



Position Specification

UAB The University of Alabama at Birmingham

SENIOR VICE PRESIDENT OF MEDICINE AND DEAN, HEERSINK SCHOOL OF MEDICINE



Position	Senior Vice President of Medicine and Dean, Heersink School of Medicine
Institution	UAB and Heersink School of Medicine
Location	<u>UAB</u> : 1720 University Blvd, Birmingham, AL 35294 <u>Heersink SOM</u> : 1670 University Blvd, Birmingham, AL 35233
Reporting Relationships	Reports to: Ray L. Watts, M.D., President University of Alabama at Birmingham Works collaboratively with: Board of Trustees, University of Alabama System
Institutional Websites	https://www.uab.edu/home/ https://www.uab.edu/medicine/home/heersink

THE OPPORTUNITY

The University of Alabama at Birmingham serves students, patients, the community and the global need for discovery, knowledge dissemination, education, creativity and the application of groundbreaking solutions. UAB is a leader among comprehensive public urban research universities with academic medical centers. UAB expects all employees to adhere to the shared values of Integrity, Respect, Diversity and Inclusiveness, Collaboration, Excellence and Achievement, Stewardship, and Accountability.

The University of Alabama at Birmingham Marnix E. Heersink School of Medicine (UAB Heersink SOM) has engaged AMN Healthcare to conduct a national search for an energetic and innovative executive leader to serve as the next Senior Vice President of Medicine and Dean, Heersink School of Medicine to follow the successful tenure of Selwyn Vickers, MD.

UAB is experiencing major and sustained investment and growth, due to both its exceptional research faculty and its culture of collaboration. Through concerted and strategic investments in its clinical and research enterprise, UAB has undergone an amazing transformation in the past five years and has strengthened its status and reputation as a leader in medical training, biomedical discovery, innovation, and patient care. UAB received nearly \$849 million in research grants and extramural awards in 2021, up from almost \$638 million the previous year. Not including extraordinary awards from the Higher Education Emergency Relief Funds and Centers for Disease Control and Prevention, UAB research funding still exceeded \$648 million in 2021 — a \$10 million year-to-year boost that extends the five-year rate of increase to 43%.

A new 145,000-square-foot (\$106 million) research building is under construction that will house genomics and data sciences. Additionally, a new \$100 million life sciences building with new wet labs is funded and in design.

Reporting to Ray L. Watts, M.D., President of UAB and working collaboratively with the Board of Trustees for The University of Alabama System, the new Senior Vice President and Dean will serve as the Executive and Academic Officer of the UAB Heersink School of Medicine, chair of the Health Services Foundation Board of Directors, member of UAB Health System Authority, the Joint Operating Leadership Committee (JOLC), UAB Medicine Enterprise Board, the UAB/Ascension St. Vincent Alliance Board, the Callahan Eye Board and Baptist Healthcare Authority Board. The Senior Vice President and Dean will also serve on the President's Cabinet, the Academic Program Council (APC) and Executive Committee of the Academic Program Council. As a university officer, the Senior Vice President and Dean also serves on other major committees and university bodies. As a university officer, the

Senior Vice President and Dean has a dual role of being an institutional citizen and advocating for the needs of the Heersink School of Medicine.

The Senior Vice President and Dean must be a compelling leader and a recognized educator and/or investigator whose passion for the educational, clinical, and research missions energizes the faculty, staff, and learners in a culturally competent and culturally sensitive manner. The Senior Vice President and Dean should focus the school's efforts on a strategic vision of excellence in all missions. Recruitment, retention and mentoring are critically important components of the position. The Senior Vice President and Dean must be an enthusiastic supporter of faculty, staff and students of diverse backgrounds who will recruit and retain faculty, staff and students from racial, ethnic, and culturally diverse backgrounds. The Senior Vice President and Dean must also be a prudent steward of the School and The University of Alabama at Birmingham, guiding the School of Medicine through the inevitable tectonic changes in the health care and social environment; be sensitive to racism and its effect on the health of the primarily minority population UAB serves; and continue to address the social determinants of health by supporting the creation of effective programs and services to counteract structural discrimination.

