



**Chair, Department of Pathology
Wake Forest University School of Medicine**

Wake Forest University School of Medicine and Advocate Health, the largest academic learning health system in the nation, seek a talented leader who will develop enterprise-wide strategies to advance the clinical, research, education, and diversity missions of both the academic department and system-wide service line. In addition to continuing to develop, scale, and innovate the academic department's scholarly programs and research portfolio as its chair, this leader will also serve as an executive of Advocate Clinical Laboratories (ACL); collaborating to develop and execute strategies that optimize care delivery and clinical operations in a large complex multi-state environment. In this capacity, the leader will work with ACL's six contracted pathology groups totaling 160 pathologists, along with enterprise technical advisory teams to drive best practices and new innovations such as digital pathology, value-based care, precision medicine, and AI. The officer will develop relationships with other service lines in the Midwest and Southeast medical groups to represent ACL and support new service line initiatives, health equity, and financial goals.

Reporting to the Dean, Wake Forest University School of Medicine and Chief Science Officer and Vice Chief Academic Officer, Advocate Health, as well as the President, Atrium Health Wake Forest Baptist, and working closely with the President of Advocate Clinical Labs and the Senior Vice President for Shared and Ancillary Services, Advocate Health, the next Chair of Pathology will serve as a visible, committed, and inspiring leader and will provide strategic leadership and direction for all aspects of the Department of Pathology with responsibility for the research, education, and clinical missions.

The next Chair of Pathology will define the future culture of the Department, leveraging the talents of a diverse group of 35 pathologists and 600 technologists and professional staff as the medical school and health system enter a period of unprecedented growth. The candidate will also demonstrate a commitment to promoting an academic and clinical culture that prizes health equity for communities served by WFUSOM, and a commitment to providing a just, equitable, diverse, and inclusive environment for all members, trainees, and affiliates of the Department.

This modern Chair of Pathology will be charged with developing, scaling, and innovating the Department's research and education programs, while optimizing care delivery and clinical operations in an increasingly complex environment. The new Chair will work to articulate a contemporary vision for this program that will further elevate its national and academic profile. This individual will work collaboratively across a School of Medicine with two campuses, while promoting enterprise-wide strategic objectives and embodying a new vision for "One School, One Mission, Growing Community, Global Impact."

The new leader will also serve as an executive member of ACL with responsibility for development and execution of pathology strategies, aligned with Advocate health's goals. They will assist in identifying best practice's for streamlined enterprise processes while synergizing the individual laboratory medical director's procedures throughout the ACL footprint. The leader is responsible for implementing the best practices across the various contracted pathology groups while maintaining strong engagement. They will collaborate closely with ACL operational executives to optimize resources, drive innovation, growth, consumer experience, compliance, quality, safety, value-based care, teammate engagement, and financial performance. The leader will effectively collaborate with other service lines, healthcare providers, and external stakeholders to execute ACL initiatives and drive innovation. The position requires travel across the Advocate Health footprint.

The successful candidate will be a well-established academic and clinical leader with a national reputation and a demonstrated commitment to foster and grow an interdisciplinary and diverse department to ensure the success of all institutional missions. They will have the knowledge and ability to effectively lead physicians and other health professionals, researchers, and educators at scale; embracing the values of quality and financial sustainability.

Nomination and Application Procedure: Additional information about the Wake Forest University School of Medicine can be found at <https://school.wakehealth.edu>. Russell Reynolds Associates (RRA) can also provide a full position specification, which includes more information about the organization, the role, and the candidate profile. Interested individuals should electronically submit a Curriculum Vitae and a Letter of Interest to RRA. The letter of interest is a two- to three-page cover letter detailing your experience and key achievements related to this position and your thoughts on how you see yourself contributing to the initiatives and responsibilities described in this position specification. Letters should be addressed to the Wake Forest University School of Medicine Search Committee and submitted electronically to RRA at this email:

Ben Grover, Consultant to the Search Committee
Russell Reynolds Associates
wf.pathologychair@russellreynolds.com

To ensure full consideration, materials should be received as soon as possible, as applications will be reviewed on an ongoing basis. Review of nominations and applications for the position will begin immediately and will continue until the position is filled. The search will be conducted in strict confidence, and references will not be contacted without the prior knowledge and approval of the candidates.

Advocate Health seeks to recruit and retain a diverse workforce while promoting an inclusive work environment committed to excellence in the spirit of Pro Humanitate. In adherence with applicable laws and policies, it prohibits the discrimination in its employment practices on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability and veteran status and encourages qualified candidates across all group demographics to apply. As part of Advocate Health's Culture Add Mindset, the ideal candidate will bring new, fresh, and different ideas and experiences. With this mindset, the Department of Pathology seeks to recruit individuals who see the world differently than current faculty; have different professional backgrounds, expertise or other industry experience; and have the skills to obtain desired results by doing things differently.