The Opportunity

The University of Alabama at Birmingham School of Medicine (UABSOM) seeks a dynamic, distinguished and visionary executive to serve as its next Chair, Department of Obstetrics and Gynecology (OB/GYN). This Chair will be an exceptional academic leader with a substantial record of research, teaching, clinical, and administrative accomplishments to lead the Department into the future. This is an outstanding opportunity for a contemporary and inspirational leader well versed in the academic mission to serve at one of the nation's storied Departments of OB/GYN.

UABSOM is one of the leading academic centers in the United States. Established in 1969, it has ascended to number 21 in the Blue Ridge Institute for Medical Research (Blue Ridge) rankings with an impressive $256MM in funding from the National Institutes of Health (NIH). Since 2013, UAB has the second fastest percentage of funding growth from the NIH. The UABSOM is an elite "public," school of medicine ranked in the top eight in the nation. More than the numbers, UABSOM is leading efforts to address issues of health equity from both a scholarship and care delivery perspective.

The Department of OB/GYN at UAB is one of the top 10 NIH funded departments in the U.S. The Department possesses over $5MM in NIH funding and the number one funded principal investigator in the nation. The Department consists of 42 faculty members across five divisions with a selective residency program and leading fellowship programs.

UAB seeks a Chair is a highly competent clinician and who understands and fosters an academic environment. He/She will be responsible for the growth and advancement of research, possess a track record of extramural funding, scholarly activity and teaching excellence. The Chair will have the demonstrated ability to effectively recruit, inspire, manage, mentor and galvanize a diverse faculty and staff. As the leader in the delivery of obstetrical and gynecologic care, the Chair will be strategic and have an understanding of clinical operations to guide the Department to the future of academic medicine providing care closer to the patient’s homes and in keeping with the health system’s geographic growth strategy. This leader will engage faculty to advance the comprehensive service line, develop outreach beyond the academic hub and develop the clinical care delivery to exceed the needs of the patients of the state of Alabama and in the southeast US.

This position requires a thorough understanding of the regional and national healthcare environment. The ability to articulate a vision for the growth of research, education and clinical services, as well as the talent to collaborate with other leaders across UAB Medicine to formulate strategy, build market share and allocate resources effectively. UAB seeks candidates with prior administrative and leadership experience gained within a department of OB/GYN in a complex academic center with strong interpersonal and communication skills to complement a passion for excellence and achievement. Candidates must hold a medical doctorate degree, Board Certification in OB/GYN and possess qualifications for appointment to Professor with tenure at UAB.

The successful candidate is an individual who has a passion for discovery to improve care, a desire to enhance systems and processes to maximize efficiency. The position requires the leadership ability to engage faculty, develop their talents and hold them accountable to the priorities of the Department while creating an environment conducive to strengthening educational programs and expanding research.
Department Overview

The UAB Department of OB/GYN has a rich academic history as consistently one of the leading departments in the country. Since 1945, the Department has been dedicated to improving the lives of the women they serve through excellence in clinical care, research and training programs that educate the women’s health providers of the future. With innovative educational programs, groundbreaking research initiatives and a robust clinical practice it has been consistently ranked in the top 10 in NIH funding by Blue Ridge. In 2018, the Department was ranked number nine, and a faculty member earned the honor as the number one NIH funded principal investigator. Clinically the Department is also a national leader. In 2019, US News and World Report, ranked Gynecology number 47 in the nation. Department faculty serve as leaders in the field including notable positions such as, President of the Society of Gynecologic Oncology and Vice President of the American Urogynecologic Society. The Department currently holds 14 endowments totaling $8.7 million including; six endowed chair positions, four endowed funds, three professorships and one scholarship. The Department’s service mission is fulfilled through global efforts in Africa and a Gates Foundation award to address maternal fetal health in South Africa. With 42 faculty members and nearly $7 million in revenue and reserve funds of over $13 million, the Department is poised to build on its rich tradition to expand its position as a leader in OB/GYN.

Patient Care

The Department is a national leader in obstetrics and gynecology, consistently recognized for outstanding clinical care and patient experience. The Department provides subspecialty expertise in gynecologic oncology, maternal-fetal medicine, prenatal genetic and structural diagnosis, pelvic floor and urogynecologic disorders, reproductive endocrinology and infertility, in vitro fertilization and human reproductive genetics, adolescent gynecology and primary care in obstetrics and gynecology. Department faculty were responsible for nearly 123,000 ambulatory visits, over 2,900 surgeries and over 270,000 RVUs in fiscal year 2018. Primary home for services is on the main campus in Birmingham, but the Department has expanded its reach of direct care over the past few years. The faculty deliver care at the Women’s and Infant Center, UAB Hospital, Children’s of Alabama, ambulatory clinics across the UAB health care system, including two newly opened sites in the Birmingham metropolitan area, and throughout the Southeast region. Faculty are highly recognized in their respective subspecialties, with leadership roles in national societies, representing the depth and breadth of excellence in the Department.