This is an unparalleled opportunity for an innovative executive with a desire to lead a prestigious clinical, educational, and research enterprise and to serve as an integral leader of a major school of medicine during a period of transformative change across the healthcare industry. The new leader will be part of a mission-driven system that educates health professionals and scientists and provides leading-edge patient care, community service and research with global impact.

Above all, the new Senior Vice President and Dean will help UAB adapt and thrive in the evolving health care industry and will inspire the organization to deliver on its vision of being one of the nation's premier institutions for research, training, and patient care by promoting excellence in each of its primary missions—education, clinical care, and basic, translational, and clinical research.

UAB Heersink SOM is located in Birmingham, Alabama. Relocation to the Birmingham area is required for this role.

UAB HEERSINK SCHOOL OF MEDICINE

UAB is the heartbeat of Birmingham and an integral medical leader in the Southeast. The campus is within walking distance of some of the best parks, entertainment, and dining in the region. Their regional campuses expand their academic reach and responsibilities in addition to educating physicians in rural and underserved areas of the state.

The [UAB Heersink SOM](#) is a multi-campus medical school with its main campus in Birmingham and three regional campuses in Huntsville, Montgomery, and Tuscaloosa. With more than 1,700 full-time faculty in [27 academic departments](#) and almost 2,000 medical and graduate students, the Heersink SOM ranks 21st nationally in NIH research funding and in the top 8 for all public institutions. Three departments within the Heersink SOM are ranked in the top 10 for NIH funding in 2021: Dermatology – #2; Microbiology – #9; Biomedical Engineering – #10. The annual operating budget excluding grants is approximately \$429 million.

Heersink SOM faculty practice at University Hospital, the eighth largest academic hospital in the country; The Kirklin Clinic and the Whittaker Clinic, multi-disciplinary medical homes; and Children's of Alabama hospital, located adjacent to the UAB hospital; among other locations.

A Transformational Gift

In grateful recognition of a “transformational \$95 million lead gift from longtime University of Alabama at Birmingham supporter Marnix E. Heersink, M.D., the UAB School of Medicine was named the UAB Marnix E. Heersink School of Medicine.

[The record gift is the single largest philanthropic commitment in university history](#) and in addition to the naming recognition of the UAB Marnix E. Heersink School of Medicine additional naming occurred to include the Marnix E. Heersink Institute of Biomedical Innovation and the Mary Heersink Institute for Global Health. The gift provides support with both endowed and outright funds for key initiatives of the School of Medicine.

The generous pledge was a strategic decision made by Heersink to invest in a school of medicine with a rapidly rising trajectory and growing opportunities for transformative impact in scientific discovery, training and clinical care. In addition, this gift supports the school’s strategic growth and help recruit and retain the brightest scientists and physicians in priority areas like precision medicine and pharmacogenomics, pulmonology, oncology, neurology, health disparities, immunology, and others through endowed chairs and professorships — subject to later approval of the proposed occupants by the University of Alabama System Board of Trustees.”

Mission: The Heersink School of Medicine is dedicated to excellence in the education of physicians and scientists in all of the disciplines of medicine and biomedical investigation for careers in practice, teaching, and research. Central to this educational mission are the provision of outstanding medical care and services and the enhancement of new knowledge through clinical and basic biomedical research. The school embraces the University of Alabama at Birmingham's commitment to

creating an inclusive environment that values differing perspectives and experiences. This diversity is essential to fulfilling the enduring mission of the medical school.

Vision: The Heersink School of Medicine will be recognized by its faculty, students, graduates, patients and by faculty members in other schools of medicine and research universities as one of the nation's premier institutions for research, training, and patient care. Excellence in each of its primary missions—education, clinical care, and basic, translational, and clinical research—is essential to this recognition.

Selected research highlights:

- One of the first in the U.S. to offer a clinical trial for the treatment of patients with severe COVID-19 using nitric oxide
- One of eight national Udall Centers of Excellence in Parkinson's disease
- One of eight inaugural NIH-designated Centers for AIDS research
- 107% growth in clinical trials expenditures over the past 5 years (\$36.2M to \$75M)
- Leader in kidney transplants for African Americans.
- First published, clinical-grade xenotransplantation study of a pig kidney to a human.

