

**Chief of Pediatric Orthopaedic
Surgery, USF Health and Medical
Director of Pediatric Orthopaedic
Surgery, Tampa General Hospital**
University of South Florida Health

Confidential Position Specification

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Contents

The Opportunity	3
Position Summary	4
Key Responsibilities	4
The Candidate	5
Experience and Professional Qualifications	5
Education and Training	5
Compensation	6
The Organization	6
Locations	9
Appendix	10

**Position**

Chief of Pediatric Orthopaedic Surgery, USF Health and Medical Director of Pediatric Orthopaedic Surgery, Tampa General Hospital

**Location:**

Tampa, Florida

**Reporting Relationship:**

The Chief of Pediatric Orthopaedic Surgery will report to the Chair, Department of Orthopaedics and Sports Medicine, USF Health and President of the Florida Orthopaedic Institute, Roy Sanders, MD.

**Website:**

**[USF Health](#)
[Florida Orthopaedic Institute](#)**

The Opportunity

The Morsani College of Medicine (MCOM) of the University of South Florida (USF) is conducting a national search for a distinguished academic clinical leader in pediatric orthopaedic surgery to serve as the Chief of Pediatric Orthopaedic Surgery for USF Health and Medical Director of Pediatric Orthopaedic Surgery of Tampa General Hospital. The Chief will join the USF MCOM and support multiple specialized care for [Tampa General Hospital](#). This position offers a unique opportunity for a dynamic leader to create and develop a division of pediatric orthopaedic surgery and make significant contributions to the field of orthopaedic research and treatment.

USF Health, the region's only academic health center, and the Florida Orthopaedic Institute (FOI), Florida's largest private orthopaedic group, formed a long-term academic, research, and education affiliation together in March of 2015. The partnership created a great opportunity to build upon a nationally prominent USF Department of Orthopaedics with a partner that it was already strongly associated with and its primary teaching hospital, Tampa General Hospital. The goal of the alliance was to create an academic and research Center of Excellence in Musculo-Skeletal Medicine for the Tampa Bay community. The partnership created a pre-eminent Department of Orthopaedic Surgery, unrivaled regionally, with a significant national stature for USF. The partnership builds upon the clinical and academic excellence of FOI as well as the highly competitive USF orthopaedic residency program. The integration of the various entities into one cohesive unit has distinguished USF in all three pillars of modern academic medicine: compassionate clinical excellence; superior educational opportunities (for medical students, orthopaedic residents, and post graduate fellows), and scientific advancement.

USF is conducting a national executive search to serve as their Chief of Pediatric Orthopaedic Surgery while also serving as a Medical Director of Pediatric Orthopaedic Surgery for Tampa General Hospital. The Chief will be tasked with creating a state-of-the-art pediatric orthopaedic surgery program at Tampa General Hospital and will lead significant clinical practice and programmatic growth with the additional aim of expanding opportunities for research and education. Furthermore, the Chief will grow upon existing opportunities to advance complex, high-end procedures, and care. To support the buildout and pursuit of strategic growth, the Chief will recruit exceptional surgeons amongst other key staff to cultivate divisional initiatives and capitalize opportunities. The Chief will build upon the already existing

orthopaedic surgical residency program and pursue to develop a specialized pediatric orthopaedic surgical fellowship program in the future in addition to generating research initiatives.

On an organizational level, the Chief will be responsible for installing comprehensive systems to standardize and expand care provided by the overall program. The Chief will be accountable for achieving clinical, research, and educational goals as well as managing clinical services. Additionally, they will ensure the excellence of training programs and confirm they are in regulatory compliance and meet accreditation requirements.

This leader is instrumental in developing and shaping the future of USF's pediatric orthopaedic surgery program, leveraging expertise to expand research collaboration, drive cutting-edge discoveries, and lead from a patient-centric service culture. This is an opportunity for a visionary leader to enhance the stature of MCOM's institution both nationally and internationally, while playing a key role in developing and mentoring their team. The Chief will be a nurturing leader to all faculty and trainees, providing ongoing guidance and support for their development, including promoting collaborations across the greater system.