Research

The Department has a national reputation in clinical and translational research. As one of the nation’s leading programs faculty participate in clinical trials and the latest advances in female reproductive healthcare. The Department houses the Center for Women’s Reproductive Health (CWRH), which facilitates women’s health research across the Department, institution and around the globe. The Department ranked number nine for fiscal year 2018 in NIH funding by Blue Ridge and in fiscal year 2019 received more than $5.2 million. The Department is also home to the number one NIH funded principal investigator in the nation within a Departments of OB/GYN.

The Department of OB/GYN established CWRH in 1993 with the mission to conduct research aimed at improving the reproductive health and survival of all women, especially minority and underserved women, offspring, and their families. The center facilitates interdisciplinary collaboration between UAB researchers and developing scholars interested in women’s reproductive health.
The CWRH works in conjunction with the Department and many other UAB entities - including the Schools of Health Related Professions, Medicine, Dentistry, Engineering and Public Health - to accomplish its mission. This mission includes formal collaborations in and outside the institution for those interested in women's reproductive health.

The Department has been the recipient of the K12 NIH/NICH Women’s Reproductive Health Research (WRHR) Career development program (two positions) for 20 consecutive years. Department faculty are leaders and active participants in the NCI P50 Cervical Cancer Spore and NIH funded networks in Pelvic Floor (PFDN), Maternal Fetal Medicine Units (MFMU) and the Gynecology Oncology Group (GOG).

**Education**

The Department offers outstanding educational opportunities at all levels. The highly competitive residency program attracts trainees from across the nation with eight residents per year and a total of 32 residency slots. The Department is proud to offer strong fellowships in the traditional OB/GYN sub-specialties, as well as the emerging subspecialties of Pediatric and Adolescent Gynecology and Maternal-Fetal Medicine Genetics.

The Departmental philosophy is to maximize educational opportunities for all members. With this commitment, an Office of Education has been established to enhance these efforts. The hands-on experience residents gain in the clinical arena form the foundation to develop better teachers. In addition, the faculty and residents join together to design a schedule of didactics and conferences to constructively, review patient care delivery.

**Fellowships:**
- Gynecologic Oncology
- Maternal Fetal Medicine, Maternal Fetal Medicine Genetics
- Pediatric Adolescent Gynecology
- Urogynecology

**Department Divisions**

**Gynecologic Oncology**
The Division is home to ten faculty members and a fellowship program. The fellowship is a three-year program with up to two fellows per year. The Division has an extensive portfolio of funded basic and translational research in gynecologic cancer. The Division was a founding member of the NCI funded Gynecologic Oncology Group (GOG) and faculty are nationally known for ovarian cancer research in gene therapeutics and novel monoclonal antibodies. The faculty possesses an expertise in cervical cancer prevention and treatment and currently holds, in collaboration with Johns Hopkins, the only NCI funded Cervical Cancer SPORE. The medical director of the UAB Medicine cancer service line is among the division’s faculty.

**Maternal Fetal Medicine (MFM)**
The Division consists of 17 faculty members and offers a three-year MFM fellowship as well as a four year combined MFM Genetics fellowship program in conjunction with the Department of Medical Genetics.

The MFM Division has a historical tradition of conducting well-designed clinical research. In addition to participating in the multicenter NICHD-sponsored Maternal-Fetal Medicine Units Network to
conduct multi-center clinical trials, members of the division are actively involved in ongoing clinical trials and studies on topics such as hypertension in pregnancy, diabetes, preterm birth, and labor management. The Division is also home to the CWRH, which is UAB University-Wide Interdisciplinary Research Center and is recognized as one of UAB’s signature endeavors. For more information on the CWRH: [https://www.uab.edu/medicine/obgyn/research](https://www.uab.edu/medicine/obgyn/research)

**Reproductive Endocrinology and Infertility (REI)**

UAB Reproductive Endocrinology and Infertility (REI) currently consists of four faculty members providing comprehensive evaluation of infertility and hormonal disturbances affecting reproduction with specialized surgical and non-surgical treatment options. The UAB In Vitro Fertilization (IVF) and Assisted Reproductive Technology (ART) is a new technology designed to optimize patient experience and success in achieving a healthy pregnancy. The Division is currently recruiting a division director as well as additional faculty.

**Female Pelvic Medicine and Reconstructive Surgery**

The Division has four faculty members and the Division hosts an ABOG certified, three-year Female Pelvic Medicine/Reconstructive Surgery Fellowship Program. Faculty areas of research include medical, behavioral, and surgical management of urinary and fecal incontinence, pelvic organ prolapse, and pelvic floor disorders in women. The Division receives research funding from the NIDDK, NICHD, the John A. Hartford Foundation, the American Geriatrics Society, and various industry sponsors. Current support for research totals approximately $1 million. The faculty partners with the University of Alabama at Birmingham's Continence and Urogynecology Care Clinics, which the National Association for Continence (NAFC) named its first Center of Excellence: Continence Care.

