

POSITION PROFILE

Chair, Department
of Internal Medicine



Fall 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

A Brief Introduction to UTMB Health's Strategic Plan

The entire University of Texas Medical Branch community works together to work wonders every day.

Creating new ways to teach the healing arts and sciences. Growing lungs in a lab. Unlocking the mysteries of the human brain. Combatting chronic and infectious diseases. Making innovative use of technology. Designing healing environments. Providing access to the best care for growing communities.

The examples are varied and nearly limitless, but they all depend on UTMB Health's ability to plan effectively and adjust to changes in the rapidly evolving fields of health care and academic medicine.

The Strategic Plan defines UTMB Health's path forward. It serves as the foundation for plans and goals at the entity, department, and division level.

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 54th 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.

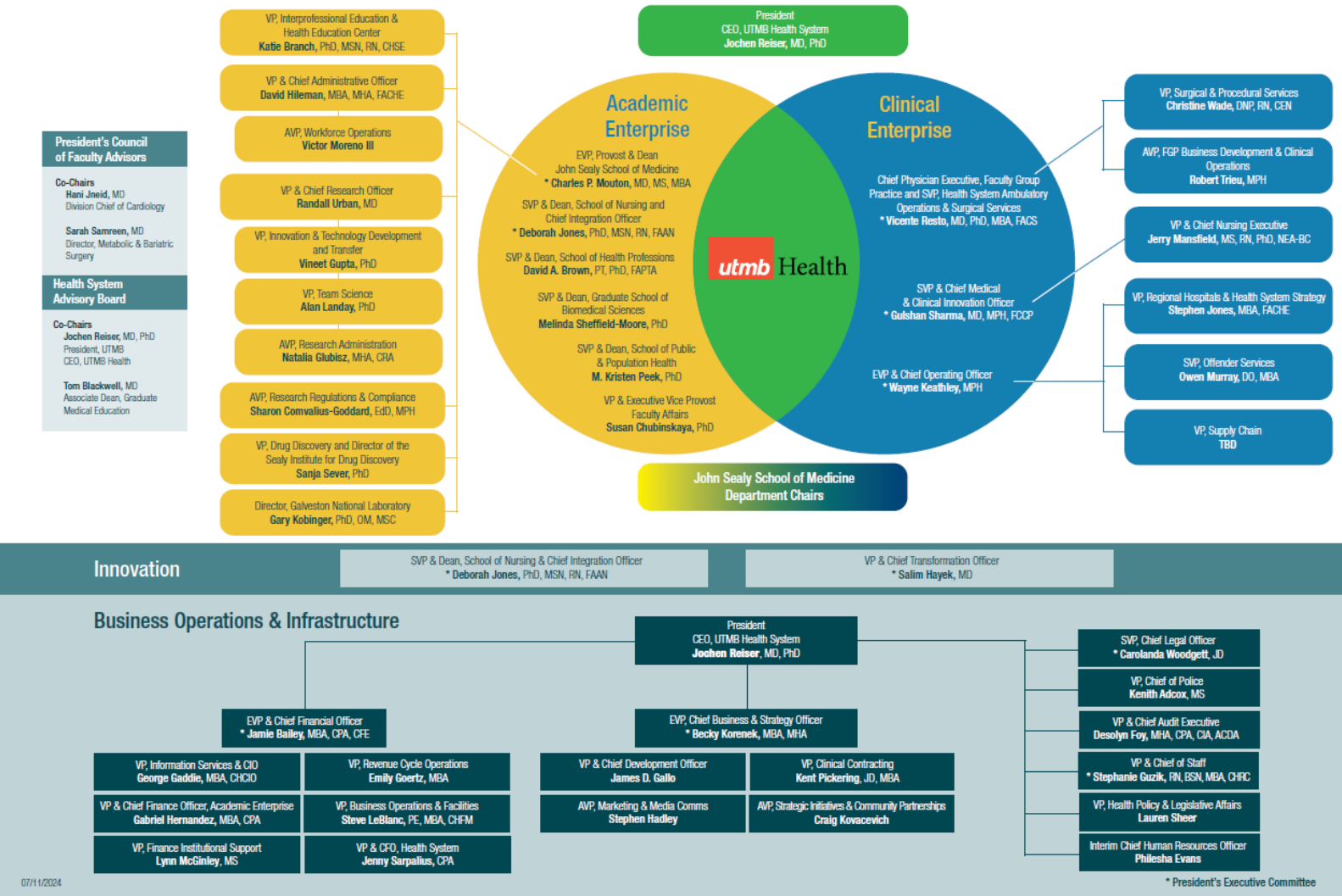
The UTMB team comprises almost 15,000 staff, residents, post-doctoral scholars, faculty, and research fellows. Part of [The University of Texas System](#) and a member of the [Texas Medical Center](#), UTMB has a \$4.9 billion annual statewide economic impact, in terms of business volume, personal income, 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



Academic and Clinical Leadership

President Jochen Reiser, MD, PhD

EVP, Provost & Dean, John Sealy School of Medicine, 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.



DEPARTMENT OF INTERNAL MEDICINE

The [Department of Internal Medicine](#) is proud to offer advanced medical care, research, and training in the region's only academic health science center south of Houston.