Position Summary

The Department of Orthopaedics and Sports Medicine at the USF Health MCOM is seeking an exemplary physician leader to join USF Health as the Chief of Pediatric Orthopaedic Surgery and Medical Director for Tampa General Hospital. This significant role is designed for a highly accomplished surgeon with a robust research portfolio, who will drive forward USF's mission of excellence in clinical care, research, and education.

The ideal candidate will have a profound passion for advancing pediatric orthopaedic surgical care, backed by a strong record of impactful publications and extramural funding. Furthermore, the ideal candidate will have a strong pedigree, record of excellence, possess strong communication skills, and be committed to providing exceptional patient experiences. The Chief will be a collaborative, innovative, and strategic leader with tenacity to lead through growth. Finally, the Chief must serve as a partner to senior leadership and someone who values transparency, professionalism, commitment to inclusion and diversity, demonstrates an ethical compass, and provides strong support for interdisciplinary and interprofessional collaboration.

Key Responsibilities

The key responsibilities for the Chief of Pediatric Orthopaedic Surgery are:

- Oversee the clinical, research, and educational mission of the program.
- Lead innovative research, ensuring integration with clinical practices.
- Develop and implement strategic initiatives for program growth and excellence in patient care.
- Foster interdisciplinary collaboration across various departments and partners.
- Drive educational efforts, mentoring medical staff, residents, and students.
- Maintain compliance with medical standards and policies.
- Play a pivotal role in expanding research collaborations and securing extramural funding.
- Understanding the future of pediatric orthopaedic surgery and position the program as an innovative leader in surgical care.

- Advocate for and implement patient-centric service culture.
- Lead efforts in fundraising and engaging with stakeholders for program growth.

The Candidate

Experience and Professional Qualifications

The ideal candidate will have the following background, experience, and skills:

- Demonstrated ability to drive program expansion and innovation.
- Strong organizational skills with the ability to negotiate effectively.
- Excellent communication skills and the ability to build collaborative relationships.
- Demonstrated track record of research funding.
- Experience working in a matrixed reporting environment.
- A visionary leader with strategic planning skills.
- Ability to inspire and lead teams towards achieving excellence.
- Commitment to fostering a diverse and inclusive work environment.
- Demonstrates strength in strategic planning and creating a vision while maintaining a focus on daily practicalities.
- Recognized as an active, skilled surgeon with national recognition.
- Possess an interest and agility in recruitment efforts.
- Knowledge and experience in academic institutions, health centers, and teaching hospitals.
- Demonstrates a career progression that is likely to prepare them for a position of this scope, complexity, and scale.
- Demonstrates an understanding of the issues involved in the management of a clinical enterprise and understands medicine from the perspective of personal clinical practice experience.
- Understands the value of health-related research and education and the capability to help to integrate the research and clinical enterprises.
- Demonstrates experience in fiscal management.
- Has proven experience working with diverse physician groups, along with demonstrated ability to orchestrate day to day operations at the highest levels of professional accountability.
- Works successfully with health system leadership.

Education and Training

- MD or equivalent from an accredited institution with a demonstrated record of achievement in teaching, academic research, and service. Must meet university criteria for appointment to the rank as Assistant, Associate, or Full Professor.
- Active Board certification by the American Board of Orthopaedic Surgery or comparable credentials.

- Minimum of 7 years of experience in pediatric orthopaedic surgery and progressive leadership experience in a complex academic medical center environment.
- Must have a current, unrestricted medical license in the State of Florida or be eligible for unrestricted medical licensure in the State of Florida. Candidates must be Board Certified in General Surgery.

Compensation

Compensation arrangements are competitive and commensurate with both experience and achievement. USF is an Equal Opportunity / Affirmative Action Employer and Educator. Women and members of underrepresented minority groups are encouraged to apply.

The Organization

USF Health's mission is to envision and implement the future of health with a commitment to improve the full spectrum of health, from the environment to the community, to the individual. USF Health integrates research, education, and health care to reach the shared value of making life better.

