

Position Profile:

Chief of Anatomic Pathology, Department of Pathology & Laboratory Medicine, School of Medicine



University of
California, Irvine



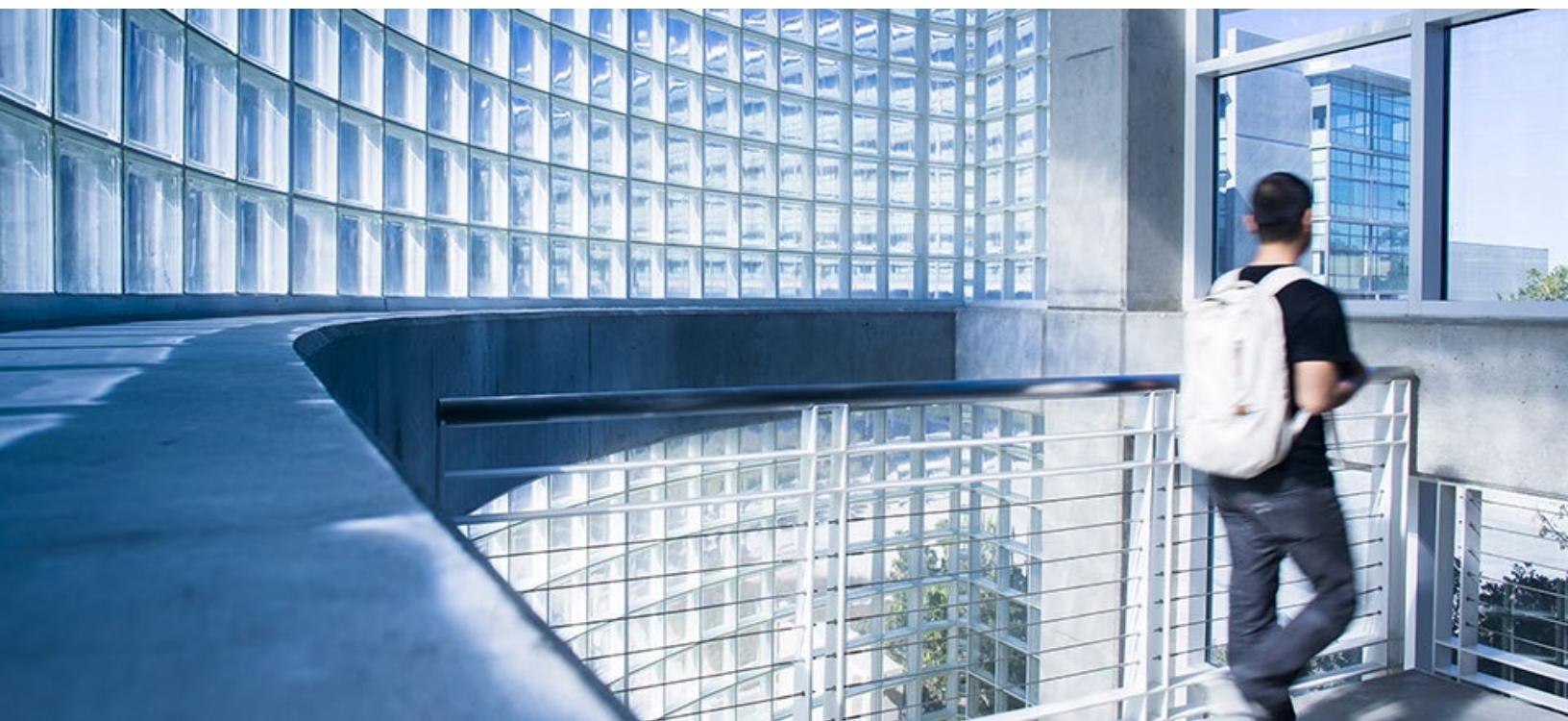
UNIVERSITY OF CALIFORNIA, IRVINE – SCHOOL OF MEDICINE

The oldest continually operating medical school in the Los Angeles area, for over [100 years](#) the [UCI School of Medicine](#) has been in operation, shining on the world stage as an enterprising champion of innovation and discovery. Its [Mission](#) is: Discover. Teach. Heal. Its Vision is: Powered by discovery, innovation, and inclusive excellence, the UCI School of Medicine seeks to advance individual and population health for Orange County and beyond by advancing high-impact medical research, educating a diverse health workforce, and delivering evidence-based, patient-centered healthcare.

