

Position and Candidate Specification



University of Kansas School of Medicine

Chair, Department of Family Medicine & Community Health

PREPARED BY:

Philip Jaeger
Shannon L. Yeatman
Raquel Lentnek

February 2025
Assignment: 63537-003

University of Kansas Health System

The University of Kansas Health System is part of the region's premier academic health system and includes The University of Kansas Physicians, the region's largest multispecialty physician group. The health system is affiliated with The University of Kansas Schools of Medicine, Nursing and Health Professions and their leading-edge research programs. In addition to the Kansas City metropolitan area, the health system includes hospitals and clinics in Great Bend, Topeka, and elsewhere.

Social responsibility to The University of Kansas community and the state of Kansas is the driving force of The University of Kansas Health System. With a tireless spirit of compassion, innovation, integrity, and curiosity, the health system, the only one in Kansas, seeks to be a steadfast resource for the region. The health system provides the region's only nationally verified burn center and Level I Trauma Center, as well as a leading transplant program in liver, pancreas, kidney, heart, and blood and marrow. The health system has received Magnet nursing designation four times in a row for the highest level of care. It has ranked every year since 2007 on U.S. News & World Report's Best Hospitals lists. This makes the health system a destination healthcare provider in Kansas City and beyond for highly specialized care. With their commitment to care for the entire state of Kansas and beyond, The University of Kansas Health System strives to not only provide the most complex care in Kansas City but to extend its reach of academic medicine to other parts of Kansas. In doing so, it has partnered with hospitals and providers outside the region who share a commitment to the highest quality care, bringing new specialists, services, and clinical trials to patients who might be beyond the Kansas City region.

KU Medical Center and The University of Kansas School of Medicine

In August 2024, KU Medical Center and The University of Kansas Health System announced greater alignment. Leaders at both institutions, which together form the region's largest academic medical center, announced their decision to strengthen their existing partnership. Senior leaders now span both organizations to provide aligned strategy and expand clinical research.

The School of Medicine is the only allopathic medical school in Kansas and has campuses in Kansas City, Wichita, and Salina. KU Medical Center is home to The University of Kansas Cancer Center, a National Cancer Institute-designated comprehensive cancer center, as well as a National Institutes of Health-designated Alzheimer's Disease Research Center. The medical center is also one of 60 institutions in the national Clinical and Translational Science Award consortium, where researchers are working to speed up basic-science discoveries into cures and treatments.

The University of Kansas School of Medicine uses an interdisciplinary, patient-centered model to educate the next generation of physicians. Students gain a strong clinical foundation in the basic sciences while developing the critical thinking skills they will need to succeed in their chosen profession. The school offers several degree programs:

- Doctor of Medicine (M.D.) program
- M.D./Ph.D.
- M.D./MHSA
- Interdisciplinary Graduate Program (IGPBS)—a program that offers graduate students opportunities to study and conduct research in anatomy, biochemistry, microbiology, pathology, pharmacology/toxicology, physiology, and/or neuroscience.

Department of Family Medicine & Community Health

Patient Care

The Department's world-class faculty provide exceptional care across the age continuum, from prenatal care to newborns to senior citizens. Faculty and community physicians are committed to helping the community stay healthy and improve quality of life. Care is provided at the following locations:

- The University of Kansas Hospital
- Children's Mercy Hospital
- Vibrant—Family Health Care
- Good Samaritan
- VA Eastern Kansas Health Care System—Leavenworth VA Medical Center
- Vivent Health

Education

As one of the top producers of family medicine physicians in the country, the Department helps fill an important need in the community. Medical students and residents train in state-of-the-art facilities with talented faculty who are dedicated to shaping tomorrow's physicians. Graduates enter the medical arena armed with the knowledge and tools necessary for success.

The University of Kansas Family Medicine Residency in Kansas City is a 9-9-9 academic family medicine residency, training future leaders and teachers. By caring for a diverse, urban, and underserved population of all ages, residents learn a progressive, interprofessional, community-minded, and intellectually rigorous approach to medical care. Residents' research projects are guided by experienced researchers.

In addition, residents practice in a continuity clinic with integrated behavioral health staff and ready access to a social worker, chronic care nurse manager, community health workers, a dietician, and a pharmacist. OB and pediatric patients are seen in the family medicine clinic and community safety net clinics. The Department offers training in HIV medicine, buprenorphine, and countless elective opportunities to tailor training to residents' interests. Half-day didactics and morning report cases occur weekly.

Beyond the Kansas City-based residency, a community-based residency program is located at Olathe Health, which is part of The University of Kansas Health System. The program's primary training site is Olathe Medical Center, which has been meeting the growing health and wellness needs of the people in Olathe and the surrounding region for more than 70 years. The program is based at the Olathe Health Family Medicine-Blackfoot Clinic, which is one of 12 clinics in The University of Kansas Health System's Southwest Kansas City

region. These clinics have over 35 family physicians working together to identify community needs and develop processes to support these needs.

