Chair
Department of Family Medicine

July 2017
Introduction and Overview

The University of Virginia School of Medicine is part of the University of Virginia Health System (UVAHS) based in Charlottesville, Virginia located approximately 100 miles southwest of Washington, D.C. and 70 miles northwest of Richmond, Virginia. The University of Virginia was founded by Thomas Jefferson in 1819 and the School of Medicine was subsequently established in 1824 and was one of the first ten medical schools established in the United States.

The Opportunity

CHAIR, DEPARTMENT OF FAMILY MEDICINE

The Chair is expected to provide dynamic leadership and direction for all aspects of the Department. The ideal candidate will bring proven leadership skills to the position, will have a solid understanding for how to lead and direct all three missions (education, research, and patient care), will have the ability to lead through change in a collegial manner, and be able to successfully leverage the many collaborative opportunities that exist at the University. This person will complement the strengths of the department and will be recognized as a national leader in clinical care, research, and/or education. The candidate must be able to define and communicate a vision and strategic direction for the Department with well-defined and measurable metrics for progress.

ESSENTIAL FUNCTIONS

Patient Care

1. Work closely with the Medical Center and School of Medicine leadership in the development and implementation of strategic short and long range goals and objectives for all programs

2. Partner with the clinical Service Line leads in faculty recruitment

3. Participate with Service Line leads in the design and implementation of quality improvement programs which are in compliance with standards, policies, and procedures defined by the accrediting regulatory agency and the Medical Center

4. Participate with the Service Line leads in the development of standards and metrics for faculty performance relative to quality, safety, productivity, and professionalism.

5. Support the efforts of the Medical Center and University Physicians Group in the design, implementation and evaluation of clinical and financial managed-care agreements with insurance providers
6. Maintain confidentiality regarding patient visits, medical information, employees, and clinical business

7. Develop and maintains cooperative working relationships with physicians, departments, community organizations, and other health care facilities in order to gather and exchange information, develop and implement solutions to problems, and ensure growth of the various clinical programs

8. Ensures all departmental faculty meet or exceed the quality, productivity, safety and professionalism standards as dictated by the Clinical Staff Bylaws and as developed in cooperation with Service Line leads and mutually agreed upon each year

Research

1. Provide strategic direction and leadership for the research mission and programs within the Department

2. Develop and implement plans to advance the Department’s national ranking in research

3. Ensure the ongoing development of the Department’s research programs in support of the School of Medicine’s overall research priorities

4. Ensure faculty with assigned research goals have sufficient protected time to achieve those goals

5. Ensure all faculty maintain effort that is consistent with committed and reported effort levels relative to funded research activity

6. Ensure that faculty effort committed to the research mission is recognized and accounted for as part of any productivity analyses used to evaluate faculty performance

Education

1. Provide strategic direction and leadership to the undergraduate and graduate medical education activities of the Department

2. Lead the development and implementation of plans to advance the Department’s national ranking for each of its graduate education programs

3. Ensure that appropriate faculty effort is committed to cover the teaching requirements of the department
4. Ensure that faculty effort committed to the teaching mission is recognized and accounted for as part of any productivity analyses used to evaluate faculty performance

Administrative

1. Create a supportive environment that provides for ongoing mentorship of faculty and staff and maintains the necessary infrastructure to facilitate their professional development

2. Develop and secure the approval of the annual operating, personnel, and capital budgets

3. Demonstrate awareness and comprehensive understanding of the Department’s financial performance as it relates to the operational performance within each of the Departments tripartite missions. Monitor and explain variances for monthly reports

4. Serve as liaison with professional and community organizations by serving on boards and committees, attending meetings, making presentations, and participating in other activities as required

5. Work closely with other School of Medicine departments in the identification and recruitment of faculty to provide clinical care, research, and education services for the department

6. Attend regular chair meetings as convened by the School of Medicine, Medical Center, and/or the University Physicians Group

OTHER FUNCTIONS:

1. Maintain all necessary requirements into order to have full clinical privileges at the Medical Center and its affiliated clinical sites.

2. Attend appropriate clinical seminars and conferences

3. Maintain involvement in professional organizations

4. Review and maintain currency of related professional literature

5. Participates in University Physician Group, Medical School, Medical Center, and University-wide committees when applicable

6. Perform other duties as assigned
EDUCATION, TRAINING, AND EXPERIENCE:

- Candidates must have an MD or equivalent and be board-certified in an appropriate specialty prior to start date. Masters Degree in Business or Healthcare Administration is preferred but not required.