**Women’s Reproductive Health**

The Division encompasses 12 faculty members and supports the residency program of eight residents per year for a total of 32 residents. The Division also offers a one-year Pediatric-Adolescent Gynecology fellowship. The faculty actively participates in the training of medical students and residents within the Department, directing the operations of the UAB OB/GYN Resident Continuity Clinic.

**CLINICAL SITES**

**UAB Women and Infants Center**

The UAB Women and Infants Center opened in 2010 and is a 430,000 square foot, 10 story health care facility dedicated solely to the care of women and infants. From surgical care to routine outpatient office visits, the center offers complete care for mother and baby under one roof. UAB is the only hospital in the state with high-risk maternal and fetal physicians available in-house 24/7 and the only Maternity Evaluation Unit. In 2019, it was recognized as the "Best Women's Health Facility," by *Birmingham Magazine*.

**UAB Hospital**

The flagship UAB Hospital, a key partner with the SOM, is the largest hospital in the State, and is among the largest hospitals in the country (1,157 beds). It is the only Alabama hospital listed for 23 straight years in the *US News and World Report*’s "Best Hospitals survey," (every year since the issue’s inception). It is also a four-time certified Magnet Hospital and home to the State’s only Level 1 Adult Trauma Center. The UAB Health System, which consists of more than 16,000+ employees, more than 1.5 million outpatient clinic visits, more than 125,000 ER visits, nearly 38,000 surgeries, 4,300+ babies delivered and in excess of $4 billion in revenue.
Children's Hospital of Alabama
Since 1911, Children’s of Alabama has provided specialized medical care for ill and injured children. Ranked among the best pediatric medical centers in the nation by U.S. News & World Report, Children’s provided care for youngsters from every county in Alabama, 42 other states and seven foreign countries last year, representing more than 677,000 outpatient visits and more than 15,000 inpatient admissions. In 2019, the Children's Hospital of Alabama was ranked in six specialties among the top 50 in the nation by *US News and World Report, Best Children's Hospitals Survey*; Neonatology (#37), Pediatric Cancer (#41), Pediatric Cardiology & Heart Surgery (#44), Pediatric Nephrology (#50), Pediatric Neurology & Neurosurgery (#30), Pediatric Pulmonology and Lung Surgery (#35). With more than 2 million square feet, it is one of the largest pediatric medical facilities in the United States. The Neonatal Intensive Care Unit (NICU) is located on the 6th floor of the Children's of Alabama and the unit is a 48 bed level IV NICU and among the nation's best.

Children’s of Alabama offers inpatient and outpatient services across its Russell Campus on Birmingham’s historic Southside with additional specialty services provided at Children’s South, Children’s on 3rd and in Huntsville and Montgomery. Primary care is provided at more than a dozen medical offices in communities across central Alabama. Children’s of Alabama is the only medical center in Alabama dedicated solely to the care and treatment of children. It is a private, not-for-profit medical center that serves as the primary site of the UABSOM pediatric medicine, surgery, psychiatry, research and residency programs.

For more information is available at [www.childrensal.org](http://www.childrensal.org).

University of Alabama at Birmingham School of Medicine

The UAB Medicine is an internationally renowned research university and academic health center. UAB Medicine prides itself as being the premier medical facility in the state, region and the nation. The centerpiece of the UAB Health System is UAB Hospital, one of the largest and most advanced academic medical centers in the nation. UAB’s University Hospital provides patients with a complete range of primary and specialty care services, as well as the most up to date treatments and innovations in health care. As an academic health system, UAB is a major center for clinical and translational research. As one of *U.S. News and World Report*’s Best Hospitals and a winner of the Women’s Choice Award, UAB is a national leader in patient care, research and training.

UABSOM is a multi-campus medical school with the main campus in Birmingham and three regional campuses: Huntsville, Montgomery, and Tuscaloosa, as well as a residency program in Selma, Alabama. The School of Medicine has nearly 900 students, 1,200 residents and fellows, and more than 1,300 faculty who attract more than $256 million in NIH funding through 27 academic departments. At the graduate medical education level, UAB provides residency training in 18 departments and fellowship subspecialty training in scores of areas. Since 2013, the UABSOM has risen 10 spots in the NIH rankings from number 31. The institution is on the cusp of reaching its goal of a top 20 ranking (current number 21). Their growth in funding since 2013 is the second highest percentage of growth (43 percent) in the nation. UAB ranks in the top 10 for all public institutions in funding from the NIH. The school has created several new internal awards and funding opportunities to facilitate this growth and research success including:

- **Multi PI Program**: Fosters collaboration by creating funding mechanism to encourage faculty to work with other researchers in other disciplines on a common goal. Since 2015, 12 projects have been funded with an overall return on investment of 19:1.
▪ **Awards for second R01s**: These funds help investigators secure second R01 Grants, as these primary funding sources to establish and equip a laboratory. Since 2016, 22 projects have been funded with an overall return on investment of 22:1.

