

# POSITION PROFILE

Chief of  
Medical Oncology  
and Hematology



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Summer 2024





## MISSION

To improve health by offering innovative education and training, pursuing cutting-edge research, and providing the highest-quality patient care.

## VISION

We work together to define the future of health care and be the best.

## VALUES

Compassion  
Integrity  
Respect  
Diversity  
Lifelong Learning

## Strategic Plan 2023-2028



# THE ORGANIZATION

## University of Texas Medical Branch (UTMB)

For over 130 years, UTMB has stood with Texas – training today and tomorrow's health care workforce; working to better understand and treat illness and injury; providing care of for Texas families; and innovating new ways to improve health. Opened in 1891 as the nation's first public medical school and hospital under unified leadership, UTMB was the first academic health center in Texas and home to the state's first schools of medicine, nursing, and allied health sciences.

What began as one hospital and medical school building in Galveston is now a major academic system of global influence; a world-renowned [research enterprise](#); and a growing, comprehensive health system. UTMB Health is a \$3 billion health science center comprising [six hospitals on four campuses](#) and an [extensive network of 95](#) primary, specialty, and urgent care clinics in 60 locations throughout a nine-county region in Southeast Texas, including Galveston, Brazoria, and Harris counties. In 2022, UTMB Health recorded 1.6 million outpatient encounters, over 40,000 hospital discharges, more than 128,000 emergency room visits, and 6,400 deliveries in its Labor and Delivery units.

This comprehensive Health System provides a full range of care, from the most basic health maintenance to advanced care for complex conditions. In addition, UTMB Health operates 13 Regional Women's Services and Pediatrics clinics across the state to provide essential services to medically underserved women, and is one of the largest such programs in the state with more than 210,000 visits annually.

University of Texas Medical Branch has schools of [Medicine](#), [Nursing](#), [Health Professions](#), [Public and Population Health](#), and [Graduate Biomedical Sciences](#).

Approximately 1,000 faculty in over 50 [departments](#) serve a student population of over 3,000 graduate and professional students and over 800 undergraduates.

UTMB has four institutes for advanced study; a major [medical library](#); a network of hospitals and clinics that provide a full range of primary and specialized [medical care](#); numerous research facilities and over 25 [centers and institutes](#). It also is home to the [Galveston National Laboratory](#), one of only two laboratories in the U.S. conducting research on a university campus at the BSL-4 level. Overall research funding has increased 20% over the past five years to \$132 million, and UTMB ranks 54<sup>th</sup> nationally in NIH funding among medical schools. UTMB is also ranked as a five-star hospital by Vizient, for superior performance in providing high-quality care.