Ranked as one of the top 50 U.S. medical schools for research by *U.S. News & World Report*, the UCI School of Medicine nurtures the development of medical students, resident physicians, and scholars in the clinical and basic sciences, and supports the dissemination of research advances for the benefit of society. The School has invested heavily in its research infrastructure, with a new, 215,000-sq-ft wet lab research building currently under construction,

a large new state-of-the-art cGMP facility, and a notable 16% annual increase in research awards over the past five years supported by earlier investments.

The UCI School of Medicine has 24 departments, ranging from basic science research to clinical, medical, and surgical specialties, and research, clinical, and teaching relationships with the VA Long Beach Healthcare System and Children's Hospital of Orange County (CHOC). The School's 1,000+ award-winning faculty members are dedicated to advancing medical knowledge and clinical practice to address society's health challenges. Each year, the School educates more than 500 medical students and trains more than 750 residents and fellows at UCI Medical Center and affiliated institutions. The School's diverse scholars include approximately 160 PhD and Master's students. This active community is dedicated to excellence in original research, teaching, creative expression, and intellectual leadership.



THE OPPORTUNITY

This is an opportunity to join an organization that has been growing steadily and is continuing to actively expand. A new, \$1.3 billion medical complex is under construction on the Irvine campus, with a 168,000-square-foot Family Health Center, a 225,000-square-foot Cancer Center (both opening in 2024) and a 144-bed hospital (opening in 2025) that will be all electric (the first of its kind in the country). This new complex will complement the existing large academic medical center in Orange. UCI Health also owns and operates two FQHCs. In 2024, UC Irvine acquired Tenet Healthcare's Pacific Coast Network, bringing four medical centers in Lakewood, Los Alamitos, Fountain Valley, and Placentia, and associated outpatient locations, into the UCI Health system.

Under the leadership of [Dean Michael J Stamos](#), the School of Medicine has invested in and grown its people, research, departments, and facilities. The School's four [basic science departments](#) and 19 [clinical departments](#), along with the Department of Pathology and

Laboratory Medicine, which is a hybrid department, have grown dramatically in size and in the volume of their research and clinical trial awards. The School's departments have actively invested in their education and research missions, productivity, and commitment to [diversity, equity, and inclusion](#).

The Department of Pathology & Laboratory Medicine has built excellent relationships across the School of Medicine and UCI Health; the two organizations are linked under Clinical Integration as "the enterprise" and share the goal of providing excellent patient care in a culture that is focused on all three missions, innovative and receptive to new ideas, entrepreneurial, highly collaborative, enthusiastic, and service-oriented. As the only academic health system situated in a large county with a population of 3.4 million (and a catchment area population of 4.7 million), the Department, including its Anatomic Pathology Division, has opportunities to continue to grow and build its reputation both internally and externally.



DEPARTMENT, DIVISION, AND ROLE OVERVIEW

The Department of Pathology & Laboratory Medicine

Medicine at UC Irvine Health School of Medicine is dedicated to the diagnosis and understanding of human diseases through clinical service, research, and teaching. Using the latest technologies, the Department's pathologists help advance medicine by finding better ways of diagnosing, managing, and treating diseases. The Department has a strong and diverse faculty, an ACGME-accredited residency program, ACGME and non-ACGME fellowship programs, and a supportive atmosphere for practicing anatomic pathology.