The Department's vision combines top-notch clinical care with education and research. Supported by the Galveston National Laboratory and the nation's #1 Microbiology department for NIH funding, the environment is one in which research and patient care go hand in hand. A state-of-the-art Clinical Research Center enables clinical trials, PI-initiated studies, and industry-sponsored studies that will help shape the future of medicine. A commitment to innovation drives new solutions, like AI tools that help clinicians practice more efficiently and improve patient care.

UTMB has formed partnerships that push the boundaries of traditional medicine, including:

- providing essential telehealth care to passengers at sea through an innovative cruise ship medicine program;
- preparing doctors to deliver care in extreme environments through an Aerospace Medicine program;
- reaching the most remote locations through UTMB's medical contract with the National Science Foundation in Antarctica;
- training and practicing in the secure UTMB – Texas Department of Criminal Justice Hospital, the only hospital for care of the incarcerated on a major academic medical center campus.

With over 154,000 inpatient visits and 148,000+ clinic visits, the Department's 181 faculty (including 32 endowed chairs and professorships), 57 APPs, and 136 staff are dedicated to providing patients the best possible care.

Divisions

- [Allergy & Immunology](#)
- [Cardiovascular Medicine](#)
- [Endocrinology](#)
- [Gastroenterology](#)
- [General Medicine](#)
- [Geriatric Medicine](#)
- [Medical Oncology & Hematology](#)
- [Infectious Disease](#)
- [Nephrology](#)
- [Palliative Medicine](#)
- [Pulmonary Critical Care & Sleep Medicine](#)
- [Rheumatology](#)

Education

The Department's training programs develop patient-centered and intellectually curious physicians, through a supportive learning environment that is dedicated to high-quality and evidence-based care. Programs include the Internal Medicine Core Clerkship, the [Internal Medicine Residency Program](#) and ten [Divisional Fellowship Programs](#).

Research

From basic physiology, and cellular and molecular studies in humans, to interventional clinical trials, and disease outcome investigations, the Department's investigations and investigators are advancing the boundaries of medical science. In the past fiscal year, the Department received almost \$6 million in federal funding, and nearly \$3 million sourced from other agencies. There are 225 active projects within the Department, and investigators submitted 85 applications during this fiscal year – a testament to the work ethic and performance of the Department's talented researchers.

ROLE OVERVIEW

Title:	Chair, Department of Internal Medicine
Reports to:	EVP, Provost & Dean, John Sealy School of Medicine
Location:	Galveston, Texas

The Chair is responsible for the quality of the Department's educational, scientific, and clinical programs, as well as for the overall leadership and management of the Department. This includes the appropriate and optimal use of human, financial, space, and other resources to successfully manage the Department's clinical, educational, and research missions. The Chair manages resources and fosters an atmosphere conducive to faculty development, education, clinical productivity, research, and the provision of outstanding clinical care. The Chair is expected to apply a strong and proven commitment to care delivery, research, education, and advocacy.

The next Chair will be strategic, entrepreneurial, financially astute, and an experienced, incisive, and prudent steward who will lead the Department through inevitable change in practices and expectation. The Chair will be a skilled recruiter of top talent, prepared to dedicate time and resources to attracting medical specialists who will contribute to the growth of subspecialty programs to address complex cases. There is opportunity to attract additional research talent, with a focus on increasing research funding and clinical trials. The Chair will promote a culture of stewardship and transparency across locations, including a commitment to: managing length of stay and observation stays; improving business operations; and re-aligning resources as strategies and needs evolve. UTMB is deeply committed to ensuring that its care delivery is recognized among the best in the nation, and that the Department of Internal Medicine is optimally aligned for its next leader to successfully support this institutional goal.

The Chair will embrace innovation and opportunities during this exciting and transformative time for all of health care, ensuring the Department is fulfilling its commitment to leading the charge in the advancement of high-quality care at UTMB and beyond. Working in a strong spirit of collaboration, the entire UTMB leadership team is demonstrating innovation, strong mission alignment, and unified ambition in achieving its goals under the leadership of the Dean, Dr. Charles Mouton.



KEY RESPONSIBILITIES

Clinical Mission

- Provides visionary leadership to drive clinical excellence, 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 both accepted standards of practice and by patient satisfaction surveys
- 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

Research Mission

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

Educational Mission

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

Innovation Mission

- Supporting and advancing innovation – a key pillar for UTMB's President, evidenced by the appointments of a Chief Transformation Officer and a Vice President of Innovation and Technology Development at UTMB



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 and retain exceptional talent as required
- Entrepreneurially motivated, with a desire to foster a robust 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 inspire and support innovation
- Highly collaborative, with 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 and EQ 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
- A working leader with a strong patient focus, energy, and a positive, 'can-do' attitude
- 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.
- Associate Professor or Professor, tenured or on a tenure track
- Board certified in internal medicine
- Licensed or eligible for medical licensure in Texas

Required (Continued)

- Nationally recognized as a clinical expert in specialty field
- 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
- Independent NIH grant funding and scientific national recognition
- Proficient with the scientific inquiry process and factors that support growth of research within an academic environment, including the securing of research funds

Preferred

- 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 send nominations and recommendations to: utmbchairintmedicine@caldwell.com.

To apply in confidence, please submit a cover letter and curriculum vitae to:
<https://caldwell.thriveapp.ly/job/1176>.

CALDWELL TEAM

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

- **Steven Price**, Partner | Dallas, TX | o: 214.765.7845 | m: 404.886.4959 | sprice@caldwell.com
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