Selected patient care highlights:

- The first in Alabama and one of only 36 proton therapy centers in the U.S., Proton International at UAB
- More than 2 million patients treated at UAB and Children's of Alabama in 2019
- Largest and only magnet-designated infusion therapy center in the state of Alabama
- 5,000 new cancer patients seen each year at the O'Neal Comprehensive Cancer Center at UAB
- One of only two Level I ocular trauma eye centers in the U.S.
- Only adult Level I trauma center in the state of Alabama (as verified by American College of Surgeons)

UAB Heersink School of Medicine's strategic plan is integrating efforts of the School of Medicine and the UAB Health System to become the Preferred Academic Medical Center of the 21st Century. UAB's definition of a preferred academic medical center is one in which students, residents, and fellows want to learn; faculty want to practice and conduct research; patients want to come for care; employees want to work; and donors want to give to a better future. Each of the four pillars are outlined below.

1. Engagement

Develop and strengthen satisfying relationships between UAB Medicine and its patients, faculty, staff, and students.

- Increase American Association of Medical Colleges Graduation Questionnaire satisfaction score
- Increase % of residents and biomedical graduate students indicating UAB was “preferred training program”
- Increase faculty engagement as measured by UHC

2. Quality

Implement standards and systems to continue achieving the best possible results in clinical care, research, and education.

- Increase publication score
- Increase number of training grants
- Increase US Medical Licensing Examination Step 2 Clinical Skills pass rate
- Increase specialty board exam pass rates for all residency programs

3. Finance

Attract and generate revenue, manage and invest resources wisely, and reduce costs to support healing, learning, and discovery.

- Improve NIH ranking
- Increase philanthropic support

4. Advancement of Knowledge

Create a diverse culture that fosters and shares innovation, expands funded research, and sets the highest standards for education.

- Increase the number of NIH-funded investigators
- Implement Core Entrustable Professional Activities for entering residency
- Increase demographic and geographic diversity of faculty and trainees
- Increase innovation through technology transfer

UNIVERSITY OF ALABAMA AT BIRMINGHAM

The University of Alabama at Birmingham is an internationally renowned, public doctoral research university and academic health center. UAB's reach stretches across classes, culture and continents into inner-city classrooms, rural clinics and far corners of the globe.

UAB currently is experiencing major and sustained investment and growth, due to both its exceptional research faculty and its culture of collaboration. UAB, through concerted and strategic investments in its clinical and research enterprise, has undergone an amazing transformation in the past five years and has strengthened its

status and reputation as a leader in medical training, biomedical discovery, innovation, and patient care.

UAB was named the Best Large Employer by Forbes in 2021 and was ranked #4 for diversity (#1 nationally among higher education institutions) in the same year. Driven by an intensely collaborative and entrepreneurial character, UAB is one of the leading economic engines of the State, with a \$5.8 billion budget and a statewide economic impact exceeding \$7 billion annually. UAB is Alabama's largest employer with more than 26,000 employees; it supports more than 64,000 jobs statewide. UAB fosters a collaborative environment that [welcomes and celebrates all people](#). [UAB's Grand Challenge](#) is an exciting example of UAB's commitment to improving the health of the community and state, with an aim to move Alabama out of the bottom 10 nationally in key health indicators by 2030.

[Ray L. Watts, M.D.](#) serves as President of University of Alabama at Birmingham. Dr. Watts is a Birmingham native and graduate of UAB School of Engineering. He was named UAB's seventh president in 2013. Dr. Watts initiated and has led development of UAB's most comprehensive-ever strategic plan, Forging the Future (2018-2028), with campus- and community-wide collaboration.

During his tenure, UAB has made substantial strides in all pillars of its mission, including record enrollment and increased diversity of the student body; record research funding; accelerated commercialization and economic development initiatives; advancements in patient care and precision medicine; construction of key new facilities as part of UAB Campus Master Plan that is creating on the most vibrant, state-of-the-art and sustainable urban campuses in the nation; and strong community partnerships to improve education, health, and quality of life in underserved areas throughout Birmingham and Alabama.

Dr. Watts was honored with the Birmingham Business Journal CEO of the Year Award for 2021. He also serves on the boards of UAB Health System (chair), Southern Research (chair), Prosper Birmingham, Innovation Depot, and Birmingham Business Alliance (where he served two consecutive terms as chair).



