

Position and Candidate Specification



Oregon Health & Science University

Chair, Department of Neurology

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Oregon Health & Science University (OHSU) in Portland is the state's only comprehensive academic health center. With roots back to 1887, OHSU has a long and outstanding history of dedication to improving the health and well-being of people in Oregon and beyond. As part of its public mission, OHSU strives for excellence in education, research and scholarship, clinical practice, and community service.

OHSU includes five Schools (Medicine, Nursing, Dentistry, Public Health, and Pharmacy), a network of academic campuses and partners throughout the state, and a system of hospitals and clinics across Oregon and southwest Washington. OHSU provides world-renowned education and is the only university in Oregon that grants doctoral degrees in medicine, dentistry, and nursing. OHSU is a national research hub, with thousands of scientists developing lifesaving therapies and deeper understanding of biomedical sciences. A statewide economic engine and Portland's largest employer, OHSU is a public benefit organization, providing services for the most vulnerable Oregonians, and outreach to improve health in communities across the state. With missions of healing, teaching, and discovery, OHSU unites some of the world's brightest minds in a singular vision: to rethink everything. They are the creators of precision cancer medicine, innovators of an education model that lets each student forge a unique path, and the top-rated healthcare provider in Oregon.

OHSU is a community — one of different colors, genders, orientations, cultures, and interests with a relentless pursuit of new ideas, working toward the cause of bringing health and hope to all.

OHSU Healthcare

OHSU Healthcare includes OHSU Hospitals and Clinics, Doernbecher Children's Hospital, OHSU Health Hillsboro Medical Center, Adventist Health Portland and the OHSU Practice Plan. These entities are Oregon State's primary resources for many types of highly specialized tertiary and quaternary care. More than 1,800 clinicians make up the OHSU Practice Plan, which is the largest organized clinical practice in Oregon. The University's patient care services also include dozens of general and specialty clinics and diagnostic laboratories. As the only academic health center in Oregon, OHSU draws patients from as far away as Alaska and New York, but a large majority (86 percent) are Oregon residents.

In addition, many OHSU faculty provide clinical services and/or carry out research at the Portland Veteran's Affairs Medical Center (VAMC), whose campus is immediately adjacent to the University and connected by an enclosed walking bridge. The Portland VAMC is a regionally leading tertiary care center.

OHSU School of Medicine

The OHSU School of Medicine supports the three-part institutional mission of education, research, and clinical care. Faculty are recognized nationally and internationally for their pursuit of new knowledge in a breadth of investigative areas, ranging from molecular biology and to disease management, behavioral science and issues of public health. The School is home to 20 clinical and 6 basic science departments, along with many Centers and Institutes that span the clinical and scientific domains.

School of Medicine by the numbers:

- 900 trainees: residents, clinical fellows and PhD postdoctoral fellows
- 2,632 faculty members
- 669 advanced practice providers
- 6,397 employees
- 20,862 alumni
- \$393 million in sponsored project research awards (FY 2022)
- \$473 million in net patient care revenue (FY 2022)
- \$1.14 billion budget (FY 2023)

OHSU's Mission

As part of its multifaceted public mission, OHSU strives for excellence in education, research and scholarship, clinical practice and community service. Through its dynamic interdisciplinary environment, OHSU stimulates the spirit of inquiry, initiative and cooperation among students, faculty, and staff.

Setting the example for integrity, compassion and leadership, OHSU strives to:

- Educate tomorrow's health professionals, scientists, engineers, and managers in top-tier programs that prepare them for a lifetime of learning, leadership, and contribution.
- Explore new basic, clinical, and applied research frontiers in health and biomedical sciences, environmental and biomedical engineering, and information sciences, and translate these discoveries, wherever possible, into applications in the health and commercial sectors.
- Deliver excellence in healthcare, emphasizing the creation and implementation of new knowledge and cutting-edge technologies.
- Lead and advocate for programs that improve health for all Oregonians, and extend OHSU's education, research and healthcare missions through community service, partnerships, and outreach.