MORSANI COLLEGE OF MEDICINE (MCOM)

Fully accredited by the Liaison Committee for Medical Education (LCME), the college awards Doctorates in Medicine (MD), and through its School of Biomedical Sciences, PhD, and MS degrees in Medical Sciences. MCOM is the fastest rising research medical school according to the U.S. News & World Report Survey. It received over 5,500 applications for 176 student slots from across the nation. It boasts the highest MCAT scores of any Florida medical school. MCOM offers two parallel curricular MD programs that provide different areas of career emphasis and geographical focus. The CORE program is based in Tampa for four years and features a strong preclinical integrated curriculum with an emphasis on biomedical research small group and engaged learning activities, integrated year 3 clerkships, and year 4 career tracks that prepare students for the residency of their choice. There are 120 CORE students per year. The Scholarly Concentration option allows students to focus and develop in an area of interest outside the CORE curriculum in fields such as Health Care Disparities, Engineering, Business, and Medical Education. Specially designed programs are available, including combined MD/MBA, MD/MPH, MD/JD, and DPT/MPH programs and an Honors' Research program. To meet the growing demand for a workforce skilled in science and technology, the college provides a wide range of master's degrees and graduate certificates in emerging fields, such as biotechnology, bioinformatics, and metabolic and nutritional medicine.

MCOM Department of Orthopaedics and Sports Medicine

The Department of Orthopaedics and Sports Medicine provides outstanding clinical services and post-graduate education in a broad spectrum of settings. The faculty is dedicated to producing future professionals of orthopaedics and sports medicine which is reflected through its residency program, research, and other academic initiatives.

In partnership with FOI, the orthopaedic surgery residency training program provides exceptional training opportunities to prepare the next generation of orthopaedic leaders as clinicians, surgeons, and clinical investigators. Residents are provided educational opportunities through surgical training, outpatient clinics, didactic and Grand Rounds lectures, small group discussions and exercises, journal clubs, cadaveric dissection labs, surgical skills labs, and mobile learning labs for hands-on experience and to explore the latest orthopedic technologies. All 20 residents spend a significant portion of their

training at Tampa General Hospital. The USF/FOI residents consistently perform above the 90th percentile on the annual in-training exam, graduate with high case load volumes, obtain competitive research grant funding, publish and present their research nationally, and obtain highly competitive national and international post-graduate fellowship positions. In addition to these clinical opportunities, residents have access to a comprehensive team of facilitators including statisticians, epidemiologists and research coordinators which help efficiently produce novel work. The Department is fully committed to excellence in scientific discovery with a strong focus on innovation and leadership in research. Furthermore, 16 fellows are trained annually through subspecialties of adult reconstructive surgery, foot and ankle surgery, hand and wrist, shoulder and elbow, spine division, orthopaedic trauma, and sports medicine.

At USF/FOI, scholarly research is integrated into the core curriculum. Residents spend a portion of their time at the Foundation for Orthopaedic Research and Education (FORE) where they are frequently involved in clinical and biomedical studies in all orthopaedic subspecialties. FORE is a 501(c)(3) non-profit organization that was founded in 1999 by surgeons at FOI with the mission to improve orthopaedic medicine through investigation, innovation, and education. While FORE operates independently from TGH and FOI, there is constant collaboration with the surgeons on numerous research and educational endeavors. There is also the Florida Innovation & Education (FIVE) Labs which is a state-of-the-art facility for biomechanical and clinical research that's located only two miles from the Tampa International Airport (TPA) and less than 5 miles from TGH. FIVE Labs is part of US Bioskills, one of the largest bioskills network in the country.

MCOM Department of Pediatrics

The Department of Pediatrics was established in 1972 under the leadership of Lewis A. Barness, MD, one of the outstanding academic pediatricians of his generation. Dr. Barness recruited exceptional clinicians and investigators and was instrumental in developing comprehensive child health services for the Tampa Bay Area.

Today, the Department of Pediatrics includes 80 MDs and 19 PhDs across 15 divisions as well as over 120 voluntary clinical faculty. The dedicated faculty and staff of the Department work together to deliver outstanding clinical care and training. Caregivers are ranked among the top scorers in the Press Ganey Patient Satisfaction surveys.

Education is a core mission of USF Pediatrics. Each year, the Department trains over 160 medical students and participates in the training of students from many other health-related disciplines. The Department offers residency programs in pediatrics and internal medicine/pediatrics, and fellowship programs in allergy/immunology and neonatology. Patient care and resident/fellow training is provided at two USF hospital partners; Tampa General Hospital and Johns Hopkins All Children's Hospital in St. Petersburg. Other primary clinical sites are South Tampa Center for Advanced Health Care, Pediatric Clinic at Healthpark, The John S. Curran Children's Health Center, and Tampa General Hospital Brandon Healthplex.