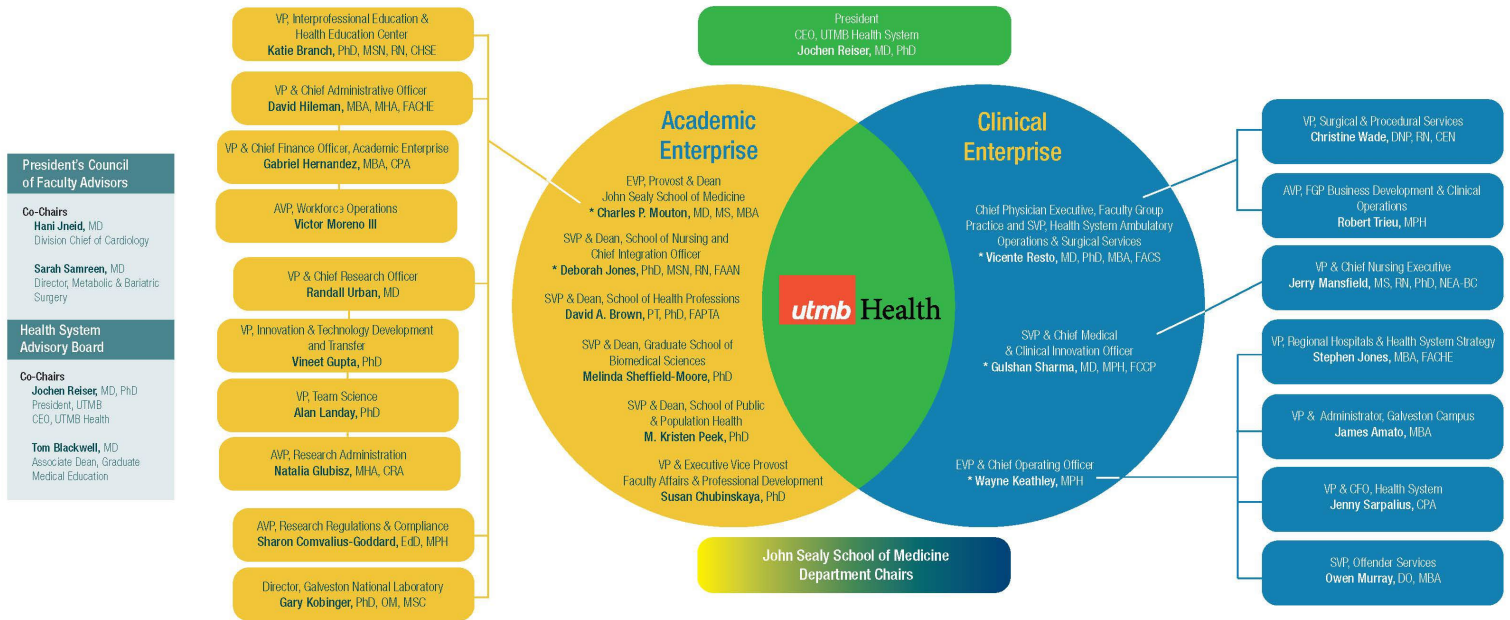
The UTMB team comprises almost 15,000 staff, residents, post-doctoral scholars, faculty, and research fellows. Part of [The University of Texas System](#) and a member of the [Texas Medical Center](#), UTMB has a \$4.9 billion annual statewide economic impact, in terms of business volume, personal income, and durable goods purchases. More than 46,000 jobs in Texas are directly or indirectly attributed to UTMB.

For more information, visit UTMB's [website](#) and the [UTMB Facts and Figures](#) page.

# THE ORGANIZATION

## University of Texas Medical Branch (UTMB)

### Organizational Chart

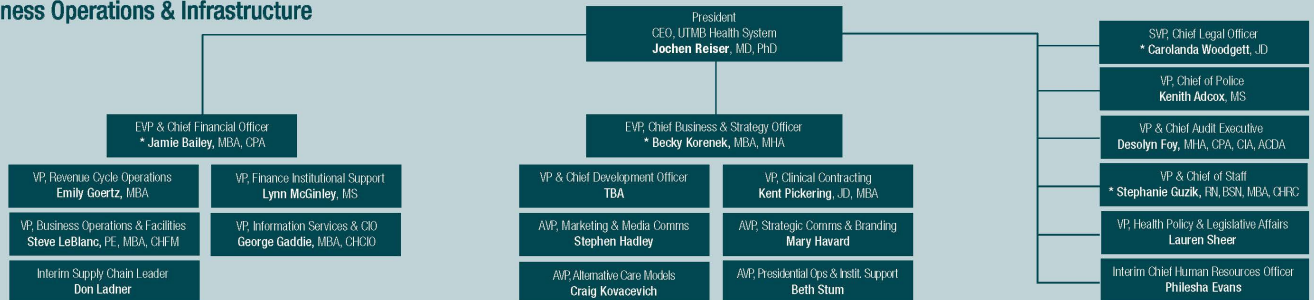


#### Innovation

SVP & Dean, School of Nursing & Chief Integration Officer  
\* Deborah Jones, PhD, MSN, RN, FAAN

VP & Chief Transformation Officer  
\* Salim Hayek, MD

#### Business Operations & Infrastructure



\* President's Executive Committee

## Academic and Clinical Leadership

President Jochen Reiser, MD, PhD

Provost Charles P. Mouton, MD, MS, MBA

Chief Physician Executive Vicente Resto, MD, PhD, MBA, FACS

## UTMB SCHOOLS

[John Sealy School of Medicine](#) – Founded in 1891, the School offers a variety of degrees including MD, MD/PhD, MD/MBA, MD/MS, MD/MPH, physician assistant programs, and scholarly concentrations including aerospace medicine, bilingual health, community engagement, global health, geriatric health, public health, physician healer, rural health, and translational research.

