formal Office of Sponsored Programs. Within this context, the Executive Director will serve as the inaugural leader, charged with developing an office that is service-oriented and responsive to the needs of researchers and the university ecosystem.

The Executive Director will work closely with academic and administrative leadership to support the growth of sponsored research at LSUHS by rooting the newly formed Office of Sponsored Programs in best practices, collaboration, scalability, and responsiveness. In collaboration with LSUHS leadership and stakeholders, they will proactively identify ways that the office can best support the rapidly growing and evolving research needs of the university. It will be essential for the new Executive Director to be a strong manager and communicator, able to articulate the goals of the new office to recently united team members, breaking down historical silos and pain points between the pre- and post-functions, and inspiring a shared vision.

Best Practices and Process Improvement to Support Research Excellence

The Executive Director will conduct a comprehensive review of the research administration systems, processes, policies, and procedures, leveraging newly implemented technology, data, and analytics to ensure the needs of LSUHS faculty, staff, investigators, and administrators are best supported in their research endeavors. With an eye toward security and compliance, especially given the many state, federal, and university regulatory systems in which LSUHS operates, the Executive Director will develop uniformity

and seek operational efficiencies. As the university's research portfolio continues to grow, they will ensure the office's infrastructure scales up accordingly, implementing and optimizing new technologies and systems as appropriate. The Executive Director will also lead conversations with sponsors to find ways to streamline the submission and reporting processes where possible and look for ways to align policies, procedures, and processes with sponsors' needs.

Developing and Strengthening Staff

The Executive Director will provide leadership and supervision for the newly established Office of Sponsored Programs team. Given that staff from the pre- and post-award sides previously existed in separate units, a top priority will be creating unity and a sense of shared direction for all. The University's emphasis on expanding the research portfolio and the creation of the new Office of Sponsored Programs offers a unique opportunity for the Executive Director to develop a shared vision for team spirit, collaborative focus, and team advocacy and support, promoting an environment that fosters collaboration, cooperation, respect, and teamwork. They will set service delivery standards by working with Sponsored Programs staff, unit-level research administrators, investigators, and other stakeholders to enhance and further a culture of collaborative engagement and the ability to adapt to changing regulations that affect proposal submission and administration. The Executive Director will continue to nurture and promote a culture of high-quality service to researchers, administrators, and staff that will enhance their productivity while guaranteeing adherence to relevant regulations.

QUALIFICATIONS

The Executive Director must have exceptional ability to coordinate and communicate with senior management, research administrators, principal investigators, and other university stakeholders; strong interpersonal and communication skills, and the ability to work with diverse populations.

The Executive Director will demonstrate excellent problem-solving skills and critical analyses abilities and possess strong skillset to train, develop, and motivate the research administration sponsored programs pre-award team and the post-award grants and contracts accounting team; and demonstrate the ability to interpret federal and state laws, including 2CFR 200, Federal Acquisition Regulations.

Minimum Qualifications:

- Bachelor's or Master's degree from an accredited university in accounting, business, or finance with at least eight (8) years of professional post-graduate experience in accounting, business, or finance, four (4) of which must be in a supervisory/leadership capacity

Preferred:

- Master's in Research Administration
- Experience working in a university setting

- Certified Professional Accountant (CPA)

APPLICATIONS, NOMINATIONS, AND INQUIRIES

Confidential inquiries, nominations/referrals, and applications (including resumes and letters of interest responding to the opportunities and challenges outlined above) should be sent electronically to the Isaacson, Miller executive search team via the link below.

Dan Rodas, Partner
Tim Lanigan, Senior Associate
Amble Ryan, Senior Associate
Nicole Sancilio, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/louisiana-state-university-health-sciences-center-shreveport/director-office>

LSU Health Shreveport is an Equal Opportunity Employer for females, minorities, individuals with disabilities and protected veterans.

Please note that the Public Records Act of Louisiana also known as Louisiana's Sunshine Law, requires that all documents related to the search process, including letters of application be made available for public inspection, but discussions of the character and professional competence can remain in closed session.