The Department also offers a Family Medicine Rural Training Track in Pittsburg, KS, where the Department partners with the Community Health Center of Southeast Kansas (CHC-SEK) to run an ACGME-accredited Rural Training Track program. The rural family medicine residency is a collaborative initiative between The University of Kansas Medical Center and the Federally Qualified Health Center (FQHC) CHC-SEK. This residency experience is the best of two worlds: urban and rural. The PGY1 residents are based at KUMC, which provides a solid foundation in preparation for the transition to the rural training site in PGY2 and PGY3.

This Primary Care Sports Medicine (PCSM) fellowship is a 12-month program based in the Primary Care Sports Medicine Clinic. Time in a Fellow's Clinic is supervised by PCSM faculty, and with different orthopedic specialties. Further clinical experience is gained in athletic training rooms and on the sideline at high school and collegiate levels. Exposure to professional athletes is a part of the fellowship year because of the health system's partnership with the Kansas City Royals and Chiefs.

Research

The Department is among the most prodigious nationally for advancing research in family medicine. Funded faculty focus on understanding the delivery and utilization of health care in the region and beyond, that improve the health of individuals and communities. Researchers focus on issues facing the local community, the state of Kansas and its many rural areas and communities around the globe. The research division is funded by a diverse portfolio of grants from organizations such as the National Institutes of Health (NIH) (current funding stands at \$6.5 million), the Patient Centered Outcomes Research Institute, the Division of Health and Human Services, the Greater Kansas City Health Care Foundation, and others. Faculty have many connections to local and regional public health institutions and non-profits who work to address the social determinants of health. They collaborate regionally, nationally, and internationally to fulfill these aims.

The Department houses the Frontiers Community Partnership for Health Program, which serves as the KUMC office for research community engagement promotion. Frontiers is the KUMC Clinical Translational Science Award Program and has the overall goal of moving scientific discovery to healthcare delivery quicker and more efficiently.

The University of Kansas Medical Center and School of Medicine seek an inspirational, innovative Chair of Family Medicine and Community Health to lead and ensure the excellence of the clinical, educational, and research programs within the Department. The Chair will have overall responsibility for operations and strategy in Family Medicine and Community Health across the organization. They will also oversee the growth and development of outstanding clinical programs and will support research that is focused on improving the lives of patients, caregivers, and clinicians. The Chair develops and maintains collaborative and dynamic partnerships with leaders of other clinical departments and units across the medical center and health system. The Chair is accountable for ensuring the Department fulfills its education, research, and clinical commitments to the organization while advancing towards the KU Medical Center's vision to improve the lives and communities in Kansas and beyond through partnership and innovation in education, research, and health care.

This important position requires a dynamic, passionate, and experienced physician leader with a proven track record across and array of domains, including demonstrated skills in operational excellence, individual scholarship, collaborative academic leadership, clinical and research program development, educational excellence, successful faculty recruitment, and retention, community engagement, and designing, implementing, and integrating effective programs within and across complex organizations.

KEY RELATIONSHIPS

Reports to	Executive Dean of the School of Medicine
Direct reports	Vice Chairs Division Chiefs Senior Administrators
Other key relationships	Senior Associate Deans President of the Faculty Practice CEO and CMO, KUMC Department Chairs Institute and Center Directors Health System Leadership Donors, Community Leaders, Patients, and Families Partner Institutions

KEY RESPONSIBILITIES

The Chair provides strategic direction for the Department and in alignment with university and health system partners, thoughtfully stewards departmental resources, and supports faculty growth and contributions to all mission areas.

Leadership and Institutional Commitment

- Promote and support the vision, mission, and strategic objectives of KUSOM.
- Engender and advance a culture of academic excellence.

- Develop a departmental strategic plan to grow clinical programs, research, and teaching activities.
- Achieve national external measures of reputation and excellence.
- Actively and regularly participate in KUSOM and university leadership meetings and committees.
- Promote faculty authorship of articles in peer-reviewed scientific literature.
- Ensure faculty and staff compliance with university and KUSOM policies.
- Provide effective leadership and mentoring to faculty members.
- Promote a positive and equitable workplace environment.
- Recruit, develop, and retain a talented and diverse faculty to fulfill the needs and missions of the Department and KUSOM.
- Actively participate in KUSOM and departmental fundraising initiatives.
- Develop and implement a policy of annual reviews for all faculty members in accordance with KUSOM and university policy.
- Supervise and evaluate faculty and staff members.

Education

- Actively promote the participation of department faculty in the teaching of medical students, graduate students, residents, fellows, and other learners.
- Ensure that clinical rotations in the Department are well organized, well taught, and demonstrate a high degree of student satisfaction.
- Ensure that postgraduate training programs (residencies and fellowships) are of the highest quality and continuously accredited by the ACGME.
- Actively participate in continuing medical education activities sponsored by KUSOM.
- Support the developmental and professional needs of medical and graduate students, residents, fellows, other health professionals, staff, faculty, and community physicians.