[School of Health Professions](#) – Established in 1968, today the SHP offers students a range of programs: a Certificate in [Interdisciplinary Pain Management](#); a Baccalaureate degree in [Medical Laboratory Sciences](#); Master's degrees in [Medical Laboratory Sciences](#), [Health Professions](#), MS Dietetic Internship (MS/DI) and [Respiratory Care](#); and doctoral degrees in [Clinical Laboratory Sciences](#), Clinical Nutrition, [Occupational Therapy](#), and [Physical Therapy](#).

[School of Nursing](#) – The University of Texas Medical Branch School of Nursing (SON) has a long-standing history of excellence and innovation in educating professional nurses for leadership roles in the state, nation, and international arenas. As the first school of nursing west of the Mississippi, UTMB's SON has been a trailblazer in nursing education for 130 years. The School offers three Bachelor of Science in Nursing programs, a Master's program with seven different tracks, three Post BSN and MSN Certificates, and two doctoral programs.

[School of Public and Population Health](#) – The newest addition to UTMB's academic enterprise, formally approved in 2022, the School of Public and Population Health houses five departments: Biostatistics and Data Science, Bioethics and Health Humanities, Epidemiology, Population Health and Health Disparities, and Global Health and Emerging Diseases. The School offers three CEPH-accredited PhD programs and five CEPH-accredited tracks for the Master of Public Health (MPH) degree. The three PhD programs include Bioethics and Health Humanities, Population Health Sciences, and Rehabilitation Sciences. The five tracks for the MPH program include Aerospace Medicine, Bioethics, Biostatistics, Epidemiology, and a Generalist track (MD/MPH combined degree).

[Graduate School of Biomedical Sciences](#) – The GSBS is one of the country's leading institutions of higher education in the biomedical sciences community. The GSBS is dedicated to training the next generation of biomedical scientists and to maintaining U.S. leadership in biomedical investigation.



## DIVISION OF MEDICAL ONCOLOGY AND HEMATOLOGY

A former NCI-designated oncology center, UTMB Galveston entered into a clinical collaboration agreement with the University of Texas MD Anderson Cancer Center in 2015. The agreement took shape in 2018 with the opening of a 200,000-square-foot facility in League City housing new and expanded cancer care services. Six years later, the decision has been made to end the collaboration and rebuild the Oncology Division at UTMB Galveston.

As a result, the Division of Medical Oncology and Hematology is in a rebuilding mode – recruiting oncologists and structuring services to be productive, efficient, technology-enabled, and capable of providing the highest-quality patient care. The cancer service line is very important to UTMB – this is a key strategic initiative for UTMB and a priority for the executive leadership team.

Over the next two to three years, the Chief of Medical Oncology and Hematology will have built a successful enterprise that merits the NCI designation. (At the moment there are three other NCI-designated centers in the area, and the population supports having as many as seven.)

The mandate is to rebuild, rather than build from scratch. UTMB has been providing comprehensive cancer care for years, and the collaboration was dissolved because it was determined that the best way to serve patients would be to provide oncology services independently. The Division has patients, and their numbers are growing quickly. A significant number of patients have always chosen UTMB for its distinctive culture and its patient care. Other reasons – insurance coverage and a desire to have all services under one roof – will drive even more patients to UTMB.

Under the reconstituted Medical Oncology Division, patients will be well served. The Division Chief will have the opportunity to introduce innovative models of care, with the enthusiastic support of the Chief Physician Executive and the Chief Transformation Officer, among others. This is an opportunity to build a progressive Division that is on the forefront of technology-enhanced patient care. This is a role for a nationally recognized and respected leader with deep clinical expertise, including the ability to recruit excellent oncologists. In just a few short years, this entrepreneurial builder will have made a significant impact. .



