

# Position and Candidate Specification



UF College of Medicine – Jacksonville

## Chair, Department of Pediatrics

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## UF College of Medicine – Jacksonville

The UF College of Medicine – Jacksonville opened in 1985 and is the largest of the three UF colleges—Medicine, Nursing, and Pharmacy—located on the approximately 110-acre UF Health Jacksonville campus.

### Education

The College's 16 clinical science departments house more than 450 faculty members and 454 residents and fellows. The College offers 39 accredited residency and fellowship programs, and 20 non-accredited programs. In addition to graduate medical education, clinical rotations in all major disciplines are provided for medical students from the UF College of Medicine in Gainesville. More than 50 percent of the college's residents and fellows remain in Florida post-graduation.

The College is home to the UF Center for Simulation Education and Safety Research, one of the nation's largest non-military simulation training centers. The 24,000-square-foot facility offers unique opportunities to explore a wide variety of training scenarios, including mass casualty events, multiple patient encounters, and a continuum of care from remote interventions through emergency room admissions and full surgical interventions. The new Center for Medical Education research and Scholarship was established in 2022.

### Patient Care

The UF College of Medicine – Jacksonville is affiliated with UF Health in Jacksonville, a health system comprised of two hospitals—the 603-bed UF Health Jacksonville and 92-bed UF Health North—and more than 60 primary and specialty care practices throughout Northeast Florida and Southeast Georgia.

The system's key programs include:

- *U.S. News and World Report* nationally ranked programs in nephrology, otolaryngology/oral and maxillofacial surgery, and pediatric neurosurgery
- UF Health TraumaOne, Florida's first and the region's only ACS-verified Level I adult and pediatric trauma center
- UF Health Proton Therapy Institute, the first proton-based radiation oncology center in the Southeast
- Breast Center
- Cardiovascular Center, an accredited Chest Pain Center, and regional leader in cardiac research
- Neuroscience Institute, which houses a certified Comprehensive Stroke Center, Comprehensive MS Center, Level IV Epilepsy Center, ALS Treatment Center of Excellence, Neuropathy Center, and accredited Sleep Center, as well as advanced multidisciplinary programs in neurosurgical oncology, movement disorders, and complex spine surgery
- Regional Perinatal Intensive Care Center, one of 11 statewide
- Center for Autism and Related Disabilities, one of seven statewide
- Child Protection Team, one of 24 offices statewide

## Research

The college's faculty, residents, and fellows are active in clinical research. In FY 21/22, the campus received \$35 million in external research funding, a 21 percent increase from the previous year. The Clinical Research Office is accelerating industry-sponsored and NIH-funded clinical research by enhancing virtual capabilities to better engage with patients and expand the clinical research network. Funding for industry-sponsored clinical trials increased 24 percent and federal awards increased 10 percent in FY21/22 from the previous year.

The campus houses a 16,000-square-foot clinical and translational research facility. To support faculty and resident research, the college has a Center for Data Solutions, offering researchers analytics, epidemiology and biostatistics support, and a Center for Research Training, helping develop the next generation of highly collaborative clinical researchers.

The college is also home to two dedicated clinical research initiatives:

- Jacksonville Aging Studies Center (JAX-ASCENT) focuses on clinical and behavioral translational research on aging and independence of older adults
- Jacksonville Health Equity Research Organization (JaxHERO) conducts community-based research to reduce health disparities in underserved populations.

## **UF Health Jacksonville**

UF Health Jacksonville is a private, not-for-profit hospital that is a part of UF Health, the Southeast's most comprehensive academic health center with campuses in Jacksonville, Gainesville, and central Florida. UF Health Jacksonville is a leader in the education of health professionals, a hub for clinical research, and a unique provider of high-quality patient care. Combining its strengths with the UF College of Medicine – Jacksonville, it offers residents in Northeast Florida and Southeast Georgia all the benefits of an academic health center.

UF Health Jacksonville has demonstrated a longstanding commitment to decreasing disparities in health care delivery across ethnic and economic lines, as the hospital's origins date back to 1870 as Florida's first non-military hospital. Since then, UF Health Jacksonville has become a premier academic health center with 715 total licensed beds, more than 5,000 employees and 672 medical staff physicians, offering nearly 100 specialty services. Driven by the mission to heal, comfort, and educate in an environment where exemplary medical care is complemented by outstanding service, the hospital is home to the area's only adult and pediatric Level I trauma program and is proud to serve as Downtown Jacksonville's safety net hospital.