KEY OHSU FACTS

- Annual operating budget: \$3.88 billion (FY 2022)
- Oregon economic impact (2019): \$7.2 billion and 42,639 jobs
- Fundraising: \$127,233,337 from 11,077 donors. The Onward campaign concluded in December 2020 with a total of \$2.002 billion raised from 50,991 donors
- Value of OHSU's community contributions: \$522 million (FY 2021)
- Research Award Dollars: \$572.89 million (FY 2022)
- Employees: 19,765
- Students: 4,221 in OHSU degree or certificate programs, including joint programs with other universities
- U.S. News & World Report rankings:
 - Best hospital in Oregon (2021-22)
 - Healthcare national rankings in six adult specialties (2021-22) and five children's specialties (2021-22)
 - Education rankings in six programs and more than 10 specialties (2022)

DEPARTMENTS AND CENTERS OF RELEVANCE TO THE DEPARTMENT OF NEUROLOGY

The Vollum Institute is a privately endowed research institute at Oregon Health & Science University dedicated to basic research that will lead to new treatments for neurological and psychiatric diseases. Vollum scientists

have broad-ranging interests that coalesce around molecular neurobiology and cellular physiology. Their work has transformed the field of neuroscience and, in particular, has provided important advances in the study of synaptic transmission, neuronal development, neurotransmitter transporters, ion channels and the neurobiology of disease.

The Neuroscience Graduate Program (NGP) at OHSU has 53 predoctoral students and more than 140 faculty in a broad range of subdisciplines. The program is intended for students planning a career in academic or industry research, but we encourage student to explore the career path that matches their ambitions and expertise. The program is particularly strong in cellular neuroscience, neuronal signaling, gene regulation, biophysics of channels and transporters, sensory systems, and neuroendocrinology with increasing strength in developmental neuroscience and disease-oriented neuroscience research. The program is funded by an NIH T32 grant in its 24th year.

Neurosurgery: Innovation at OHSU has included the first deep brain stimulation surgery in North America, the first neuronal stem cell transplants in the world, and the first and most powerful intra-operative MRI facility in a children's hospital in the western United States, and the first high frequency ultrasound facility in Oregon. The department houses a nationally leading neurosurgery training program and advanced fellowships in skull base and vascular, functional, pediatric neurosurgery, interventional neuroradiology (jointly accredited with interventional radiology), and neurological critical care (jointly accredited with neurology). Scientists in the department contribute to fundamental understanding of pain perception, epilepsy and brain mapping, and of the brain's blood supply.

Department of Behavioral and Systems Neuroscience: An outstanding department that focuses on research on the neurobiology of addiction, mental health disorders, and cognition. The Behavioral and Systems Neuroscience Graduate Program is funded by multiple long standing NIH T32 grants.

The Advanced Imaging Research Center occupies approximately 7500 square feet including space for the 3T Prisma suite and the fully-configured 7T whole-body and 12T magnetic resonance instruments with their associated control rooms and electronics areas. A great deal of this resource is devoted to neuro-imaging.

DEPARTMENT OF NEUROLOGY

With over 100 faculty, the OHSU Department of Neurology is one of the nation's leading neurologic research and training programs and provides the most comprehensive care of neurologic illnesses in the Pacific Northwest. The Department houses subspecialty centers that offer specialized care for patients with a range of neurologic diseases including Alzheimer's disease and related dementias, Parkinson's disease and other movement disorders, multiple sclerosis, stroke, amyotrophic lateral sclerosis, neuromuscular diseases, epilepsy and brain tumors. These centers provide expert care, conduct research and hold educational programs for patients and physicians throughout the region. Advanced Practice Providers (APPs) are part of a diverse faculty that support the clinical, research and educational missions of the department.

The Department has a robust laboratory research program aimed at understanding the mechanisms and potential therapeutic options for a variety of neurologic diseases. Finally, the Department has a highly regarded neurology residency program and offers post-doctoral training in multiple subspecialty areas. In each of these areas, the Department leverages a longstanding, strong relationship with the OHSU Foundation and has a history of effective philanthropy.

Research

The OHSU Department of Neurology research programs and centers conduct some of the world's most sophisticated basic research, seeking better treatments and, ultimately, cures for neurological diseases.

Key research programs in the department include:

- Layton Aging and Alzheimer's Disease Research Center
- BENFRA Botanical Dietary Supplements Research Center
- Blood Brain Barrier and Neuro-Oncology Program
- Multiple Sclerosis research
- The Oregon Center for Aging and Technology
- Oregon Center for Complementary and Alternative Medicine in Neurological Disorders
- Parkinson's Disease and Movement Disorders
- Balance Disorders Laboratory
- Jungers Center for Neurosciences Research
- Sleep Program

Education

The Neurology Residency Training Program is a fully accredited four-year categorical program that accepts five residents per year. The goal is to train clinical neuroscientists: individuals who provide expert patient care and who understand basic and clinical neurosciences. Scholarship in its many forms is strongly encouraged and all residents are expected to complete a scholarly project during the residency.