Research

- Promote a departmental culture which values and encourages scientific discovery and innovation.
- Develop and maintain an independent, extramurally funded portfolio of research.
- Promote the development and recruitment of clinician-scientists.
- Achieve and maintain desired ranking in NIH research funding to medical school departments.
- Strive for research efforts to be self-supporting and based on extramural funding.

Finance and Administration

- Oversee financial affairs and long-term fiscal stability of the Department.
- Work with KUSOM and UKHS to develop annual financial and programmatic goals.
- Partner with key financial stakeholders to develop annual budgets to include sources of income and expenses.
- Adhere to university and KUSOM financial, HR, and administrative policies.
- Provide effective oversight of administrative and financial leadership within the Department.
- Reinvest departmental funds in growing academic and research enterprises.
- Design department compensation plans for faculty and oversee administration.
- Resolve inquiries and complaints from employees, students, regulatory agencies, or members of the academic or business community.
- Effectively present information to faculty, academic and campus leaders, corporate leaders, professional colleagues, and public groups.

IDEAL EXPERIENCE

Successful administrative experience as a leader at an academic institution

Experience as a Division Director, Vice Chair or Chair of Family Medicine, developing academic leaders and mentoring junior faculty while identifying and recruiting diverse students, trainees, staff, and faculty. Knowledge of the complex financial pressures facing academic medical centers and health care delivery organizations. Experience with enhancing clinical quality/outcomes and in value-based care.

National reputation for personal academic accomplishments

A record of scholarly academic accomplishments as reflected in number and impact of publications, history of successful research funding, and serving in national and international societies.

Growing clinical programs

Proven track record of leading a large, successful clinical program in an academic environment. Must be capable of defining both the clinical and the academic vision of the Department and provide experience in mentorship across all missions.

M.D./D.O. degree and board certification in Family Medicine

Licensed or eligible for medical licensing in Kansas.

CRITICAL LEADERSHIP CAPABILITIES

Strategic and Visionary Leadership

In an ever-changing local, regional, and national health care environment, the successful candidate must create a compelling strategy and articulate a vision to continue the advancement of an important academic department and clinical enterprise for KUMC. Therefore, the Chair will:

- Understand and explain how changes in competitive health systems, patient demographics and needs, and payment systems affect the Department;
- Develop strategies to build both sustainable clinical programs and scholarly activity within the Department;
- Translate KUMC and School of Medicine strategies into clear, specific objectives and plans for divisions and individuals; and
- Create a strong and impassioned vision for building excellence in all aspects of the academic mission.

Collaborating and Influencing

As the leader in a complex system, the successful candidate must be able to build strong relationships with others in an environment that is distributed and growing. Therefore, the Chair will:

- Facilitate discussions to enable people to collaborate with each other independently, promoting collaboration across multiple divisions, departments, and institutions;
- Identify and meet with key players and stakeholders to help them shape a consensus collectively and engage in a dialogue to reach a final conclusion together, compromising as necessary for results; and

- Develop an explicit understanding of which relationships are most important to KUMC and its stakeholders and affiliate hospitals; build a network prioritizing these relationships.

Business and Operational Acumen

With an increasing focus on managing the health of populations, increasing downward pressures on research funding, and an increase in cross-disciplinary projects and programs, successful candidate must be mindful of these dynamics. Therefore, the successful candidate will:

- Stay current on local, regional, and national healthcare delivery policies in order to run an operationally strong and financially solid delivery;
- Stay on top of research funding and development as they evolve; and
- Participate in institutional and departmental philanthropy efforts.

OTHER PERSONAL CHARACTERISTICS

- The highest integrity and personal ethics.
- A commitment to service within the community.
- Outstanding communication skills.
- Strong organization and process-management skills.
- High energy coupled with a strong work ethic and a desire to have impact.

FOR CANDIDATES

The Department of Family Medicine and Community Health is being assisted in this recruitment by Spencer Stuart. Inquiries, nominations and/or applications, consisting of a letter of interest and curriculum vitae, should be directed in confidence to: KansasChairFM@spencerstuart.com

FOR YOUR CONVENIENCE: CONTACT INFORMATION “TEAR OFF” SHEET

Flip Jaeger
Consultant

Office Telephone: 202.741.8303
E-mail address: fjaeger@spencerstuart.com

Assisted by: **Nicole Villar**
Office telephone: 202.741.8329
E-mail address: nvillar@spencerstuart.com

Shannon Yeatman
Consultant

Office Telephone: 404.504.4436
E-mail Address: syeatman@spencerstuart.com

Assisted by: **Melinda Lee**
Office Telephone: 404.504.4437
E-mail Address: mkleee@spencerstuart.com

Raquel Lentnek
Senior Associate

Office Telephone: 212.336.0266
E-mail Address: rlentnek@spencerstuart.com