Faculty participate in a variety of state-of-the art research. The Department's research program includes over 100 active projects, and more than 30 principal investigators who have earned more than \$13M in funding. Research is supported by nine endowed chairs and pediatric research at USF only continues to expand.

FLORIDA ORTHOPAEDIC INSITUTE (FOI)

The Florida Orthopaedic Institute (FOI) physicians are nationally known around the world for their work in Orthopaedic surgery and have been named among the best orthopaedic physicians in America. This is accomplished through sub specialization, continuing scientific and clinical research to enhance the art and science of orthopaedic surgery, and by providing education through courses and lectures, journals, publications, fellowship and residency training.

As one of Florida's largest orthopaedic groups, FOI's mission is to provide excellence in clinical outcomes and an exceptional patient experience through an environment that fosters growth through teaching, education, and research in all aspects of musculoskeletal medicine. All surgeons are fellowship trained, providing a level of care that is unattainable elsewhere in Tampa Bay. With expertise in virtually every orthopaedic subspecialty, FOI is a one-stop shop, with the ability to manage all aspects of musculoskeletal care.



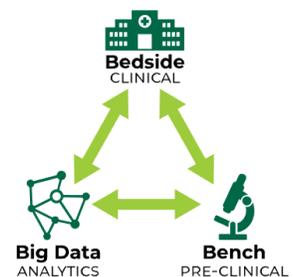
Founded in 1989, Florida Orthopaedic Institute has grown from 12 orthopaedists working in one office and one hospital, to over 40 physicians, 25 mid-level providers, 15 Fellows, and a professional staff of more than 700, working in 12 offices and 19 regional hospitals, three Surgery Centers and two Orthopaedic Urgent Care centers. In 2020, FOI and OrthoCare Florida (OrthoCare) merged to form the largest orthopaedic practice in Florida and the fifth largest in the United States. This merger helped ensure that the practice would continue to provide the highest quality of care to patients throughout Tampa Bay and across Florida. Between the 2020 merger and unprecedented growth in 2023, FOI now serves more than 200,000

patients through nearly 120 physicians at 26 locations across Tampa Bay and beyond. Then, in 2023, FOI expanded its footprint outside of the Tampa Bay region by adding three new offices and 13 world-class orthopaedic specialists to serve the Lakeland, Ocala, and Gainesville communities. FOI has been a household name in Tampa Bay for over 30 years and has a national reputation and recognition as one of the top orthopaedic providers in the country.

FOI's Divisions include Foot and Ankle, Hand and Wrist, Joint Arthroplasty, Oncology, Orthopaedic Trauma, Pain Management, Rehabilitative Medicine, Shoulder and Elbow, Spine Surgery, and Sports Medicine. Additionally, in combination with USF and Tampa General Hospital, Florida Orthopaedic Institute surgeons use the combined strengths of each partner to advance academic orthopaedics through the USF Orthopaedic Surgery Residency Program. This combination assures patients the finest orthopaedic treatment and brings substantial benefits to the community, patients, residents, and medical students alike.

USF-TAMPA GENERAL PHYSICIANS (USFTGP)

In July of 2020, Tampa General Hospital (TGH) and the University of South Florida announced the formation of a new clinical affiliation, a significant milestone that will further solidify one of the largest academic medical centers in Florida and build upon their longstanding relationship and commitment to improving health care in Tampa Bay. TGH and USF have worked closely together for nearly 50 years since the opening of the medical school in the early 1970s. This new endeavor builds on this long-standing relationship and will enable the two organizations to advance more quickly and broadly on a variety of strategic goals.



USFTGP is organized for charitable, educational, and scientific purposes and to coordinate the integrated clinical services of Tampa General Medical Group (TGMG) and USF's MCOM practice plan. The formation of USFTGP (over 1,000 participating physicians and billable providers) will enable the two organizations to align administrative and clinical practice areas into a new organization. Both organizations are working to create Florida's leading academic medical center dedicated to outstanding patient care, education, and research. The restructuring will allow TGH and USF Health to combine resources and work together more seamlessly to provide tightly coordinated, seamless patient care. The new affiliation also will benefit the private practice physicians on staff at Tampa General Hospital by offering purchased services and management services through the new company.

