

Job code/job title: 0001/Professor

Time status: Full Time

Division/dept number/name: 400066/Medicine ~ Highland Hospital

Hiring Manager: Ruth M. O'Regan, M.B.B.Ch., B.A.O., Chair, Department of Medicine, URM

Person(s) needing access: Deborah O'Connor, Cathy Lindskoog, Linda Marchionda, Lori McBride

Posting Timeframe: Until Filled

**Division Chief – Department of Medicine at the University of Rochester Medical Center
Highland Hospital Division**

The Department of Medicine at the University of Rochester Medical Center – Highland Hospital Division – is currently recruiting a new Division Chief. This Division is comprised of 70 full- and part-time faculty who not only assist with the care of a large inpatient medical service but also play a key role in the department's educational programs. This position reports directly to the Chair of the Department of Medicine. The ideal candidate will have leadership experience, excellent interpersonal skills, expertise in quality improvement and a strong interest in medical education.

Must have an excellent track record in teaching, research, and mentoring of faculty to lead all division activities. The applicant should be clinically active with ABIM certification or equivalent qualification preferred.

Appointment to the full-time faculty would be at the rank of Professor, with or without tenure, commensurate with qualifications.

Responsibilities

Patient Care:

- Establish a quality plan for the Department and achieve targeted clinical quality outcomes including the organizations volume growth per department.
- Ensure that the Department and its physicians, advanced practice practitioners and staff meet institutional quality and patient satisfaction metrics as outlined in Highland's Strategic Plan, the Hospital Management Plan, and the Department's Quality Plan.
- Collaborate with Nursing to achieve Departmental goals and objectives, including but not limited to patient satisfaction metrics.
- Oversee and coordinate the Department's staffing plan, to assure appropriate clinical coverage is in place.
- Ensure compliance with all applicable Joint Commission, Department of Health and other regulatory standards.

Financial:

- Work collaboratively with Hospital administration to develop and achieve a cost effective budget to support growth, and high quality patient care.
- Identify and implement opportunities for cost control and revenue enhancements.

Administrative:

- Work collaboratively with Hospital administration and chiefs to position Highland and the Department of Medicine for success as an outstanding clinical provider in the community.
- Identify and implement opportunities for system process improvements.

- Attend and participate in all Hospital required committees (or where appropriate, appoint and be responsible for attendance by a qualified designee). Refer to Attachment 2 – List of Required Hospital Meetings.

Clinical Duties:

- Provide clinical service in the Department of Medicine at Highland Hospital.

Administrative Oversight, Physician/Staff Retention and Development:

- Oversee and participate in physician recruitment activities.
- Promote an environment that is welcoming to all physicians and advanced practice providers with clinical privileges at Highland.
- Foster a collegial environment.
- Promote a culture of ethical behavior.
- Be accessible to physicians, advanced practice providers and staff, and attentive to their needs.
- Identify physicians in the Department who do not meet Highland's practice standards and assist them with performance improvement or take other appropriate action.

Duties as Chief set forth by Medical Staff Bylaws:

- Be accountable for all professional and administrative activities within the Department;
- Be a member of the Medical Executive Committee, providing guidance on overall medical policies of the Hospital and making specific recommendations and suggestions regarding the Department in order to assure quality patient care, including but not limited to the criteria for clinical privileges relevant to the care provided in the Department;
- Maintain continuing review of the professional performance of all practitioners with clinical privileges in the Department and report annually thereon to the Medical Executive Committee;
- Formulate Rules and Regulations governing the Department;
- Appoint a departmental committee to conduct the initial phase of patient care review required by these Bylaws;
- Be responsible for enforcement of the Hospital Bylaws, Hospital policies, and of the Medical Staff Bylaws within the Department;
- Be responsible for implementation within the Department of actions taken by the Medical Executive Committee;
- At initial appointment and reappointment transmit to the Medical Executive Committee, via the Credentials Committee, recommendations concerning the Medical Staff classification, appointment and reappointment, and the delineation of clinical privileges for all practitioners in the Department;
- Be responsible for the teaching, education and research program in the Department and for ensuring that departmental performance improvement activities are related to the medical assessment and treatment of patients and the quality assurance activities of the Hospital;
- Be responsible for the continuous assessment and; improvement of the quality of care, treatment and services in the Department, and the maintenance of appropriate departmental quality assurance activities;
- Participate in every phase of administration of the Department through cooperation with the nursing service and the Hospital administration in matters affecting patient care, including personnel, supplies, special regulations, standing orders and techniques;
- Assist in preparation of such annual reports, including budgetary planning, pertaining to the Department as may be required by the Medical Executive Committee, the Chief Executive Officer or the Board;

- Assess and recommend off-site sources for needed patient care services, treatment and services not provided by the Department or the Hospital to the Medical Executive Committee for recommendation to the Board; and
- Be responsible for integration of the Department into the primary functions of the Hospital and the coordination and integration of interdepartmental and intradepartmental services;
- Develop and implement policies and procedures that guide and support the provision of care, treatment and service in the Department;
- Make recommendations to the Board for a sufficient number of qualified and competent persons to provide care, treatment and service in the Department;
- Determine qualifications and competence of Department personnel who are not licensed independent practitioners and who provide patient care, treatment and services in the Department;
- Be responsible for the orientation and continuing education of all persons in the Department; and
- Make recommendations for space and other resources needed by the Department.

Requirements

- M.D. Degree or equivalent
- Eligible for New York State medical license
- Board Certified in Internal Medicine
- Must meet all credentialing requirements including health assessment and drug testing

Interested individuals should apply on-line to Job posting _____ at <http://www.rochester.edu/working/hr/jobs/>

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EOE Minorities/Females/Protected Veterans/Disabled*