▪ **Pittman Scholars Award**: Recognizes existing research and potential for future innovative research among junior faculty.

The faculty is world renowned, in research, education and clinical care. Many of the faculty lead professional organizations, edit national and international journals and publish field-leading research. With nationally competitive educational programs in both primary care and the medical specialties, the students are among the most accomplished in the nation, passing exams and boards at rates higher than the national average. They also are leaders in the community and in student medical organizations.

**Mission and Vision**

**Mission Statement**

The 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. We embrace 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 our medical school.

**Vision Statement**

The School of Medicine will be recognized by its faculty, students, graduates and 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.

The University of Alabama (UA) System, which is composed of UAB, the University of Alabama (Tuscaloosa), and the University of Alabama in Huntsville, was created in 1969. A single Board of Trustees governs the three autonomous campuses. The School of Medicine evolved from the Medical College of Alabama, which was relocated to Birmingham in 1945.

The UAB Health System was created in 1996 with a Joint Operating Agreement between the University of Alabama Health Services Foundation (UAHSF), the faculty practice plan, and the UA Board of Trustees. The UAB Health System consists of:

▪ **UAB Hospital** - Established in 1945 as the teaching hospital for what now is the UAB School of Medicine. Licensed for 1,157 beds and among the 20 largest and best equipped in the nation. Facilities include:
  
  – **UAB Hospital-Highlands** – A general acute care facility providing emergency care, orthopaedics, pain management, occupational medicine, and the region’s first coordinated care unit for geriatric patients.
The Kirklin Clinic of UAB Hospital - Nearly 600,000 outpatient visits annually with more than 33 specialties under one roof. Spain Rehabilitation Center - One of the Southeast’s foremost providers of comprehensive rehabilitation care with nationally recognized programs designed to address all aspects of patients’ rehabilitation, including physical, social, and psychological health.

Women and Infants Center - Designed with patient comfort and family centered care in mind and providing advanced medical technology dedicated to healthy and high-risk pregnant women and newborns, as well as women receiving care for various gynecological problems, including cancer.

Center for Psychiatric Medicine - Provides inpatient clinical services including addiction recovery, child and adolescent treatment, and geriatric psychiatry in a dedicated facility.

The Kirklin Clinic at Acton Road - Offers a multidisciplinary approach to cancer, heart/vascular care, and an array of other services south of the city.

UAB Prime Care Clinics - Includes metro area neighborhood clinics in Hoover, Inverness, and Gardendale. For convenience, UAB physicians also are available at primary care locations in Leeds, Huntsville, Montgomery, Selma, and Tuscaloosa.

UAB Callahan Eye Hospital - The only specialty hospital in Alabama focusing on eye care and the nation’s first Level 1 Ocular Trauma Center. UAB Urgent Care - A convenient office in Midtown Birmingham offering medical care seven days a week without an appointment.

University of Alabama Health Services Foundation (UAHSF) – a 1,100-member multispecialty physician practice serving UAB Medicine through more than 30 centers of excellence.

These partners along with the UABSOM cemented their collective vision with the establishment of AMC21 as the roadmap for the organization to become the “preferred academic medical center of the 21st century.” The goal is to be preferred for delivery of outstanding patient care, for scientific discovery and biomedical research, and for the teaching and training of professionals.

Leadership

In 2013, Selwyn M. Vickers, M.D., F.A.C.S., was appointed Senior Vice President for Medicine and Dean of the University of Alabama at Birmingham School of Medicine. A member of the prestigious National Academy of Medicine, Vickers is a world-renowned surgeon, pancreatic cancer researcher, pioneer in health disparities research, and a native of Alabama. Previously, he served as the Jay Phillips Professor and Chair of the Department of Surgery at the University of Minnesota Medical School, although his formative years as a young faculty member were spent at UAB, beginning in 1994; he directed the section of gastrointestinal surgery from 2000 – 2006.

Organizational Structure

In 2017, the three entities that comprise UAB Medicine – UAB School of Medicine, UAB Health System and University of Alabama Health Services Foundation (UAHSF) physician practice plan launched a structure aimed at improving alignment and integration to achieve the strategic goal of becoming the preferred academic center of the 21st century. Organizing for success focused on:

1. Providing a shared mission for the entire organization.
2. Establishing governance that reflects the full scope of research, education and clinical care.
3. Strengthening trust through transparency and accountability.
4. Increasing physician leadership throughout every aspect of UAB Medicine.
5. Committing to discovery science from all areas of the institution.
6. Enhancing opportunities to improve financial stability and accountability for growth.