In 2023, *U.S. News & World Report* recognized UF Health Jacksonville for high performance in seven procedures and conditions: chronic obstructive pulmonary disease (COPD), diabetes, heart attack, heart failure, kidney failure, pneumonia, and stroke. Also in 2023, UF Health Jacksonville's downtown campus received an "A" Hospital Safety Grade from The Leapfrog Group, recognizing the hospital's achievements in prioritizing patient safety by protecting patients from preventable harms and errors. In 2021, UF Health Jacksonville was renewed as a Magnet organization by the American Nurses Credentialing Center and received a three-year accreditation from the Commission on Cancer, a quality program of the American College of Surgeons.

For additional information about UF Health Jacksonville, please visit <https://ufhealthjax.org>.

### **Wolfson Children's Hospital**

Recognized among America's Best Children's Hospitals by *U.S. News & World Report* year after year, Wolfson Children's Hospital of Jacksonville, Florida is the only full-service tertiary hospital for children in the region, serving North Florida, South Georgia, and beyond. Part of Baptist Health, the region's most comprehensive health care provider, not-for-profit Wolfson Children's offers the services of skilled pediatric physician specialists who serve on the medical faculty of the University of Florida College of Medicine – Jacksonville, Mayo Clinic, Nemours Children's Health, and UPMC Children's Hospital of Pittsburgh.

Important Facts (based on 2022 data):

- 281 Beds
- 13,413 Children hospitalized with an average of 183 daily
- 10,823 surgeries annually
- 112,970 visits annually treated at six Children's Emergency centers
- 2,260 emergency transports annually
- One main campus and trauma center
- Six specialty centers
- Six Satellite ERs
- Largest provider of charitable care to children in Jacksonville, delivering \$28.8 million in uncompensated and charity care

For more information, please visit: <https://www.wolfsonchildrens.com/>.

### **The Department of Pediatrics**

The Department of Pediatrics at the University of Florida College of Medicine – Jacksonville is dedicated to the highest quality patient care. With 145 attending and courtesy faculty physicians, the department features a team of pediatric healthcare providers, all recognized experts in their individual fields, who are specifically skilled in treating children, from infants to adolescents.

The department is comprised of 13 subspecialty divisions:

- Adolescent Medicine
- Child Protection and Forensic Pediatrics
- Community and Societal Pediatrics
- General Academic Pediatrics
- Hospital Pediatrics
- Neonatology Pediatrics
- Neurodevelopmental Pediatrics
- Pediatric Bariatrics
- Pediatric Cardiology
- Pediatric Critical Care Medicine
- Pediatric Genetics
- Pediatric Infectious Diseases and Immunology
- Pediatric Nephrology and Rheumatology

The department began serving children in Northeast Florida and Southeast Georgia in 1972, and continues outreach through partnerships with Wolfson Children's Hospital, Nemours Children's Health, Jacksonville, Children's Miracle Network, Partnership for Child Health, Community Hospice of Northeast Florida, AGAPE Community Health Center Network, Duval County Health Department, and UF Health Shands Children's Hospital in Gainesville. Patient care is provided at 13 locations across Northeast Florida.

#### Education

The Department of Pediatrics offers graduate medical education training, which include an ACGME-accredited Pediatric Residency Program (45 residents) as well as ACGME-accredited fellowship programs in Pediatric Infectious Diseases, Pediatric Endocrinology, Pediatric Hematology/Oncology, Hospice and Palliative Medicine (adult and pediatric), Pediatric Child Abuse, and Pediatric Hospital Medicine. The department also offers a non-accredited fellowship in Children with Chronic Complex Medical Conditions.

For more information, please visit: <https://pediatrics.med.jax.ufl.edu/>.

# Position Summary

The Chair of the Department of Pediatrics reports to the Dean of the UF College of Medicine – Jacksonville and will direct the patient care, research, and education missions of the Department. The Chair will provide leadership in integrating clinical, educational, and research programs to promote a strong academic department. The Chair will be responsible for establishing a bold vision for the Department that includes continued development of the clinical enterprise to a nationally prominent level, recruiting additional faculty who embrace the potential for growth and expansion of both the clinical and research enterprises, and maintaining fully accredited, high-quality residency and fellowship programs.

## KEY RELATIONSHIPS

<b>Reports to</b>	Dean, UF College of Medicine – Jacksonville
<b>Direct reports</b>	Associate Chairs Division Chiefs (13) Residency and Fellowship Training Program Directors Department Administrator
<b>Other key relationships</b>	Other Clinical and Basic Department Chairs UF Health Jacksonville Leadership Senior Associate Deans and other senior leaders External partners Community based pediatricians

## KEY RESPONSIBILITIES

- Provide visionary and innovative leadership for the Department’s next phase of growth and development.
- Provide the vision and leadership to achieve superior clinical programs within pediatrics and associated disciplines. Work closely and collaboratively with the other UF Health Jacksonville and College of Medicine – Jacksonville leaders to integrate areas of acknowledged clinical excellence with outstanding quality, outcomes, and patient satisfaction.
- Ensure delivery of excellent clinical education and advanced training to medical students, residents, and fellows. Provide leadership and oversight to the residency and fellowship programs within the Department and ensure learners are receiving comprehensive and balanced training and development opportunities.
- Recruit, hire, and retain outstanding faculty and departmental leaders from diverse backgrounds. Ensure an atmosphere of respect, professional support, and development.
- Supervise, prepare, implement, and monitor the budget so that it encompasses all funding sources and complies with grant, legislative, and institutional guidelines.
- Possess financial acumen to effectively manage the practice across the range of required activities.