- Excellent oral and written communication

- Demonstrated mentorship of faculty and staff

- Demonstrated collaborative and facilitative skills

- Demonstrated champion of team based care

- Demonstrated leadership, administrative, organizational, and prioritization capabilities

- Demonstrated success building effective relationships with community organizations, external funding organizations, individual donors, and legislators

Department of Family Medicine

The department’s mission is to enrich the quality of human life by improvement of health, advancement of medical and scientific knowledge, and creation of an environment for professional preparation of individuals dedicated to health care service in the field of Family Medicine. The department is proud of its long history of outstanding clinical service, research, and educational excellence.

The Department of Family Medicine at the University of Virginia began as a joint division of Internal Medicine and Pediatrics in 1971, graduating its first two residents in 1974. Dr. Richard Lindsay, an internist with a specialty in geriatrics, was the founding division head.

The most significant change came in 1977 with the addition of its first Chair, Dr. B. Lewis Barnett, Jr., and the elevation of the division to department status. Dr. Barnett, formerly Associate Chair at the Medical University of South Carolina, was the first occupant of the Walter M. Seward Chair of Family Medicine.

In 1998, after 20 years of leadership, Dr. Barnett was succeeded by Dr. Sim S. Galazka who had been Associate Chair and later Acting Chair at University Hospitals of Cleveland, an affiliate hospital of Case Western Reserve University. In 2002, the family medicine fellowship program began to train residents for academic settings, including teaching, research and clinical specialty areas. Dr. M. Norman Oliver became Chair of the department in 2011 and also served as Director of the UVA Center on Health
Disparities. Today, the department has a state-of-the-art facility with an outstanding faculty and a full complement of residents.

The department has a longstanding history of working on practice redesign, with the aim of improving population health management. Its clinics are a one-stop shop for most conditions and for the needs of the healthy population seeking preventive clinical services. The faculty and staff have worked diligently to redesign its clinics to more effectively deliver clinical services to the patients, resulting in improved management of several patient populations. This work helped the department garner recognition by the NCQA of Level 3 status as patient-centered medical homes (PCMH) for all of its clinics. In addition to the main clinic located on the grounds of the University of Virginia, the department has four additional community based clinics in the surrounding counties.

The department has had a family medicine residency program for more than 40 years that consistently attracts the brightest and best medical students. It also has an excellent primary-care sports medicine fellowship program. Although this program is relatively young, having been launched in 2011, it was accredited by the ACGME in 2012. The program is designed to train primary-care physicians to provide for the unique needs of people involved in sports and exercise.

The department conducts the only family medicine faculty academic development fellowship in Virginia. The number of fellows varies from year to year, with an average of two fellows. The department also has the most highly rated third-year clerkship in the School of Medicine. This required rotation in family medicine consistently wins the students’ Mulholland Society award as an outstanding educational experience.

The faculty primarily consists of clinicians and educators who have an impressive record of scholarship, publishing papers on the practice redesign work they have conducted, as well the educational innovations they have implemented in the GME and UME programs.

Part of the department’s vision is to play an active role in determining how health care services are delivered. As a result, department faculty have become more active in and integrated into institutional leadership, with family medicine faculty serving as deans in the School of Medicine. The department’s vision also includes a goal of disseminating new and innovative ideas for improving health care and clinical service delivery. The department was selected to be part of a national demonstration project investigating best practices for establishing patient-centered delivery of clinical services.

(Above information from the UVa School of Medicine Department of Family Medicine. Additional information can be found at: https://med.virginia.edu/family-medicine/)

School of Medicine

The School of Medicine, the tenth medical school to be established in the United States, was authorized by the University of Virginia Board of Visitors at its first meeting in 1819. The school was established as one of the University’s original eight in 1824, and
opened in March 1825. The first degree offered at the University was that of the Doctor of Medicine in 1828. Doctor of Medicine degrees have been awarded annually since that time, except for the Civil War year 1862. The original faculty consisted of a single professor, Dr. Robley Dunglison, whom Jefferson recruited from London in 1824. Dunglison was the first full-time professor of medicine in the United States and a leader in medical education. Unlike most other medical schools of the time, the School of Medicine was an integral part of the University and its professors held full-time appointments. The first dean of the school was appointed in 1904 as “Dean of the Department of Medicine.” It was not until 1952 that the title of the dean became “Dean of the School of Medicine.”

Today the school flourishes with a dedicated faculty, an outstanding student body, a flexible and innovative curriculum, patient care of the highest quality, and biomedical research programs nationally recognized for their stature and productivity. To supplement their classroom work, medical students gain clinical experience at the University Medical Center and affiliated hospitals and private offices throughout Virginia. After graduation, interns and residents continue generalist and specialty training as housestaff in the best hospitals throughout the United States.

Students in Ph.D. programs earn their degrees through the University’s Graduate School of Arts and Sciences. Those in the M.D./Ph.D. Program earn both a medical degree and a doctorate in one of the biomedical science programs of the School of Medicine. Postdoctoral scholars study and conduct research in the laboratories of School of Medicine faculty members.