Strategic Plan: AMC21

AMC21 is UAB Medicine’s strategic plan, integrating efforts of the School of Medicine and the UAB Health System to **become the Preferred Academic Medical Center of the 21st Century**. What are distinguishing characteristics of a preferred medical center? It is where 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. For more information on AMC21: [https://www.uab.edu/medicine/home/welcome/strategic-plans](https://www.uab.edu/medicine/home/welcome/strategic-plans)

Research Priorities

As part of the strategic plan, the UABSOM identified research focus areas, which:
- Are cross cutting rather than disease or organ specific
- Align with strategic priorities for federal funding
Encompass areas where UAB can and should be nationally prominent

Five Research Areas enable the school to better plan and allocate resources:
- Precision Medicine and Genomics
- Informatics
- Basic Science Discovery
- Inflammation, Infection and Immunity
- Population Health, Health Disparities and Outcomes and Effectives Research

UAB Center for Clinical and Translational Science (CCTS)

The Center for Clinical and Translational Science (CCTS) was established in 2008 and is funded by a Clinical and Translational Science Award (CTSA) from the National Center for Advancing Translational Sciences (National Institutes of Health grant UL1TR003096). UAB is one of more than 50 CTSA programs nationwide and the only CTSA in Alabama. CCTS serves a population with a heavy burden of cardiometabolic, vascular, and cancer-related diseases.

The CCTS Partner Network, which comprises 11 academic research institutions across the tri-state region (AL, MS, LA), is the foundation of our collaborative efforts. The Network launched in 2015 (see a CCTS timeline of events from 2008 to 2019). The network-wide research environment is defined by unique collaborative opportunities and resources that provide the scope, scale, and transdisciplinary capacity necessary to achieve our vision, mission, and aims.

Vision

The vision is to reduce the burden of disease and disparities in health outcomes that disproportionately affect the underserved minority and special (i.e., socioeconomically disadvantaged, rural) populations within the region. This vision forms a common purpose among the institutions in the CCTS Partner Network.

Mission

Working together, will enhance the translation of fundamental and clinical research into improvements for human health and health care delivery. By further developing a diverse, well-trained workforce in translational science, by promoting an efficient scientific infrastructure, by engaging our communities in partnership to identify challenges and create approaches to solutions, and by assuring effective use of available resources, the CCTS Partner Network will accelerate the pace of discovery to delivery across the translational spectrum.

To provide access to resources, the CCTS is structured as a center around a centralized physical and virtual hub called the Research Commons. This infrastructure was designed to facilitate the use of programs and services by investigators, trainees, and community members. CCTS strives to provide assistance and information efficiently, and is focused to streamline investigator accessibility and support.

In 2019, the NIH awarded the UAB CCTS a grant renewal of nearly $50 million over 5 years to continue the center's programs that advance translational research. Since its initial funding in 2008...
through Alabama’s only Center for Translational Science Award to work toward innovative discoveries for better health, the CCTS has nurtured UAB health.

**UAB O’Neal Comprehensive Cancer Center**

The O’Neal Comprehensive Cancer Center at UAB is one of only 45 comprehensive cancer centers in the United States, and the only one in the Deep South’s six-state region, meeting the stringent criteria for the designation awarded by the National Cancer Institute. To garner this designation, the O’Neal Cancer Center possesses the region’s greatest depth and breadth in laboratory, clinical and population-based research, as well as substantial trans-disciplinary research that bridges these scientific areas. It has held the designation continuously since 1973.

The O’Neal Cancer Center is home to more than 330 physician-scientists and researchers with the largest group of cancer specialists in Alabama who focus on specific cancer disciplines. Patients also have access to more than 180 cancer-related clinical trials. UAB treats an estimated 5,000 new cancer patients each year. The O’Neal Cancer Center recently implemented a molecular tumor board comprised of cross disciplinary specialties that reviews cases to determine if they are a fit for genetic testing in order to personalize treatments of care with target precision therapies.

In December 2018, UAB announced O’Neal Industries and its shareholders gave $30 million to name the Cancer Center. This is the single largest gift in UAB history and helped the University surpass its billion dollar campaign goal. The gift will help recruit talented scientists and clinicians, expand clinical trials and provide multidisciplinary clinical teams in every major disease state. All these advances will further enhance cancer care programs.

**Academic Enrichment Fund**

The Academic Enrichment fund (AEF) was created in 2014 to provide budgeted and variable funds from UAB’s clinical enterprise to support the academic mission, with a goal of reaching $55 million annually. The AEF resources are contributed by UAB Medicine and earmarked for the Dean to designate for pilot studies, seed funding, research capital enhancements and recruitment efforts.

Since its inception, the AEF has contributed more than $200 million toward the academic enterprise and has helped fund: $112 million in department reinvestment, $59.1 million in institutes and center investment and $56.4 million in other programs. In fiscal year 2019, the AEF surpassed its goal of $55 million and is expanding the goal to $75 million.