THE UNIVERSITY OF ALABAMA SYSTEM - GOVERNANCE

The University of Alabama System (University Alabama in Tuscaloosa, University of Alabama at Birmingham, University of Alabama in Huntsville) is governed by a self-nominating Board of 15 elected and one ex-officio member. The purpose of the [Board of Trustees](#) is to ensure the effective leadership, management, and control over the activities of the three doctoral research universities in The University of Alabama System.

This structure provides for a definitive, orderly form of governance, and secures and continues responsive, progressive, and superior institutions of higher education. The Board of Trustees created the present multi-campus structure in 1969, and each of the component institutions has a unique mission that is consistent with the broader mission of the System.

The Constitution of the State of Alabama provides that the Board is composed of three members from the Congressional district in which the Tuscaloosa campus is located and two members from each of the other six Congressional districts. The Governor is an ex-officio member of the Board. Those members who are not ex-officio are elected by the Board, subject to confirmation by the State Senate and may serve up to three consecutive, full six-year terms.

The primary functions of the Board are to determine the major policies of the System. These include reviewing existing policies; defining the mission, role, and scope of each campus; and assuming ultimate responsibility to the public and political bodies of Alabama. Rules, policies, and procedures are promulgated to ensure that, through The University of Alabama System Office, the necessary flow of information for such accountability takes place.

University of Alabama at Birmingham and UAB Marnix E. Heersink School of Medicine

NOTABLE FACTS

- In the past five years, the university has leveraged its UAB Campus Master Plan to invest more than \$375 million in construction and anticipates completion of \$750 million in total construction during the next five years. In the past five years, UAB Medicine has leveraged its Medicine Master Plan to invest more than \$200 million in construction and anticipates completion of \$700 million in total construction over the next five years among Alliance, Authority, and community partners.

- The O’Neal Comprehensive Cancer Center has been continuously funded by the NCI since its inception. The center was just awarded its latest renewal, a five-year Cancer Center Core Support Grant of \$27,477,570 from the NCI, receiving the highest impact score in its history. This prestigious federal grant renewal provides support for UAB’s cancer research program through 2026.
- UAB Hospital is the 8th largest hospital in the United States, according to Becker’s Hospital Review 2021 rankings.
- 8 of UAB’s specialties ranked among the nation’s top 50 programs of their kind in the 2021-2022 Best Hospitals report from U.S. News & World Report.
- UAB’s transplant program celebrated its 50th anniversary in 2018; UAB transplant services performed more than 14,000 transplants during that time. UAB maintains the world’s longest incompatible kidney transplant chain and has performed more kidney transplants in African Americans than any other institution.
- UAB ranks 17th among public universities in federal research funding, based on 2021 figures.
- UAB was ranked among the top 10 percent of universities worldwide in the US News and World Report 2022 “Best Global Universities”
- UAB is one of 7 inaugural NIH designated Centers for AIDS Research.
- UAB was the first American University to become a Health Promoting University under the Okanagan Charter, and UAB ranked 7th in the world by Times Higher Education in 2020 for research and education efforts around health and wellbeing.
- The UAB Technology Innovation Center is home to UAB’s Cheaha research supercomputer – which offers 500+ teraflops of processing power, making it one of the fastest at institutions in the southeast.
- In 2019 UAB was selected as one of 8 national Udall Centers of Excellence in Parkinson’s disease.
- Live HealthSmart Alabama, UAB’s aggressive initiative to move Alabama out of the bottom 10 in key health statistics by 2030 is off to a promising start with significant leadership from the Heersink School of Medicine.