## ROLE OVERVIEW

**Title:** Chief of Medical Oncology & Hematology

**Reports to:** Chair of Medicine

**Location:** Galveston, Texas

The Division Chief is responsible for building the Medical Oncology & Hematology Division in a manner that will ensure progressive models of care, the highest-quality patient experience, and ultimately NCI accreditation. The priority for the first two or so years will be recruitment of an excellent team of oncologists who will be attracted to the Division's progressive approach as well as the reputation of its leader.

Once the Division is running with clinical efficiency, the Division Chief will be responsible for leading and managing the Division team, providing direction and identifying opportunities to expand and develop the clinical enterprise. In the longer term, there will be opportunities to build the Division's research and clinical trial activity.

This leader will foster a culture of patient care, clinical excellence, collaboration, and interdisciplinary initiatives. The Chief will oversee the Division's performance and ensure the optimal use of human, financial, space, and other resources to successfully manage the Division's clinical mission in support of UTMB's mission and strategic goals.



# KEY RESPONSIBILITIES

## Clinical Mission (Immediate Priority)

- Provides visionary leadership to drive clinical activity, overseeing recruitment, quality, patient care, revenue growth, expense management, and operational efficiencies
- Ensures accountability and high-quality and efficient performance of clinical faculty and staff, including use of clinical resources to produce good outcomes as measured by accepted standards of practice
- Is responsible for faculty recruitment, retention, and development
- Partners with health system colleagues to support goals and activities driving growth, revenue, quality, and cost control
- Ensures compliance of all area-specific clinical activities with federal, state, institutional, and accreditation-related policies
- Responsible for oversight of clinical services personnel, budgeting, scheduling, and program development

- Prepares the Division to be a successful candidate for accreditation by the National Cancer Institute

## Research Mission (Longer Term)

- Provides incentives and mentorship for faculty and residents, to encourage and support scholarship and research and expand the Division's research capacity
- Supports and encourages research within the Division as well as collaborations with other programs in the broader academic community
- Encourages, facilitates, and supports all efforts to acquire research funding

## Educational Mission (Longer Term)

- Ensures the provision of high-quality educational programs for postgraduate physician trainees within the Division, as well as medical and other health profession students who rotate through the Division



# THE CANDIDATE

## Knowledge, Skills, Abilities

- An understanding of the issues in today's academic healthcare environment, including deep experience leading a clinical enterprise
- Proven ability to recruit exceptional talent as required to support divisional priorities
- Entrepreneurially motivated with a desire to build and shape a clinical enterprise
- Strategic, problem-solving orientation and superior planning, organizational, and financial management skills
- Proven ability to define issues, strategically plan options and define solutions, and implement changes within targeted timeframes
- Demonstrated record of team leadership ability and accomplishment
- An understanding of current and evolving systems – including technology-enabled care – within the healthcare industry
- Understanding of and experience with the academic medical center environment, fiscal resource management, and coordination and motivation of diverse groups to focus on high-quality patient experience and care
- Research competence and experience with scientific method
- Ability to organize and evaluate teaching and research programs
- Ability to write scientific and fiscal proposals and to manage fiscal resources
- Ability to evaluate faculty and student potential and performance
- Ability to provide creative ideas/solutions
- Ability to understand and work in a matrix structure and to navigate through complexity and ambiguity
- Ability to influence and persuade, including the ability to clearly convey business and financial issues to faculty, and to say no, constructively and respectfully, when necessary
- Professionalism and competence in managing multiple programs and dealing with a variety of individuals
- Strong interpersonal and diplomatic skills to relate well to people at all levels and to develop strong relationships of trust
- Excellent oral and written communication skills – articulate, with active listening ability



# THE CANDIDATE (Continued)

## Knowledge, Skills, Abilities (Continued)

- Well-developed organizational, budgeting, and financial skills, with ability to give appropriate attention to detail and follow-through
- Integrity and honesty, authenticity, self-confidence, and adaptability
- Strong customer focus, energy, positive, 'can-do' attitude, and sense of humor
- Commitment to educating, serving, inspiring, and mentoring students, faculty, and staff
- Alignment with the Mission and Values of the University of Texas Medical Branch