**Comprehensive Fundraising Campaign**

Historically, UAB Medicine generates approximately $60 million each year in charitable fundraising through its leadership, scientists, and development team; these funds are targeted for research and clinical programs. With the launch of the public phase of the campaign in fall 2013, these results continue to grow. In 2018 the University surpassed its $1 billion goal with 67 percent of these funds dedicated to the UABSOM.

**Quick Facts**

- Since 2008, UAB’s Center for Clinical and Translational Science has invested $1,037,000 in 36 pilot projects; recipients have garnered $33,722,319 in new grants, a return on investment of 19:1
- Five UABSOM departments ranked in the top 10 for NIH funding in their fields (FY2019)
- UAB Hospital is the third largest public hospital in the United States
- UAB has an annual economic impact of over $7 billion dollars
- 350 UAB physicians are on the Best Doctors in America list in FY2019
- More than 1.5 million clinic visits, 117,000 ER visits, 90,000 Hospital stays and 4,300 babies delivered at UAB in fiscal year 2019.
- UAB is consistently ranked among the most diverse universities nationally by the Princeton Review
- 124,000+ individuals in underserved communities reached through cancer awareness and education programs from UAB’s Deep South Network for Cancer Control
- UAB is one of seven inaugural NIH designated Centers for AIDS Research
- With over 23,000 employees, UAB is Alabama’s largest single employer
- The O’Neal Comprehensive Cancer Center at UAB provides oncology treatment and care and performs some of the nation's most advanced cancer research, utilizing the largest cyclotron in a U.S. academic medical center
- 5,000 new patients per year are treated at the O’Neal Comprehensive Cancer Center at UAB every year.
- As the only Adult Level I Trauma Center and as the only Comprehensive Stroke Center in Alabama, UAB Hospital is equipped to handle any medical emergency
- The Level IV Regional Neonatal Intensive Care Unit is the only one of its kind in Alabama, caring for the sickest newborns in the state and region
- UAB has one of the only two Level 1 Ocular Trauma Centers in the United States

*For more information, please visit: [https://www.uab.edu/medicine/home/](https://www.uab.edu/medicine/home/)
Position Summary

Reporting Relationships

The Chair will report to Senior Vice President for Medicine and UAB SOM Dean, Selwyn Vickers, M.D. Direct reports to the Chair include: Division Directors, Vice Chairs, and the Associate Chief Medical Officer for the Department and the Executive Administrator.

Responsibilities

The Department of OB/GYN is dedicated to excellence in breakthrough research, innovative education and expanding clinical programs as a high priority for growth. The Chair will oversee the management of the Department, to include direct oversight of the financial and human resources. He/She will have accountability for the Department’s clinical service and financial performance. The Chair will develop and execute, along with the Dean, a strategic plan to lead a robust growth of research, education and clinical programs. He/She will work to fully develop key institutional partnerships and strategic relationships to define and pursue interdisciplinary clinical and research goals. The Chair will strive to strengthen the academic mission and clinical excellence of the Department with recruitment, retention, development and support of outstanding clinical faculty and staff. The enhancement of diversity and inclusion among faculty, staff and trainees is vital to the Department's success.

The Chair is the educational leader of the Department and is expected to embody the importance of this mission. The leader will support an excellent teaching environment for the students, residents, and fellows training within the program. The Chair must also ensure successful ACGME accreditation for the residencies and fellowships. The recruitment of high caliber residents and fellows is expected as this will only be achieved by fostering an excellent educationally stimulating and inclusive environment with balanced service and education.

The Chair is expected to expand the clinical network, but monitor and consistently work to improve clinical care quality across all care delivery sites. He/She will be dedicated to establishing and evaluating performance expectations, offer the highest quality patient care and consistency in clinical care standards, driven by patient safety requirements and clinical outcomes monitoring. He/She will be essential to the establishment of policy and protocols to build a higher-volume, technology enabled and efficient Department.

This is an opportunity for an innovative and dynamic academic leader to shape the long-term vision and growth of a department with a proud and distinguished history of delivering high quality, patient centered care. The Chair will have the platform to lead, mentor and create an inclusive environment for the Department to make a significant impact to the state of Alabama women's health landscape and UAB Medicine. With the foundation of nationally recognized research, sought after education programs, and leading clinical care delivery the Chair will establish a bold vision for the future of the Department.
Opportunities and Expectations of Leadership

The following represent areas in which the Chair is expected to make significant progress within the first 18 to 24 months of his/her tenure. They are not listed in any particular order of significance.

- Establish credibility and respect with members of the Department, the Dean, other senior leadership within UAB Medicine as a leader, manager, clinician, academician and communicator.