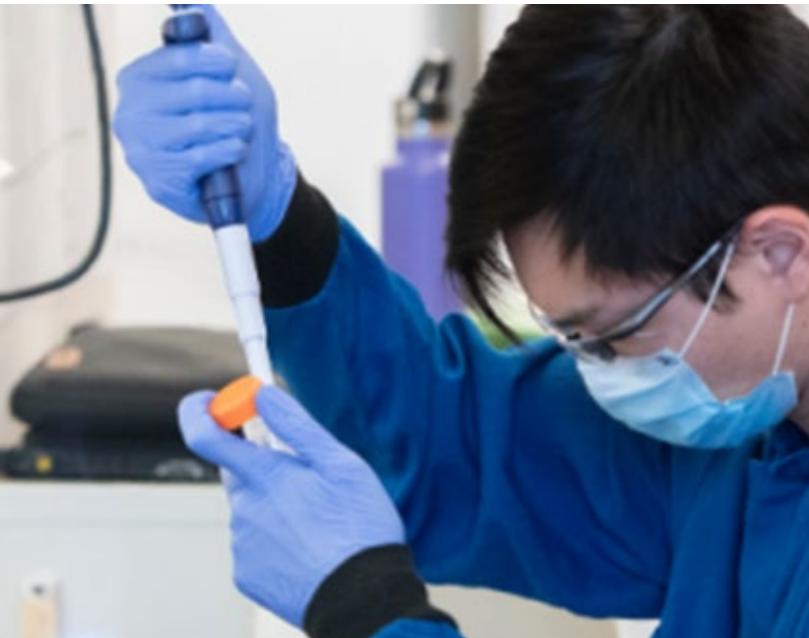
The Anatomic Pathology Division provides expert consultative diagnostic services in surgical pathology, cytopathology, and autopsy pathology, and in the following subspecialties: hematopathology, neuropathology, gastro-intestinal pathology, gynecologic pathology, genitourinary pathology, head & neck pathology, and ophthalmic pathology.

The Chief of Anatomic Pathology is a full-time faculty position. The academic appointment may be at professorial rank (Associate or Full

Professor) in the Health Sciences (HS) Clinical or Clinical X series, depending on experience and extent of research effort. Both HS and Clinical X faculty provide patient care; teach fellows, residents, and medical students; perform public and University service; and contribute to scholarly activities. Clinical X faculty are expected to have more significant effort and accomplishments as thought leaders of research programs with practice-changing potential. An academic appointment in the Clinical X series confers membership in the UCI Academic Senate.

Reporting to the Chair of the Department of Pathology & Laboratory Medicine, the Chief of Anatomic Pathology will lead and oversee all aspects of Anatomic Pathology services. This will include providing leadership to a group of general- and subspecialty-trained Surgical Pathologists, along with ensuring service quality and compliance with regulatory requirements.

