



## **VICE PRESIDENT TOTAL REWARDS**

**Atlanta, GA**

**[HTTPS://WWW.MSM.EDU/](https://www.msm.edu/)**

### **ORGANIZATION**

Morehouse School of Medicine (MSM) was founded in 1975 as the Medical Education Program at Morehouse College. In 1981, MSM became an independently chartered institution. MSM is among the nation's leading educators of primary care physicians and was recently recognized as the top institution among U.S. medical schools for our social mission. Its faculty and alumni are noted in their fields for excellence in teaching, research and public policy.

MSM is accredited by the Southern Association of Colleges and Schools Commission on Colleges, Liaison Committee on Medical Education, Council on Education for Public Health, Accreditation Council for Continuing Medical Education and Accreditation Council for Graduate Medical Education.

MSM's mission is to

- Improve the health and well-being of individuals and communities
- Increase the diversity of the health professional and scientific workforce
- Address primary health care through programs in education, research, and service

With emphasis on people of color and the underserved urban and rural populations in Georgia, the nation, and the world.

MSM has seven residency programs: Family Medicine (1981), Preventive Medicine (1986), Internal Medicine (1991), Psychiatry (1991), Surgery (1993), Obstetrics and Gynecology (1997) and Pediatrics (2000). The majority of MSM patient care and clinical training occurs at Grady Memorial Hospital, one of the largest public hospitals in the Southeast. Over the past five years, 67 percent of our resident graduates have elected to stay and practice in Georgia.



MSM employs more than 250 full- and part-time faculty members, many of whom are internationally recognized in their field. The majority of MSM's more than 1,400 alumni choose to honor the MSM mission by serving communities located in rural areas and inner cities. Our alumni have distinguished themselves in leadership roles locally, nationally and internationally.

### **POSITION**

Reporting to the Chief Human Resources Officer, the Vice President Total Rewards (VP) is a new role responsible for leading comprehensive strategy for Total Rewards in support of the school's objectives and in alignment with the goal of attracting and retaining top talent. This role will design compelling and equitable compensation programs and manage benefits policies and practices, insurance programs, retirement plans, annual planning, people & compensation analytics, wellness programs for employees. This role will work collaboratively with members of the Human Resources team and other appropriate stakeholders and manage and grow a team of compensation and benefits professionals. This is an opportunity to develop and align a progressive, systemwide Total Rewards strategic framework that strengthens the school's position in higher education by supporting a diverse and dynamic employee population.

### **IDEAL CANDIDATE**

With a relevant degree or equivalent experience, along with a CCP and/or CBP designation and potentially SPHR or SHRM certification, the VP will have at least 15 years of Total Rewards and Executive Compensation and/or benefits design experience. The VP will have a record of advancing leading-edge, cost-effective, market-driven, and action-oriented programs and policies that support organizational growth, culture, and development. Strategic and insightful, the VP will provide advice and guidance to senior leadership and will work collaboratively with diverse constituents including the President, Dean, Executive Leadership, Leadership Council and the Board of Trustees.

With a record of thought leadership and operational success in a complex, multi-site environment, the VP will be someone who identifies objectives through consultation and has the capacity to manage significant human and financial resources. Critical to success will be integrating, developing, and leading a service-oriented team. An able and diplomatic communicator, the VP will provide data analysis, governance, oversight, and preparation of materials for the President and Board of Trustees and will interact with senior leadership systemwide with regard to compensation and benefits for the various employee populations.

The VP's work will materially affect the lives of the School's workforce and the reputation of its workplace. The successful candidate will be motivated by public service, by the mission, and by its values – ethical



behavior, inclusiveness, treating each other with respect, accountability, transparency, aiming to be the best at what it does, and valuing and encouraging open dialogue.

### **RESPONSIBILITIES**

- Develop creative ways to incentivize the employee population towards wellness and preventative care.
- Partner with Executive team, Leadership Council, Finance and HR teams to proactively identify opportunities, drive initiatives and use an innovative approach to ensure our rewards and practices are competitive, cost effective and in compliance with legal and regulatory requirements.
- Design, develop, and deploy education for leaders and employees about the system's compensation philosophy, programs, and practices for academic, research, clinical and staff functions.
- Build and lead highly functioning teams, both within their reporting structure and those outside of their direct reports, who partner with system leadership, campus leadership, HR leadership and staff within HR to create the total rewards of compensation and benefits strategies, programs, and services.
- Collaborate with CHRO, Finance department and other appropriate stakeholders on incentives, annual performance targets and budget.
- Continuously evaluate strategically, at least annually, the effectiveness of total rewards programs to ensure alignment with our business and talent strategies and quickly monitor market trends to make recommendations for changes.
- Ensure and validate regulatory compliance of programs including retirement health, welfare, wellness, base pay, vendor contracts, incentives, and other rewards programs.
- Work closely with HRIS in the development of effective technology that enables leaders and reporting systems for Total Rewards reporting and analytic capabilities.
- Oversight of the management of the benefits vendor relationships, benefits contracts, and bid negotiation.
- Oversee the planning, development, implementation, communication, and evaluation of all benefits programs, including health, wellness, retirement (403b, 457, SERP plans), life, and disability programs.
- Oversee the planning, development, implementation, communication, and evaluation of all compensation programs, including job architecture evolution, merit planning and delivery, executive compensation, bonus programs, market alignment, and incentive programs.
- Proven experience in creative benefits design, developing innovative and strategic approaches and meeting goals and surpassing expectations and ensuring MSM is offering the most valuable and beneficial options.
- Stay current with total rewards, market trends and internal demographics, utilizing analytics and forecasting to develop creative, future-focused strategies and programs.



- Serve as a strategic partner to senior leadership to build innovative and equitable total rewards programs and maximize effectiveness of the total rewards strategies.
- Drive process improvement, leveraging data, analytics, and technology to inform business decisions and improve efficiency and effectiveness.
- Provides strong leadership to a team of total rewards professionals, including coaching, mentoring, and training staff to deliver high quality and impactful programs that drive business results.
- Design automation into the onboarding process (benefits, pay, etc.) and automate annual benefits enrollment.

### **QUALIFICATIONS**

- BA or BS in Business, HR or related field.
- CCP/CCB/CEEBS, or other related HR certification preferred.
- 15+ years in Human Resources or a similarly related field leading teams and demonstrating progressive knowledge and experience in Compensation and Benefits in Academia or Healthcare.
- 7+ years designing and implementing system level Total Rewards programs in Higher Education institutions or Academic Health Systems.
- 7+ years of formal leadership experience
- Experience in higher ed or healthcare systems is extremely important. Nonprofit industry experience is a plus.
- Demonstrated experience in continuous improvement processes, initiatives and lean activities to improve organizational effectiveness.
- Experience preparing materials for the Compensation Committee is preferred, with experience working directly with external Board of Directors and Compensation Committee a plus.
- Strong attention to detail and proven ability to lead multiple, competing priorities.

### **APPLICATION PROCESS**

Morehouse School of Medicine encourages candidates of all backgrounds to apply for this position. All inquiries, nominations and applications be directed to [cydnee@dubrof.com](mailto:cydnee@dubrof.com). Applications should include a letter of interest and a current resume in MSWORD. Please indicate in your cover email where you learned of the opportunity. Please note that only those candidates invited for screening will be contacted.