- Articulate a vision and corresponding plan for the Department within UAB Medicine's strategic plan, AMC21, that will result in the Department's leadership nationally in research, education and clinical care.
  - Develop a strategic assessment and implementation plan for the Department to further build capabilities in research, education, clinical care delivery and provide effective outreach to the region in coordination with UAB Medicine.
  - Evaluate the Department's current organizational structure, and make appropriate changes that will result in strengthened performance and effective communication in the Department.
  - Energize the faculty through the development of an exciting and vibrant vision for a contemporary and nationally leading Department of OB/GYN. The Chair will develop a cohesive team among the Department's faculty; build an “esprit de corps,” and make each faculty member feel they are a valued part of the program by seeking their input and continuing to enhance an atmosphere of community and collaboration. Set clear expectations and holding faculty accountable to established goals.
  - Develop a work structure that allows faculty time for research and academic activity while meeting clinical demands.

- Recruit, and retain highly qualified diverse faculty to support a tripartite mission of outstanding research, exemplary education and the highest quality of patient care.

- Nurture the ongoing professional development of faculty, in particular developing investigators; mentoring junior faculty to enhance the academic output of the Department.

- Work with the Division Chiefs to distribute research opportunities across the department to increase the activity and extramural funding across divisions.

- Evaluate current clinical operations and identify opportunities that will result in improved financial performance and efficient ways to meet patient demand and provide value. Work in partnership with UAB Medicine leadership, this will include:
  - Proactively advocating for the departmental resources necessary to enhance the delivery of efficient and high quality patient care.
  - With support from system performance excellence and clinical leaders, develop and lead continuous process improvement initiatives to achieve clinical care that demonstrates an overall standard of high quality outcomes as characterized by evidence-based guidelines, best practices and measured against national benchmarks. Build consensus around the appropriate tools and methodologies to achieve these objectives.
  - Actively promoting quality improvement, patient safety, risk management and enhance medical management strategies designed to produce optimal quality outcomes with efficient use of clinical resources.
− Exploring opportunities to increase outpatient volume and improve patient access for Women's Health services including innovative ways to utilize current space to accommodate growth.

▪ Work collaboratively with leadership within other clinical departments to identify alignment and opportunities to expand research collaboration and clinical services to meet the community’s health care needs. The chair will increase patient access to clinical trials, increase department outreach and expand market share.

▪ Assess and re-develop the Division of REI across the key mission areas, recruiting noteworthy faculty.
**Candidate Qualifications**

**Education**
- A medical doctorate degree from an accredited institution
- ACGME accredited residency training in OB/GYN and Board Certification
- Eligibility for permanent, unrestricted licensure in the state of Alabama
- Management education or training a plus
- The candidate must qualify for appointment to Professor with tenure at UABSOM

**Professional Experience**

Candidates for the position of Chair, Department of OB/GYN will be selected from a diverse pool and be evaluated according to the following criteria and competencies:

- A national reputation in OB/GYN; a distinguished record of scholarly research activity, teaching, and clinical care.
- Demonstrated success as a leader in a Department or Division of OB/GYN, of an interdisciplinary Institute, or of an academic entity of comparable size and leadership scope.
- Strong performance as a skilled manager with the ability to grow revenues, meet budgets, measure, improve productivity and outcomes, develop others, work collaboratively and take appropriate business risks to achieve goals.
- An astute understanding of an academic clinical practice and a deep commitment to clinical excellence based on a patient-centered model of care.
- Record of accomplishment as a creative and strategic thinker, an able negotiator, an adroit organizational manager.
- Commitment to the missions of education, discovery, patient care and community engagement that drive academic clinicians and the important symbiotic relationship of one with the other.
- The ability to work effectively within a highly matrixed interdisciplinary environment for education, research and clinical care.
- Excellence in teaching, and record of accomplishment of developing the careers of faculty, staff and students.
- Proven ability to build teams and collaborate across departmental lines.
- Demonstrated success advancing and managing a diverse workforce, including an outstanding track record of recruitment and development of diverse faculty and trainees; one who leverages a national reputation to attract the highest possible level of talent.

**Personal Characteristics**

The Chair, Department of OB/GYN must possess strong leadership along with exceptional interpersonal and communication skills with the ability to define a vision for the Department, develop support for common goals, formulate the vision and stimulate the passions of the faculty, build relationships with the senior leadership as well as physicians in the community to facilitate
interdisciplinary cooperation. The Chair must be a role model for students, residents, fellows and faculty.

Candidates for the position of Chair, Department of OB/GYN will be selected from a diverse pool and be evaluated according to the following criteria and competencies:

▪ A transformational and strategic leader who can establish an inspiring vision for the Department's future and aspirations of the faculty. A leader who is committed to growing and developing faculty, staff, and trainees, achieving prestige through the success of the Department and its members rather than through his or her own clinical and research work.

▪ A diplomat who demonstrates a collaborative approach in working closely with members of the Department, other Departments, UAB Medicine, SOM, health system and outside organizations and individuals.

▪ An effective communicator with strong interpersonal skills who is an empathetic, respectful listener and who can create an atmosphere that allows individuals to be proactive within the context of a departmental plan.