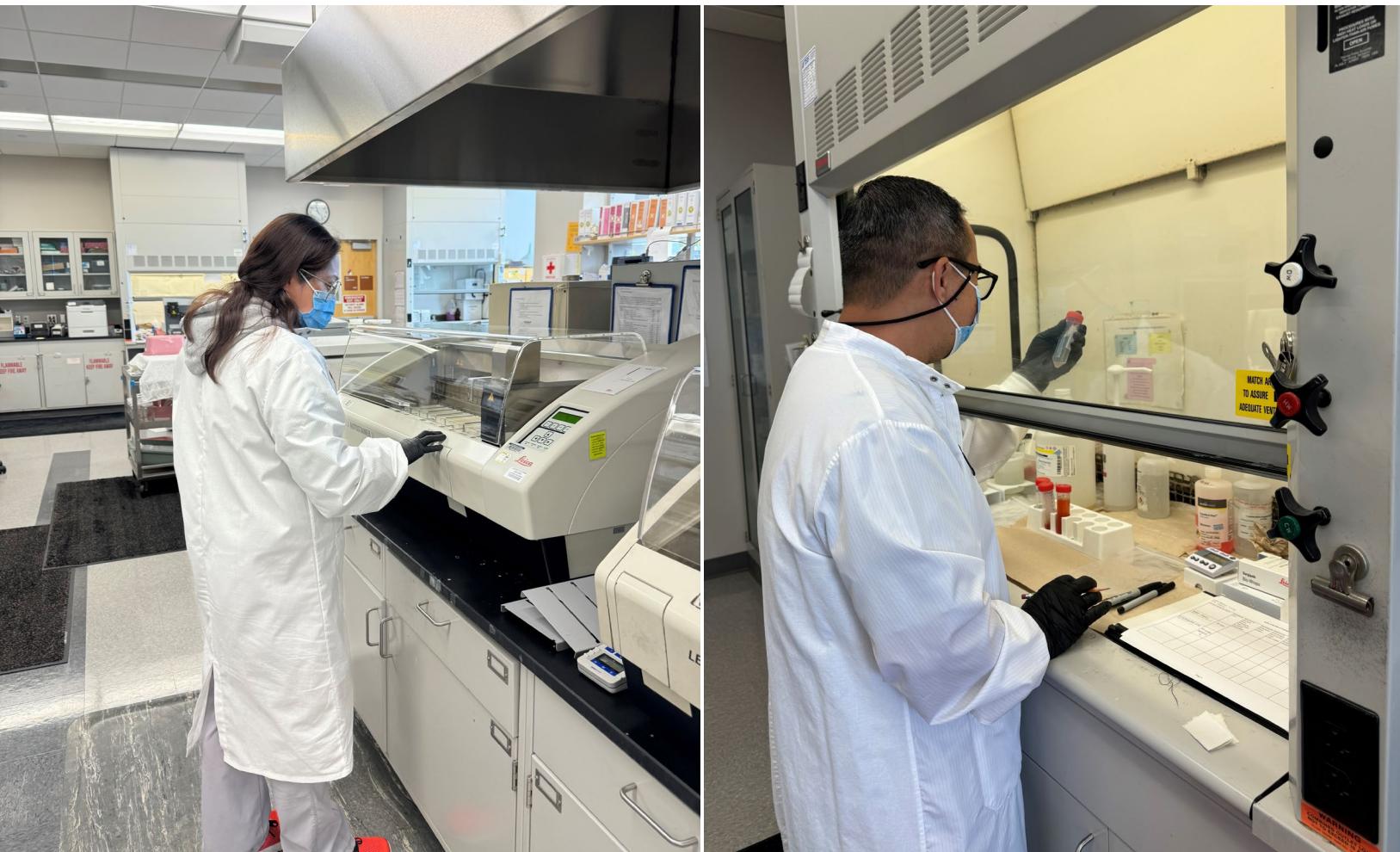
More information on the Department is available [here](#), while information on the Anatomic Pathology Division can be found [here](#).



RESPONSIBILITIES

Responsibilities of the role include:

- Establishing, communicating, and achieving buy-in for a vision for the Division
- Reporting to the Chair of Pathology & Laboratory Medicine, and collaborating with the Chair in developing and implementing strategies and plans
- Recruiting and retaining excellent faculty
- Leading and mentoring the Anatomic Pathology team in a way that enables faculty retention in a competitive environment
- Fostering the development of junior faculty – the next generation of leaders in Anatomic Pathology
- Contributing to a healthy divisional culture by communicating with diplomacy and transparency
- Ensuring the organizational structure, systems, and policies are clear and consistent, and support the efficient delivery of high-quality service
- Ensuring clinical schedules and workloads are transparently and equitably distributed
- Fostering a culture of openness, transparency, and mutual respect
- Earning respect and trust from the Anatomic Pathology team and the clients it serves



QUALIFICATIONS, EXPERIENCE, COMPETENCIES, ATTRIBUTES

Qualifications

- MD, DO, or MD/PhD degree or equivalent
- Board Certification in Anatomic Pathology
- Eligibility for, or currently hold, a medical license in the state of California
- Meets requirements for appointment at the rank of associate or full professor
- Fellowship training or expertise in at least one subspecialty area in Anatomic Pathology
- Expertise in multiple subspecialty areas in surgical pathology would be preferable, but not required

Experience

- Administrative leadership experience in an academic medical center – ideally part of a larger, matrixed health system that includes a medical school and medical center
- Experience as an educator, researcher, clinician, and operational leader
- A record in clinical and/or translational research
- Leadership skills and vision for enhancing the clinical and academic components of a multi-specialty division
- Commitment to diversity, equity, and inclusion and a record of building an inclusive culture

Competencies

- Capacity to recruit, develop, support, and retain world-class anatomic pathologists
- Familiarity with contemporary practices in anatomical pathology
- Capacity to be a thought leader and to encourage faculty to pursue research funding
- Proven commitment to advancing the principles of Diversity, Equity, and Inclusion
- Business acumen with ability to increase efficiency and productivity while maintaining high standards of quality and service