- Define and lead the research strategy, supporting principal investigators and other faculty within the Department in efforts to secure NIH and other grant funding and ensuring deliberate investment into research activities and priorities to promote growth and facilitate future success.

The position of Chair, Department of Pediatrics requires a dynamic, passionate, and capable physician leader with a proven track record across the spectrum of collaborative clinical leadership, administrative experience, program development, individual scholarship, educational excellence, faculty recruitment, and community engagement. Candidates should hold or be eligible for promotion to the academic rank of professor and will be selected from a pool reflecting diversity, broadly defined.

## **IDEAL EXPERIENCE**

### **Academic leadership**

Service as a chair, vice chair, division chief, or in a similar executive role with the ability to develop clinical and scholastic programs, advance the careers and achievement of faculty and staff, and lead the educational activities of students, residents, and fellows.

### **Clinical operations management**

Success managing complex clinical programs focused on access, quality, patient satisfaction, and support of faculty and staff.

### **Personal scholarship and work in support of others**

A record of academic accomplishments as reflected in publications, research funding, and/or national and international society service; personal scholarship must meet the requirements for UF faculty appointment at the professor level. Demonstrated contributions to research success is expected, and a track record of research mentoring is desired.

### **Commitment to equality**

Evidence of commitment to and success in advancing institutional initiatives in health care excellence and organizational enrichment.

### **M.D. or D.O. degree and board certification in pediatrics**

Licensed or eligible for medical licensure in Florida.

## **CRITICAL LEADERSHIP CAPABILITIES**

### **Leading People**

The incoming Chair should possess the requisite leadership skills to take a well-performing department to the next level of academic and clinical excellence. The Chair will demonstrate an ability to build and lead cohesive, high-performing teams focused on achieving optimal quality and outcomes across patient care, education, and research by:

- Demonstrating an understanding of current trends in pediatric medicine and the implications for all elements of the UF College of Medicine – Jacksonville’s institutional offerings;
- Establishing metrics-based performance goals for individuals, divisions, and other units;



- Reviewing the Department’s vision, plans, and activities, and adjusting to meet the expectations of academic and clinical partners and institutional goals.

### **Collaborating and Influencing**

The next Chair will note the importance of building strong relationships in UF’s multi-stakeholder environment and will position the Department as a major contributor within the overall institution and external community by:

- Seeking to broaden the Department’s academic impact through broader activity with University, College, and UF Health Jacksonville partners;
- Creating or contributing to interdisciplinary initiatives in support of the clinical mission;
- Demonstrating emotional intelligence and modeling integrity, honesty, and a spirit of contribution to the overall enterprise; and
- Leveraging opportunities to build external relationships that will expand the scale, scope and influence of the Department and contributions to the communities served by UF Health Jacksonville.

### **Business and Operational Acumen**

The successful candidate will possess a track record of overseeing his/her operation in a fiscally prudent manner. Therefore, he/she will:

- Demonstrate experience making balanced, fair, and appropriate decisions;
- Have an appreciation of and ability to balance the fiscal pressures facing academic and clinical Departments of Pediatrics.

### **OTHER PERSONAL CHARACTERISTICS**

- The highest integrity and personal ethics.
- Recognized achievement as a physician.
- Outstanding communicator who respects others’ opinions.
- Strong organizational and process-management skills.
- High energy coupled with a strong work ethic and a desire to have an impact.
- Comfortable in an outward-facing role and interacting with donors.

### **FOR CANDIDATES**

The executive search firm Spencer Stuart has been retained to assist in this recruitment. Chuck Jordan and Shannon Yeatman of Spencer Stuart are the lead consultants on the search. Inquiries, nominations, and applications are invited and should be submitted to [UFJaxChairPeds@SpencerStuart.com](mailto:UFJaxChairPeds@SpencerStuart.com). Review of applications will begin immediately and will continue until the position is filled, although indication of interest is encouraged by March 31, 2024 for full consideration.

If accommodations due to a disability are needed to apply for this position, please call (352) 392-2477 or the Florida Relay System at (800) 955-8771 (TDD). Hiring is contingent upon eligibility to work in the U.S. Searches are conducted in accordance with Florida’s Sunshine Law.