- The University of Alabama at Birmingham broke ground Monday, April 11, 2022, for the new Altec/Styslinger Genomic Medicine and Data Sciences Building and the Marnix E. Heersink Institute for Biomedical Innovation Conference Center with significant state, county, city, and philanthropic support.
 - Heersink School of Medicine is part of an academic medical center for research, education, and clinical care, formally founded in 1969.
 - In a first of its kind, published study, researchers in UAB's Heersink School of Medicine successfully transplanted two genetically modified pig kidneys inside the abdomen of a brain-dead human individual after removing the native kidneys; the transplanted kidneys filtered blood, produced urine and, importantly, did not reject.
 - In grateful recognition of a transformational \$95 million lead gift from longtime University of Alabama at Birmingham supporter Marnix E. Heersink, M.D., the UAB School of Medicine is named the UAB Marnix E. Heersink School of Medicine.
 - Located in the heart of Birmingham, the 100-city block campus is just steps away from top Birmingham attractions, including Railroad Park, Regions Field and nationally famous dining options. Regional campuses include Huntsville, Montgomery, and Tuscaloosa—contributing to Heersink School of Medicine's statewide footprint.
- **Heersink School of Medicine Faculty, trainees, and students**
 - Male: More than 60% (2021)
 - Female: About 40% (2021)
 - Basic Science in Birmingham: 260 (2021)
 - Clinical in Birmingham: About 1,400 (2021)
 - ~800 students (2021)
 - 1,100+ residents (2021)
 - Medical Departments: 27 (2022)
 - Accredited GME Programs: 98 (2021)
 - Match Rate: 100% (2022)
 - **Heersink School of Medicine 2022 Rankings**
Ranked by U.S. News and World Report 2022-2023
 - Pediatrics: 5
 - Division of Clinical Immunology and Rheumatology: 10
 - Department of Physical Medicine and Rehabilitation: 20
 - Department of Otolaryngology: 22
 - Diagnostic Radiology: 11
 - Division of Cardiothoracic Surgery: 31

- Division of Gerontology, Geriatrics, and Palliative Care: 36
- Division of Endocrinology, Diabetes and Metabolism: 40
- Pulmonology: 50

Ranked by U.S. News and World Report 2022-2023

- 16 adult procedures/conditions rated as high performing: abdominal aortic aneurysm repair, aortic valve surgery, COPD, colon cancer surgery, diabetes, heart attack, heart bypass surgery, heart failure, hip fracture, kidney failure, lung cancer surgery, ovarian cancer surgery, pneumonia, prostate cancer surgery, stroke, and transcatheter aortic valve replacement.

Additional 2021 clinical rankings

- Among 100 Best Hospitals for Cardiac Care (Healthgrades America's)
- Among 50 Best Hospitals for Cardiac Surgery (Healthgrades America's)

Heersink School of Medicine Research Blue Ridge rankings 2021-2022

- Heersink School of Medicine: 21
- NIH Funded PIs: 339
- NIH Funding: \$272 Million
- Department of Dermatology: 2
- Department of Microbiology: 9
- Biomedical Engineering: 10
- Department of Urology: 11
- Department of OB/GYN: 11
- Department of Anesthesiology: 14
- Department of Medicine: 17
- Department of Pediatrics: 17
- Department of Surgery: 18
- Department of Pathology: 27
- Department of Neurology: 21
- Department of Ophthalmology: 19
- Department of Genetics: 17
- CDIB: 15

- **Heersink School of Medicine Philanthropy: Fiscal year 2021**

- Total gifts: \$164,375,038
- Heersink naming gift: \$95,000,000
- Total planned gifts: \$41,863,334
- Medical Properties Trust Gift to Diabetes Center: \$5,000,000
- New endowed chairs and professorships: 8
- Cumulative endowed scholarships: 93
- Cumulative endowed chairs and professorships: 214
- New endowed scholarships: 6

- **Heersink School of Medicine Community Outreach**
 - In 66 of Alabama's 67 counties, life expectancy is below the U.S. average. At UAB Heersink School of Medicine, every department and division contribute to the impactful work of combating health disparities. Collectively, we are strengthening our communities by preventing disparities and bridging the gap of health care access.
 - Live HealthSmart Alabama
 - Lifespan Comprehensive Sickle Cell Center
 - CU2RE program
 - Deep South Center to Reduce Disparities in Chronic Diseases
 - [R01 grant from the NIH to employ telehealth technologies to combat diabetes in rural, underserved areas](#)
 - [Minority Health and Health Equity Research Center](#)

KEY RESPONSIBILITIES

The new Senior Vice President and Dean will serve as the Executive and Academic Officer of the UAB Heersink School of Medicine, chair of the Health Services Foundation Board of Directors, member of UAB Health System Authority, the Joint Operating Leadership Committee (JOLC), UAB Medicine Enterprise Board, the UAB/Ascension St. Vincent Alliance Board, the Callahan Eye Board and Baptist Healthcare Authority Board.