Attributes

- Open-minded and receptive to new ideas
- Well-developed communication, consultation, facilitation, interpersonal, and relationship-building skills
- Team coaching and mentoring ability
- Service orientation, together with a commitment to high standards of quality and service delivery
- Commitment to education
- Ability to work collaboratively within a diverse academic and clinical environment.
- Ability to operate with transparency
- Confidence tempered by humility



APPLICATION INFORMATION

UCI desires applicants who have evidence of commitment to or strong potential for commitment to the advancement of diversity, equity, and inclusion for underrepresented minority students and groups (Black/African-American, Latino(a)/Chicano(a)/Hispanic, and Native American). UCI is a Minority-Serving Institution (MSI), a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). These federal designations align with UCI's aspiration to be a national leader and global model of inclusive excellence. We seek faculty who are committed to diversity as well as diverse faculty who will be role models for our students.

Interested candidates are invited to complete an online application profile and upload a cover letter and their curriculum vitae electronically to : <https://recruit.ap.uci.edu/xxxxxxxxxx>.

Initial application materials should include a curriculum vitae, a one-page letter of interest, and a separate statement that addresses past and potential contributions to diversity, equity and inclusion. Applicants must complete an online application profile and upload their CV and application materials electronically for full consideration.

In addition to the above, complete applications for candidates who are selected to be interviewed by the Committee will include a research statement and a teaching statement.

Applications or nominations of candidates may be sent to: ucichiefAP@caldwell.com.

Application review will begin immediately and continue until the position has been filled.

Criteria for Professor of Clinical "X" Series:

The incumbent will be expected to conduct substantial and meaningful research; teach residents and medical students; have clinical care responsibilities; and perform public and University service. Excellence in teaching, clinical expertise, or research is an essential criterion for appointment in this series. Priority will be given to candidates with a proven track record of academic productivity, as demonstrated through high-impact publications, thematic-based research, and/or grant funding.

The salary range for the rank position is \$325,061 - \$452,651. The [posted UC salary scales](#) set the minimum pay determined by rank and/or step at appointment. See [Professorial Series \(Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank\)](#) and [Professor of Teaching Series – Health Sciences Compensation Plan](#). This position includes membership in the [health science compensation plan](#), which provides for eligibility for additional compensation.

As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs - With Interim Amendments](#). All Covered Individuals under the policy must provide proof of receiving the COVID-19 Vaccine Primary Series or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, Religious Objection, and/or Deferral based on pregnancy or recent COVID-19 diagnosis and/or treatment) no later than the applicable deadline. All Covered Individuals must also provide proof of receiving the most recent CDC-recommended

APPLICATION INFORMATION (Continued)

COVID-19 booster or properly decline such booster no later than the applicable deadline. New University of California employees should refer to [Exhibit 2, Section II.C. of the SARS-CoV-2 \(COVID-19\) Vaccination Program Attachment](#) for applicable deadlines. All Covered Individuals must also provide proof of being up-to-date on seasonal influenza vaccination or properly decline such vaccination no later than the applicable deadline. Please refer to the [Seasonal Influenza Vaccination Program Attachment](#). (Capitalized terms in this paragraph are defined in the policy.) Federal, state, or local public health directives may impose additional requirements.

The University of California, Irvine (UCI) seeks to provide a safe and healthy environment for the entire UCI community. As part of this commitment, all applicants who accept an offer of employment must comply with UCI conditions of employment, available at the following [link](#).

The University of California, Irvine is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy. A recipient of an NSF ADVANCE award for gender equity, UCI is responsive to the needs of dual career couples, supports work-life balance through an array of family-friendly policies, and is dedicated to broadening participation in higher education. UCI is committed to attracting and retaining a diverse workforce along with honoring unique experiences, perspectives, and identities. Together, the UCI community strives to create and maintain working and learning environments that are inclusive, equitable, and welcoming. UCI provides reasonable accommodations for applicants with disabilities upon request.

Caldwell's goal is to ensure you have a positive experience with our client, UCI, as well as with our Caldwell team. Should you have questions during this process, please contact us:

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