

UNIVERSITY OF COLORADO SCHOOL OF MEDICINE

The University of Colorado School of Medicine seeks a physician of unique vision, enthusiasm, and experience as Chief of the Division of Hematology. The ideal candidate for the leadership role is an academic physician with expertise in applying new knowledge to the practice of clinical medicine and a track record of scholarship. The Chief will be a nationally respected academic physician with demonstrated clinical, translational, and/or basic research accomplishments. Because the next Chief will lead a large academic and clinical enterprise, a candidate's experience leading effective programs is critically important. The Chief must exhibit the qualities required to be a successful and compassionate leader in a complex, matrixed environment, including working collaboratively across various organizations and effectively promoting the Division with community providers and leaders, donors, and hospital executives.

The University of Colorado School of Medicine seeks to recruit and retain a diverse workforce as a reflection of its commitment to serve the diverse people of Denver and Aurora, to maintain the excellence of the University, and to offer its trainees richly varied disciplines, perspectives, and ways of knowing and learning.

KEY RESPONSIBILITIES

The Division Chief will be responsible for full program development and oversight, including the Division's clinical, educational, and research program activities. Mentoring junior faculty and fellows, supporting quality improvement initiatives, integrating hematology services among the hospitals, clinical growth, and continued development of clinical, translational, and basic research related to hematology are notable priorities.

The Division Chief will have the responsibility to:

- Ensure the highest quality and national visibility of the Division's patient care, education research, other scholarly/academic activities, and community outreach programs.
- Promote the Departmental priorities of interdisciplinary program development, physician-scientist career development, workforce diversity, and integrated program development with its affiliates.
- Assure the mentorship of trainees and faculty with the goals of career development and progression toward promotion.
- Articulate a compelling vision for the Division that engages stakeholders, advocates for faculty and staff, and leverages division strengths to garner support from partners, funders, and donors.
- Recruit, retain, and academically develop faculty in the Division equitably and inclusively.
- Administer the Division in a fiscally responsible manner within university policies. Direct a team of division administrators (five current administrators oversee the following portfolios: Head Administrator and Director of Finance, Communications, and Logistics, Pre-Award Grant Submissions and Management, Post Award Account Management, and Education).
- Personally participate in regularly scheduled meetings of the Department of Medicine's Division Heads and other ad hoc Departmental meetings.
- Set and achieve yearly goals to support the Division's strategic initiatives, mission, and vision, including but not limited to quality and safety, patient engagement, antimicrobial stewardship, infection prevention and control, education, innovation, and advancing existing and novel research programs in the Division.
- Flexibly respond to changing UCHHealth clinical practice needs and priorities for hematology.
- Assure that the activities of the Division meet clinical and educational fellowship accreditation requirements, as well as meet institutional biosafety and animal care standards for research and manifest high standards for research integrity.
- Demonstrate a willingness to mentor and develop diverse students, fellows, junior faculty, and colleagues.
- Work positively and collaboratively with Denver Health, National Jewish, and VAMC site chiefs to oversee the faculty based at these institutions. Integrate them into the division activities to foster the growth and development of the multiple missions of the Division.
- Foster a culture of collegiality, collaboration, and respect for faculty, trainees, and staff.

- Maintain an active research portfolio supported by external, peer-reviewed funding, industry, or other sources.
- Develop, implement, and evaluate performance metrics for faculty, including those related to clinical productivity, scholarly efforts, and promotion readiness.

IDEAL EXPERIENCE

Clinical Excellence and Eminence

Exceptional reputation and outstanding patient outcomes. Leadership and participation in national or international societies are a plus.

A national/international reputation for personal academic accomplishments

A record of outstanding academic accomplishments within the field of hematology, and the experience and national reputation necessary to sustain the history of excellence within the Division. A history of federally funded basic or translational research or experience with large, multicenter clinical trials or outcomes research is desirable. A record of recruiting, developing, mentoring, and retaining clinicians and investigators is crucial.

Healthcare Administrative Leadership

Accomplished administrative leadership experience in a complex academic institution. Knowledge of the financial complexities, payer models, and associated reimbursement in providing high-quality, cost-effective specialty healthcare. Because the DOM values diversity and inclusion, the ideal candidate will have some experience working with diverse populations (race, ethnicity, sexual orientation, gender identity, religious affiliation, etc.) and ideally develop or participate in programs to address inequities and injustices to underserved populations.

Commitment to Diversity, Equity, and Inclusion

A record of accomplishment in retention, recruitment, and development of outstanding faculty, staff, and students, including those traditionally underrepresented in medicine in faculty, staff, and student bodies.

Education / Certification / Licensure

MD, DO, MD/Ph.D., or international equivalent terminal degree with board certification in hematology/oncology. Candidates must be eligible for licensure in Colorado.

FOR CANDIDATES

The University of Colorado Denver | Anschutz Medical Campus is committed to recruiting and supporting a diverse student body, faculty, and administrative staff. The University strives to promote a culture of inclusiveness, respect, communication, and understanding. We encourage applications from women, ethnic minorities, persons with disabilities, persons within the LGBTQ+ community, and all veterans. The University of Colorado is committed to diversity and equality in education and employment. Spencer Stuart has been retained to assist in this recruitment. Inquiries, nominations, and applications are invited and should be submitted to Katy Saladin at Spencer Stuart (ksaladin@spencerstuart.com). Review of applications will begin immediately and will continue until the position is filled, although indication of interest is encouraged by June 13th, 2025, for full consideration.