The Senior Vice President and Dean will also serve on the President's Cabinet, the Academic Program Council (APC) and Executive Committee of the Academic Program Council. As a university officer, the Senior Vice President and Dean also serves on other major committees and university bodies. As a university officer, the Senior Vice President and Dean has a dual role of being an institutional citizen and advocating for the needs of the Heersink School of Medicine.

- As the Executive and Academic Officer of the UAB Heersink School of Medicine, the Senior Vice President and Dean also leads the Heersink School of Medicine's biomedical research enterprises.
- In conjunction with the UAB President and Provost, builds close and collaborative relationships between the medical school and other schools and departments on campus including interdisciplinary and multidisciplinary teaching and research.
- As a member of the UAB Health System Authority; which oversees operations of the Health System including the Health Services Foundation; supports the clinical, research and educational missions of the medical school.
- As Senior Vice President and Dean, oversees all personnel, financial, educational and student matters for the Heersink School of Medicine including all programs of UAB and third/fourth year programs in Tuscaloosa, Huntsville and Montgomery.

Leads and has responsibility for all educational and research effectiveness of clinical departments in the Heersink School of Medicine and the Joint Health Sciences departments. Partners with the VP of Research on issues related to research infrastructure, research finances, the clinical trials office and other research activities.

- Serves as a member of the Joint Operating Leadership Committee (JOLC) which operationalizes UAB Medicine, the academic component of UAB Health System and supports the clinical, educational and research missions of the UAB Academic Health Center.
- Enhances strategic development by further developing the strategy and vision for the future of the medical school building upon its strengths in research, education and clinical care.
- Promotes research growth by driving the continued building and development of novel fundamental, basic and translational sciences and clinical/effectiveness of care research while establishing priorities for medical breakthroughs in disease-specific conditions.
- Supports educational excellence by providing oversight of the academic infrastructure required to maintain a high-quality academic environment designed to support the best in professional education and academic accreditation of the school's academic programs.
- Supports clinical excellence by participating in the JOLC and all aspects of UAB Medicine and UAB Health System to assist in creating a robust structure for the clinical enterprise—inclusive of the full continuum of clinical services from primary through quaternary care, strengthening patient outcomes—supports regional health information networking and is delivered through an interprofessional practice model.
- Supports comprehensive faculty development for all categories and faculty ranks within the Heersink School of Medicine. Provides opportunities for junior faculty to advance on the promotion track.
- Ensures the School's continued expansion and services as a community partner. Builds and strengthens the necessary regional, national and international partnerships with legislators, professional organizations, health-related organizations, alumni, and other constituencies that strengthen the standing of the school and overall medical enterprise.
- Leads efforts to identify significant new resources through philanthropy, technology transfer, and entrepreneurial development to support the school's mission.

ESSENTIAL CHARACTERISTICS

Leadership

- Proven ability to guide teams, based on compelling vision and fact-based analysis across multiple dimensions.
- A visible leader who enjoys interacting with people and can easily connect with faculty, staff and students in the school across subspecialties, and among external entities in the community.
- Possess strategic and tactical/operational focus.
- Effective relationship building skills, respectful of others, collegial, principled, and of the highest personal and professional integrity.
- Committed to the leadership development of colleagues, mentees, and self.

Management

- Ability to enable the teams, supply them with vision and resources, and create an environment in which the teams can work at their full potential.
- Demonstrated experience in representing health care organizations to the community to enhance goodwill and positive community relations.
- Skilled at organizing and managing human resources, including conflict resolution.
- Understand and advocate for compliance with institutional and external regulations.
- Ability to delegate effectively while maintaining focus on academic matters and the overall goals of the institution.
- Past participation in the management of an educational program and/or an academic division/department, demonstrating an understanding of the managerial issues involved.