## Education and Qualifications

### Required

- MD or MD, Ph.D.
- Board certified in medical oncology
- Licensed or eligible for medical licensure in Texas

### Required

- Demonstrated familiarity with academic administration in a specialty field
- Demonstrated comprehensive understanding of a medical school / hospital environment
- Demonstrated ability to build and sustain collegial relationships with peers, faculty, departmental staff, hospital administration, residents, and students
- Familiarity with the process of scientific inquiry and factors that support growth of research within an academic environment, including the securing of research funds

### Preferred

- MD or MD, PhD and eight to ten years of related experience in a complex academic medical center



# THE UNIVERSITY OF TEXAS SYSTEM

For 140 years, The University of Texas System has improved the lives of Texans — and people all over the world — through education, health care and research. With an enrollment of more than 256,000 students at [academic and health institutions](#) across the state, as well as an operating budget of \$29.1 billion, the UT System is one of the largest public university systems in the nation and the world.

UT institutions are powerful drivers of economic and social mobility in Texas, producing more than 63,000 graduates annually, including more than one-third of the state's undergraduate degrees and more than 60% of the state's medical degrees. Almost half of all undergraduate degrees are awarded to students who qualified for a Pell grant based on financial need while enrolled at a UT institution.

More than three-fourths of undergraduate students secure jobs in Texas within a year after graduation, providing a skilled workforce and fueling the state's economy. In fact, UT students who entered the Texas workforce between 2002 and 2019 had cumulative earnings through 2020 of \$350 billion.

The UT System is one of the largest employers in Texas, with more than 122,000 faculty, health care professionals, researchers, support staff and student workers.

Creating a healthier Texas is a fundamental mission of UT institutions. Collectively, UT-owned and -affiliated hospitals and clinics accounted for more than 10.6 million outpatient visits and more than 2 million hospital days last year. The UT System has opened its seventh medical school in Tyler.

In addition to world-class patient care, UT researchers are on the front lines of advancing treatments and therapies for deadly and debilitating diseases. Total annual research expenditures across the UT institutions exceeds \$4.3 billion, and the UT System ranks No. 1 in Texas and No. 2 in the nation in federal research expenditures among public higher education systems.

With the Texas population expected to grow dramatically in the years to come, the UT System will continue to lead in driving prosperity, innovation and health for the people of the Lone Star State.



# ADDITIONAL INFORMATION

**Compensation:** Salary will be commensurate with Academic rank, qualifications, experience, and educational background. In addition, UTMB offers a superior benefits package, an excellent retirement program, a relocation allowance, as well as many other potential incentives.

**Location:** UTMB Health encompasses four campuses with a total of six hospitals, and includes an extensive network of 95 primary, specialty and urgent care clinics in 60 locations throughout a nine-county region in Southeast Texas, including Galveston, Brazoria and Harris counties. Galveston is known for its 32 miles of Gulf Coast beaches, temperate climate, wide array of leisure and cultural activities, and affordable cost of living – all just south of Houston, the fourth-largest city in the United States. More information about UTMB and Galveston can be found at [UTMB Living](#).

**Equal Employment Opportunity:** UTMB strives to provide equal opportunity employment without regard to race, color, national origin, sex, age, religion, disability, sexual orientation, gender identity or expression, genetic information or veteran status. As a VEVRAA federal contractor, the university takes affirmative action to hire and advance women, minorities, protected veterans and individuals with disabilities.

## TO APPLY

Review of applications will begin immediately and will continue until the position has been filled. UTMB has retained Caldwell Partners, an international executive search firm, to assist with this search. Please apply in confidence by submitting a cover letter and curriculum vitae to: <https://caldwell.thriveapp.ly/job/1154>.

## CALDWELL TEAM

Our goal is to ensure you have a positive experience with our client, the University of California Office of the President, as well as with our Caldwell team. Should you have any questions during this process, please feel free to contact us:

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