Accredited fellowships:

- **Epilepsy:** Two-year training in adult epilepsy, including a first year in the Accreditation Council for Graduate Medical Education (ACGME) epilepsy fellowship and a second year of advanced epilepsy training.
- **Headache:** One year training in comprehensive headache medicine. Research opportunities available.
- **Neurocritical Care:** Two-year United Council for Neurologic Subspecialties (UCNS) accredited fellowship with clinical training focused on direct bedside patient care incorporating innovative diagnostic and treatment strategies and ample time for elective rotations and research.
- **Neuromuscular Medicine:** A one or two year accredited fellowship in Neuromuscular Medicine and EMG.
- **Vascular Neurology/Stroke:** One year training in comprehensive clinical stroke care and research. Laboratory based research opportunities available.

Other fellowships:

- **The Oregon Center for Complementary and Alternative Medicine in Neurological Disorders** is committed to the collaboration between conventional and alternative medicine in neurological disease. The post-doctoral fellowships are for two years with the possibility of extension, depending on the fellow's success and funding availability.
- **Geriatric Neurology:** Two-year fellowship provides multidisciplinary training in geriatric neurology.
- **Multiple Sclerosis and Neuroimmunology:** Two years of post-residency clinical care and research training to eligible neurologists.

- **Parkinson's Disease and Movement Disorders:** Two years of post-residency clinical learning and research opportunities. Fellowship research experiences can include basic science and clinical research. A third year of fellowship is an option.

Diversity

Diversity in the community and equal access to the highest quality health care are at the heart of the Department's values. Members of the Department are firmly committed to diversity and inclusion as essential components in providing outstanding patient care and fostering an ideal environment for medical education. The Department will always support patients, staff, residents, and faculty of diverse race, ethnicity, gender, and sexual orientation as a part of its mission. The Neurology Diversity and Inclusion Committee meets regularly and engages departmental leadership, junior and senior faculty, residents, post-doctoral fellows, graduate students, interns, and staff.

OHSU Department of Neurology Diversity, Equity and Inclusion Initiatives:

- Strive to recruit, mentor, train, retain, and support diverse faculty, residents, staff, and interns. The Department is dedicated to the advancement of racially, ethnically, gender-diverse and economically disadvantaged faculty, staff, fellows, and students.
- Research that engages diverse populations and that examines issues affecting the health and well-being of underrepresented and marginalized groups.
- Participate in local and national advocacy initiatives, and research initiatives to address and raise awareness of neurologic care of patients from all backgrounds.
- Foster inclusivity and create a culture of belonging for all faculty, staff, fellows and students, wherein diverse ideas, perspectives, and backgrounds contribute to the advancement of the department.

OHSU is seeking an academic neurologist of unique vision, enthusiasm, and experience for the position of Chair. The Chair will ensure the excellence of the Neurology Department's educational, scientific, and clinical programs and have overall responsibility for operations and strategy across the Department. The Chair will also oversee the advancement and development of outstanding clinical and educational programs and focus on growing the research enterprise while sustaining the Department's reputation in all mission areas.

This position requires a dynamic, passionate, and experienced leader with a proven record of success across the spectrum of administration, financial management, clinical leadership, program development, basic or clinical research, education, and community engagement. An understanding of academic healthcare in the United States is essential for this position.

KEY RELATIONSHIPS

Reports to David Jacoby, M.D., Dean, OHSU School of Medicine and Executive Vice President, OHSU

Direct reports Department Faculty and Staff

Other key relationships Basic Science and Clinical Department Chairs
Institute and Center Leaders
OHSU Healthcare Leadership
OHSU School of Medicine Leadership
Faculty, students, and staff
Donors, community leaders, patients, families

KEY RESPONSIBILITIES

- Provide visionary and innovative leadership to lead the Department into its next phase of growth and development with the aim of achieving superior clinical, research, and academic programs.
- Work closely and collaboratively with OHSU leadership to build, grow, and integrate areas of acknowledged clinical excellence with outstanding outcomes and patient satisfaction; expand clinical programs to provide appropriate access to care and reduce patient backlog.
- Collaborate with other department, center, and institute leaders to maintain, build, and strengthen joint clinical, research, and academic programs.
- Assure delivery of excellent clinical education and advanced training to medical students, graduate students, residents, and postdoctoral fellows.
- Together with the dean, define and lead the Department's research strategy. Recruit and support principal investigators and other faculty within the Department in efforts to secure NIH and other grant funding to support research priorities. Ensure a deliberate investment into research activities and priorities within the Department. Support collaborative research efforts at OHSU and across the state.
- Supervise, prepare, implement, and monitor the Department budget that encompasses all funding sources and ensures compliance with grant, legislative, and institutional guidelines.