Locations

TAMPA GENERAL HOSPITAL (TGH)



Tampa General Hospital (TGH) is the largest academic hospital in west central Florida and was ranked among the top 2% of hospitals in the nation for Orthopaedics by the *U.S. News World Report* for 2023-2024. TGH is a 1000-bed tertiary care medical center serving the Tampa Bay area and the surrounding counties. This institution serves as the primary teaching hospital for the USF Morsani College of Medicine. Approximately 1,200 community and university affiliated attending physicians and more than 270 resident physicians in the USF College of Medicine residency programs serve the community's medical needs. Amongst many collaborations, the USF/TGH burn center is one of just five burn centers in Florida to have earned Verification by the American Burn Association/American College of Surgeons and one of only two ABA-verified adult and pediatric burn centers in Florida.

TGH provides high-quality care over the continuum of orthopaedic injuries and conditions ranging from all forms of arthritis to spinal disorders, tumors, and upper and lower extremity problems. TGH has been recognized as "High Performing for Hip Replacement, Knee Replacement and Hip Fracture by *U.S. News World Report* for 2023-2024 which reflects low 7- and 30-day re-admission rates, low post-operative complication rates, low rates of patients requesting corrective surgery after their initial procedure, and high patient satisfaction scores. Additionally, TGH has also earned a spot on *Becker's Hospital Review's* 100 Hospitals and Health Systems with Great Orthopaedic Programs. TGH also maintains Gold Seal Certification for orthopaedic trauma from The Joint Commission and serves as a regional referral center for complex orthopaedic surgery.

TGH's Orthopaedic Institute is a national leader in orthopaedics, performing more than 5,000 procedures annually. Using the most advanced technologies and treatments, orthopedic specialists at TGH provide world-class care and excellent outcomes for even the most complex orthopedic conditions, including hip and knee arthritis, fractures, spinal deformities, musculoskeletal tumors, joint infections, foot, ankle, shoulder, elbow, and hand disorders. The Institute is comprised of three centers: General Orthopaedic and Sports Medicine, Adult Joint Reconstruction, and Orthopaedic Trauma.

Appendix

UNIVERSITY OF SOUTH FLORIDA

Founded in 1956, the [University of South Florida](#) was the first independent state university conceived, planned, and built in the 20th century. The university has made incredible strides in few more than 50 years, developing into one of the nation's leading research institutions.

The University of South Florida is a high-impact, global research university located in Tampa, Florida. It is one of the largest public universities in the nation, and among the top 50 universities, public or private, for federal research expenditures. The university is one of only four Florida public universities classified by the Carnegie Foundation for the Advancement of Teaching in the top tier of research universities, a distinction attained by only 2.3 percent of all universities.

Serving nearly 48,000 students with 364 programs at the undergraduate, master's, specialty, and doctoral levels, the USF System has an annual budget of \$1.5 billion and an annual economic impact of \$4.4 billion. The USF System includes three separately accredited institutions by the Commission on Colleges of the Southern Association of Colleges and Schools: USF; USF St. Petersburg; and USF Sarasota-Manatee. The University's main Tampa location is home to USF Health, including the Colleges of Medicine, Nursing, Public Health and Pharmacy, and Schools of Physical Therapy & Rehabilitation Sciences and Biomedical Sciences.

The University has 180-degree programs at the undergraduate, graduate, specialty and doctoral levels, including the Doctor of Medicine. More than 2,000 distinguished scholars, researchers, and expert teachers, nearly all holding PhDs or the highest degrees in their fields, make up the USF faculty – including the 2012 U.S. Professor of the Year.

The University of South Florida, the University of South Florida St. Petersburg and the University of South Florida Sarasota-Manatee are separately accredited within the USF System by the Commission on Colleges of the Southern Association of Colleges and Schools.

The [2025 System Strategic Plan](#), as approved by the Board of Governors in October 2019, which focuses on three critical points of emphasis for the targeted State University System 2025 Goals—Excellence, Productivity, and Strategic Priorities for a Knowledge Economy—and recognizes the universities' teaching, research, and public service priorities.