Mission Performance

- Demonstrate enthusiastic advocacy of Heersink's mission and dedication to excellence in the education of physicians and scientists in all of the disciplines of medicine and biomedical investigation for careers in practice, teaching, and research, and to the provision of outstanding medical care and services and the enhancement of new knowledge through clinical and basic biomedical research.
- Understand the organizational landscape and anticipate and articulate the critical issues, opportunities, and threats confronting the institution in the foreseeable future.
- Demonstrate commitment to the teaching mission through didactic activity, participation in curriculum oversight and planning, and development of innovative approaches to education and training.

- Understand the financial and administrative aspects of research from the perspective of a health system.

Relevant Experience

- Proven ability to guide teams, based on compelling vision and fact-based analysis across multiple dimensions.
- Demonstrated career progression that has prepared him/her for a position of this scope, complexity, and scale.
- Proven service as a visionary and strategic leader with knowledge and experience in academic institutions, health centers, and teaching hospitals.
- Documentable accomplishment in administrative roles in a complex environment.
- Responsibility for developing and administering organizational budgets.
- Demonstrated success in grant writing and funding procurement.
- Experience in or a willingness to learn the fundamentals of philanthropy.
- Demonstrated ability to successfully support multidisciplinary efforts in a complex environment.

Personal and Interpersonal

- Possess a philosophy of collaboration and teamwork in interactions within and across departments.
- Demonstrate cultural awareness and a commitment to diversity and inclusion.
- Exhibit optimism and a high-energy level with an orientation toward innovation and action.
- Encourage trust, transparency, and optimism and communicate naturally and effectively.
- Model adaptability and skills for conflict resolution and management of adversity.
- Demonstrate strategic influence, lead organizational change, cultivate strategic relationships, engage and inspire stakeholders.

Required

- A stellar track record of leadership with skills that include prioritization, negotiation and communication (written and verbal).
- Experience managing funds with signatory and/or budget authority.
- Demonstrated evidence of continuing professional self-development.
- Distinguished record of academic experience and/or research productivity.
- National recognition as evidenced by involvement in academic societies at a national level and track record of sustained scholarship.

Education

- Doctor of Medicine and ten (10) years of related experience required. (*Work experience may NOT substitute for education requirement.*)
- Licensed and Board Certified in Field of Practice.

THE COMMUNITY



Iron ore, coal, and limestone defined Birmingham 150 years ago. Today, the Magic City is a vibrant place of outstanding communities committed to becoming the best version of Birmingham we can be. Birmingham is home to world-class medical research, a celebrated food and arts scene, and the Birmingham Civil Rights National Monument. We are a community dedicated to fostering growth through a progressive business climate and a devotion to social justice.

Nestled at the foothills of the Appalachian Mountains, Birmingham boasts more green space per capita than any other city its size in the nation, with breathtaking locations from Ruffner Mountain to Railroad Park to the 2.2 mile Vulcan Trail at the foot of Vulcan Park and Museum. The city is home to the Mercedes Marathon in February, the Honda Indy Grand Prix of Alabama in April, Birmingham Freedom Fest in the summer, great HBCU football in October with the Morehouse Tuskegee Classic and the Magic City Classic, and the Birmingham Bowl in December. The City of Birmingham celebrated its 150th anniversary in 2021. In 2022, UAB proudly served

as a major sponsor for the 11th edition of World Games, an international multi-sport event held in Birmingham.

The city of Birmingham has a population of 209,880 (U.S. Census Bureau estimate, 2019) and is the central hub of the Birmingham-Hoover Metropolitan Area with a population of 1.1 million. The Birmingham-Hoover Metro is the largest population and economic region in the state of Alabama. Birmingham was founded in 1871 at the crossing of two rail lines near one of the world's richest deposits of minerals. The Alabama Legislature passed an act to incorporate the city on December 19, 1871.

Five interstates provide access to more than 80% of the U.S. population in a two-day drive. The Birmingham-Shuttlesworth International Airport offers 114 flights to 26 airports and 23 cities and located nearby is Atlanta's International Airport and metro area, while lovely beach communities are easily accessible along the coast.



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In the Birmingham metropolitan area, more than 550 technology companies employ more than 6,300 skilled workers. The city is home to Innovation Depot, in

which 112 startups are located throughout a sprawling 140,000-square-foot complex — the largest in the Southeast.

Birmingham has the highest per capita concentration of health care jobs nationwide. The city is the 12th largest banking center in the nation and third in the Southeast.