- Recruit, develop, and retain outstanding faculty and staff in support of Department activities. Ensure an atmosphere of support and development for all contributors and help create succession plans for individual faculty, while ensuring strategic personnel planning for the Department.
- Provide leadership in enhancing diversity, equity, and inclusion and promote cultural competence within all aspects of the Department and university.
- Require ethical medical and financial practices across the Department. Support compliance activities, as necessary.
- Partner with the Dean's office and OHSU Foundation to cultivate philanthropic support.

DESIRED OUTCOMES

- Develop a strategic plan for the Department.
- Strengthen and unify the Department by recruiting top talent for open positions and optimizing performance of the existing team.
- Promote and advance the tripartite mission for the Department in every interaction, decision, and initiative.
- Advocate for an inclusive Department.
- Analyze and evaluate opportunities to grow clinical volumes.
- Strengthen research and clinical collaborations with other departments at OHSU.

The position of Chair requires a dynamic, passionate, and capable physician with accomplishments across the spectrum of program leadership. Candidates should hold or be eligible for promotion to the academic rank of professor and licensed or eligible for medical licensure in Oregon. Qualified candidates will be selected from a pool reflecting defined diversity, broadly defined.

IDEAL EXPERIENCE

Academic Leadership

Service as a chair, vice chair, division chief, or in a similar executive role with a record of developing clinical and scholastic programs, advancing the careers and achievement of faculty and staff, and leading 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; financial understanding of clinical operations within a complex academic medical center is desirable.

Personal Scholarship and Work in Support of Others

A record of superior academic accomplishments as reflected in publications, research funding, and national and international society service; personal scholarship must meet the requirements for OHSU faculty appointment at the professor level. Demonstrated contributions to research success, including a record of successful scientific mentorship, is expected.

National and International Service

Visibility, leadership, and positive reputation in applicable societies and associations (e.g., AAN, ANA).

M.D. Degree and Board Certification in Neurology

Additional degrees are considered additive and highly desirable.

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 neurology and the implications for all elements of OHSU'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 OHSU'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 and maximizing activity with university, school, and OHSU health 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.
- Leveraging opportunities to build external relationships that will expand the scale, scope, and influence of the Department and contributions to the communities served by OHSU.
- Demonstrating understanding of the advanced practice provider role and integration into high performing team design.

Strategic Vision

The successful candidate must possess vision and the requisite leadership skills to build and develop nationally acclaimed department for OHSU. They will demonstrate this through:

- A strong and impassioned vision for building excellence in all aspects of the mission and an ability to translate broad strategies into clear, specific objectives and plans.
- An understanding of and appreciation for current trends in the field of neurology and the implications this has for the successful academic department.
- A commitment to advancing diversity, equity, and inclusion in the institution.

OTHER PERSONAL CHARACTERISTICS

- Experienced and self-confident professional with superior interpersonal skills who enjoys working with colleagues at all levels of the organization.
- Strong communicator with a commitment to transparency and collaborative decision making.
- Ability to build consensus and inspire the best in others.
- Highly collaborative with a record of developing and implementing innovative solutions to complex problems.
- Impeccable integrity, principles, and personal and professional values.
- Strong team player with the enthusiasm to lead with influence and work in a highly matrixed environment.
- Builder of trust, credibility, and support for leaders and staff across OHSU.

FOR CANDIDATES

The executive search firm Spencer Stuart has been retained to assist in this recruitment. Flip Jaeger and Shannon Yeatman of Spencer Stuart are lead consultants on the search. Inquiries, nominations, and applications are invited and should be submitted to search team member Ashton Lange, at: aslange@spencerstuart.com. Review of applications will begin immediately and will continue until the position is filled, although indication of interest is encouraged by June 30, 2023, for full consideration.

OHSU is an equal opportunity, affirmative action institution. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability or protected veteran status. Applicants with disabilities can request reasonable accommodation by contacting the Affirmative Action and Equal Opportunity Department at 503-494-5148.