Tampa Bay Area

The Tampa Bay Area is the region of west central Florida adjacent to Tampa Bay. The Tampa Bay region consists of four contiguous metropolitan areas of Tampa-St. Petersburg-Clearwater; North Port-Sarasota-Bradenton; Lakeland-Winter Haven and Homosassa Springs. The region includes the eight counties of Citrus, Hernando, Hillsborough, Manatee, Pasco, Pinellas, Polk, and Sarasota. It is often considered equivalent to the Tampa–St. Petersburg–Clearwater Metropolitan Statistical Area (or MSA).

Tampa Bay's well-educated and diverse population of over 4.3 million residents is a perfect complement to the wide array of real estate options and robust and innovative industry activity.

Tampa Bay enjoys an average temperature of 73 degrees and holds the record for the most consecutive days of sunshine, which makes Tampa a beautiful place to play. From canoeing along the scenic Hillsborough River to biking or jogging alongside the Bay, Tampa has something for everyone. Fish from a pier or charter a deep-sea fishing boat. Play one of Tampa's



dozens of beautiful golf courses year-round. Play tennis on numerous public and private courts. Enjoy a walk on the beach at sunset. The opportunities for physical activity are endless. With year-round sunshine, the Tampa Bay region offers events throughout the year that highlight the unique and diverse culture of the community.

The region hosts a variety of film festivals including the Sarasota, the Sunscreen, the International Gay & Lesbian, and the Gasparilla Festivals. Hundreds of thousands gather every year for popular events such as the Gasparilla Pirate Invasion, the Floral City Strawberry Festival, the Labor Day Weekend Bluegrass Festival, the Cortez Seafood Festival, the Chasco Fiesta, the Lakeland Pig Festival, the Florida Strawberry Festival, the Kumquat Festival, the Florida International Airshow, and holiday boat parades.

Arts and culture are prominent in Tampa's ever-changing downtown. The Tampa Museum of Art is a cultural landmark situated along the Tampa Riverwalk in the city's downtown. The museum opened its award-winning home in 2010 and is the region's largest museum devoted to art of our time. The museum's 14,000-square-foot LED installation on its façade has become an iconic image for Tampa. Performing arts in the tri-city area are plentiful through the Straz Center for the Performing Arts, Ruth Eckerd Hall, and the Mahaffey Theater.

- Enjoy ample access to world-class beaches, golf, fishing, and water sports.
- Enjoy cultural amenities from film & music festivals to excellent museums.
- Enjoy a wide range of professional and collegiate sports, including professional baseball, football, soccer, and hockey.

- Enjoy easy access to the some of the best know theme parks in the nation, including Busch Gardens in Tampa, Legoland in Winter Haven, and the Walt Disney World Resort and the Universal Orlando Resort in Orlando
- Enjoy a vibrant culinary scene, with a wide range of dining options for every palette.

The Tampa Bay area enjoys easy access to the St. Petersburg/Clearwater area, which has miles of some of the best white-sand beaches in the nation. Clearwater Beach, and both Ft. DeSoto and Caladesi Island state parks are recent “Top Beach in America” winners.

Tampa has earned the nickname “Champa Bay,” thanks to its very active and successful professional sports teams, including the NFL’s Super Bowl Champion Tampa Bay Buccaneers, MLB’s American League Pennant winning Tampa Bay Rays, and the NHL Stanley Cup winning Tampa Bay Lightning. The NY Yankees call Tampa their home for spring training, while the University of South Florida Bulls and University of Tampa Spartans provide multiple NCAA sports for the area.

Find out more at:

www.visittampabay.com, www.tampachamber.com, and www.visitstpeteclearwater.com

Abbe Ulrich

Senior Client Partner

T. +1 (713) 374-1367

M. +1 (713) 204-8644

E. Abbe.Ulrich@KornFerry.com

Charlie Falcone, MD, MBA

Senior Client Partner, Global Leader, Academic Sector,
Director, Physician Leadership Institute

T. +1 (847) 942-8968

E. Charles.Falcone@KornFerry.com

Kait Hasler

Senior Associate

T. +1 (906) 362-0495

E. Kait.Hasler@KornFerry.com

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