[For more information about Birmingham, please visit:
https://www.uab.edu/medicine/home/about/birmingham](https://www.uab.edu/medicine/home/about/birmingham)

UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans.

NOMINATIONS AND APPLICATIONS

Applicants will need to submit a CV and 1- to 2-page letter of interest, and a diversity statement. Within the letter of interest, candidates should include specifics regarding their interest in the position, relevant leadership and informatics experience, their high-level vision for this role, and a summary of past accomplishments (clinical, diversity, innovation, collaboration, etc.). Statements of diversity should outline your efforts/experience in promoting diversity and inclusive excellence.

Please direct any potential interest and/or nominations to **Anne Neubauer** – **anne.neubauer@amnhealthcare.com**

For additional information about the position or to provide recommendations, please contact:

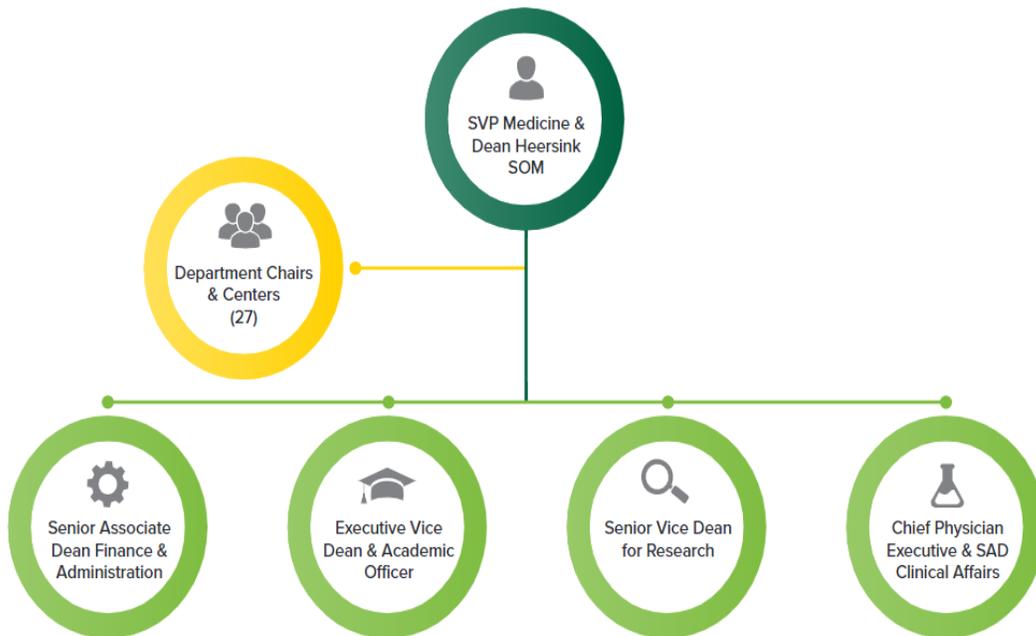
Bernard Godley MD, PhD, MBA
Lead Physician Executive
AMN Leadership Solutions, Inc.
409.392.6601
bernard.godley@amnhealthcare.com

Ira J. Isaacson, MD, MBA
Senior Partner
AMN Leadership Solutions, Inc.
404.229.1229
ijikona@gmail.com

Anne Neubauer
Vice President & Senior Consultant
AMN Leadership Solutions, Inc
404.202.1938
anne.neubauer@amnhealthcare.com

APPENDIX I

UAB Heersink School of Medicine EXECUTIVE STRUCTURE



UAB HEERSINK
SCHOOL OF MEDICINE

AMN Leadership Solutions

At AMN Healthcare, we are guided by the fundamental belief that attaining and supporting the best performing healthcare leadership talent is vital to meet strategic objectives, improve patient care, enable organizational growth, and spur innovation.

AMN Leadership Solutions provides the full depth, experience, and resources of **AMN Healthcare**, **B.E. Smith**, and **Merritt Hawkins** to help healthcare organizations identify and secure those leaders and make those objectives a reality.

As people who have served in healthcare leadership roles, we are a trusted and credible advisor. We know that healthcare leadership is more than a job. It's a responsibility and a passion. It's a calling that has a higher purpose.