(Above information from the UVa School of Medicine’s website. Additional information can be found at: https://med.virginia.edu/about/factbook/chapter-1-history/)

University of Virginia

Thomas Jefferson founded the University of Virginia in 1819. He wished the publicly-supported school to have a national character and stature. Jefferson envisioned a new kind of university, one dedicated to educating leaders in practical affairs and public service rather than for professions in the classroom and pulpit exclusively. It was the first nonsectarian university in the United States and the first to use the elective course system.

Jefferson considered the founding of the University to be one of his greatest achievements. Undertaking the project toward the end of his life—after a long, illustrious career that included serving as a colonial revolutionary, political leader, writer, architect, inventor, and horticulturalist—he was closely involved in the University's design. He planned the curriculum, recruited the first faculty, and designed the Academical Village, a terraced green space surrounded by residential and academic buildings, gardens, and the majestic center-point—the Rotunda. The most recognizable symbol of the University, the Rotunda stands at the north end of the Lawn and is half the height and width of the Pantheon in Rome, which was the primary inspiration for the building. The Lawn and the
Rotunda have served as models for similar designs of "centralized green areas" at universities across the United States.

The University opened for classes in 1825 with a faculty of eight and a student body numbering sixty-eight. Jefferson took great pains to recruit the most highly qualified faculty, five of whom were found in England and three in the United States. Instruction was offered in ancient languages, modern languages, mathematics, moral philosophy, natural philosophy, chemistry, law, and medicine. The students came from the American South and West; interestingly, though, most were not Virginians.

Jefferson opposed the granting of degrees on the grounds that they were "artificial embellishments." In 1824, however, the Board of Visitors authorized granting the master of arts degree. The doctor of medicine, or M.D., was awarded to the first graduates of the School of Medicine in 1828, and the bachelor of laws degree, or L.L.B., was first awarded for law school graduates in 1842. The bachelor's degree was awarded beginning in 1849, but became the standard undergraduate degree and a prerequisite for the master's degree in 1899, bringing the University into conformity with other institutions of higher learning. The Ph.D. has been awarded since 1883.

UVa has continuously ranked in the Top 30 among the best of all national universities, public and private as ranked by U.S. News since the inception of those rankings. Since U.S. News began ranking public universities as a separate category, the University has consistently ranked No. 1, No. 2, or No. 3 in those rankings. (Additional information at: http://www.virginia.edu/facts)

(Above information from the University of Virginia’s website. Additional information can be found at http://www.virginia.edu/exploring.html)

Charlottesville, Va.

The City of Charlottesville is located in west Central Virginia, approximately 100 miles southwest of Washington, D.C. and 70 miles northwest of Richmond, Virginia. Situated within the upper Piedmont Plateau, at the foothills of the Blue Ridge Mountains and at the headwaters of the Rivanna River, Charlottesville was established as a town in 1762 by the Virginia General Assembly, and was incorporated as an independent city in 1888. As a result of eight annexations, the most recent of which was effective in 1968, the City now encompasses a land area of 10.4 square miles.

Charlottesville serves as the economic, cultural, and educational center of a multi-county region in Central Virginia. In 1981, the Bureau of the Census recognized the Charlottesville area as a Standard Metropolitan Statistical Area (SMSA). The SMSA includes the City of Charlottesville and the counties of Albemarle, Fluvanna, Greene, and Nelson. The 2014 Census listed the population of the City around 45,000 and the Charlottesville SMSA population of over 200,000. (For more information on Charlottesville, see http://www.visitcharlottesville.org/)
Applications and Nominations

We invite both nominations and applications. Review of applications commences July X, 2017. The search will remain open until the position is filled. All communications will be kept in strict confidence.

If you would like to nominate a candidate, have a question about the position, the search, or the application process, please do not hesitate to contact:

Jay Scott
Managing Director
CBO Partners
700 Harris Street, Suite 203
Charlottesville, VA 22903
Phone: 434-951-9080
Toll Free Fax: 866-298-9081
or by email at: jay@cbopartners.com

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Phone: 434-996-6836
Toll Free Fax: 866-298-9081
or by email at: jeffreystafford@cbopartners.com

To submit your own credentials for consideration by the search committee:

1) Visit https://jobs.virginia.edu
2) Click the "Search Postings" button on the left side of the page.
3) Enter "0621135" in the "Posting Number" field
4) Click the "Search" button at the bottom of the page
5) The position "Chair, Department of Family Medicine" will appear.
6) Click on "View".
7) Click on "Apply for this position"
8) Complete a Candidate Profile online and attach a Cover Letter and Curriculum Vitae.

The University of Virginia is an equal opportunity and affirmative action employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.