▪ A skilled negotiator who is able to work collaboratively yet decisively while focusing on what is optimal for the department.

▪ A competent manager with a strong understanding of business concepts who can achieve challenging performance goals in a complex, evolving environments, including balancing his or her own strengths and weaknesses with complementary associates to effectively achieve agreed upon performance measures.

▪ A change agent who can take necessary risks and effectively lead the change process with sensitivity to its potential impact on the Department, its culture, and individual staff members, who recognizes the value in what the Department has accomplished and builds upon its strengths rather than making sweeping changes.

▪ A mentor with strong coaching skills to nurture the development of junior faculty into accomplished clinicians, researchers and teachers, and of senior faculty into successful academic leaders.

▪ A teacher who enjoys interchange with students, residents, and faculty.

▪ An individual of the highest integrity with high levels of energy, maturity, and flexibility and a reputation for fairness and idealism.

▪ A builder of organizations and programs; a developer and promoter of the strengths of colleagues; and a fundraiser.

▪ An approachable and enthusiastic leader who is accessible and visible to faculty and staff and who can engage the community for philanthropic support for the Department.
The Community

Birmingham, Alabama

UAB’s decades long partnership with its community and State has led to the economic, cultural and social renaissance of Birmingham – the State’s largest metro area with a population of just over 1 million – as the city has grown from a primarily steel-based economy to a thriving nexus of research and development, medicine, banking and other services industries. The area is also embedded in the arts and culture. The Birmingham Museum of Art is the largest art museum in the southeast. Birmingham is home to the state’s major ballet, opera, and symphony orchestra companies including the Alabama Ballet, Alabama Symphony Orchestra, Birmingham Ballet, Birmingham Concert Chorale, and Opera Birmingham.

UAB’s Alys Stephens Center serves as Birmingham’s home for the performing arts and an anchor of the burgeoning Cultural Arts District – hosting performances by the Alabama Symphony Orchestra as well as diverse, top-billed acts from Itzhak Perlman to Smokey Robinson to Emmylou Harris. The metro area’s vibrancy and diversity continues garnering national attention and has been hailed as a top travel destination by Zagat, National Geographic Traveler, The L.A. Times, NBC Today Show, and Forbes respectively. The national restaurant guide Zagat.com has ranked Birmingham No. 1 on its new list of America's Next Hot Food Cities, and in 2018 one of our notable restaurants was recognized by the James Beard Foundation as the Most Outstanding Restaurant in America.

The Birmingham area is also home to some of the country’s best high schools. In 2005, Newsweek rated the Jefferson County International Baccalaureate School in Irondale, an eastern suburb of Birmingham, as the number one high school in America. The school remains among the nation’s top five high schools. Local schools rated among America’s best in various publications include Mountain Brook High School, Homewood High School, Vestavia Hills High School, and the Alabama School of Fine Arts. The metro area is home to three highly regarded preparatory schools: Saint Rose Academy, The Altamont School, and Indian Springs School.

With endless river ways, 22 million acres of lush forests and diverse vistas that range from Gulf Coast beaches to Appalachian cliffs, Alabama is a paradise for those who love the great outdoors. Recreational opportunities abound and the scenery is exquisite.

From the majestic mountains of North Alabama to the sugar-white sands of the Gulf Coast beaches, outdoor lovers will find Alabama a great place. In fact, Birmingham has more green space per capita than any city in the country.

Outdoor entertainment is one of the main attractions to Birmingham. Park projects currently underway will give the city more green space per capita than any other city in the country, so outdoor recreation is easily accessible. This includes Railroad Park, a 19 acre green space in downtown Birmingham that celebrates the industrial and artistic heritage of our great city and connects UAB to downtown.
Championship golf, hiking and mountain biking are virtually year-round sports, along with fishing in what is known as the “Bass Capital of the World”. Alabama’s location at the southern end of the Appalachian mountain chain provides the unique opportunity to hike in some of the most diverse and beautiful woodlands in the nation.

Whether peaceful seclusion, an adrenaline rush or bustling night life, it is all available on Alabama’s Gulf Coast. For years, Gulf Shores and Orange Beach remained a hidden vacation treasure, but more families are discovering the 32 miles of soft sand and clear waters that lace the edges of Alabama’s southern border to the Gulf of Mexico.

For more information on the city of Birmingham,

please visit:
www.informationbirmingham.com
www.birminghamal.org
www.10best.com/destinations/alabama/birmingham/neighborhoods
Procedure for Candidacy

Confidential expressions of interest and candidate materials (including a letter of interest and CV) should be submitted via email to the UAB School of Medicine search consultants. Please contact Kimberly Smith and Linda Komnick through the office of Vinny Gossain at UABOBGYN@WITTKIEFFER.COM or via phone at 630-575-6957.

The University of Alabama School of Medicine values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

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