



COLLEGE OF MEDICINE

The UNIVERSITY of OKLAHOMA HEALTH SCIENCES

**Search for the Inaugural Chair of the Department of Emergency Medicine
The University of Oklahoma College of Medicine and OU Health
Oklahoma City, Oklahoma**

The Search

The University of Oklahoma College of Medicine and OU Health are seeking an experienced, visionary, and dynamic leader to serve as the inaugural Chair of the Department of Emergency Medicine (DOEM) and Clinical Service Chief of Emergency Medicine for OU Health. This role offers a unique opportunity to establish an academic department, assemble a leadership team, drive recruitment efforts, and initiate the emergency medicine education and residency program at the state's only [Level 1 Trauma Center](#).

The University of Oklahoma [College of Medicine](#) (OUCOM) is the largest component of the [University of Oklahoma Health Sciences Center](#) (OUHSC) and is the academic arm of [OU Health](#), the state's largest and flagship comprehensive academic health system. The health system and clinical group practice work in concert with the College of Medicine's educational and research missions. The OUCOM and OUHSC are on a growth trajectory with an ambitious [strategic plan](#) aimed at leveraging its strengths to become a top-tier integrated academic health center, enhancing national recognition, bolstering Oklahoma's healthcare and public health workforce, and improving health outcomes and quality of life for many Oklahomans while reducing health disparities across the state.

The creation of the new Emergency Medicine Department is vital to the College of Medicine's continued growth, and the incoming Chair will play a vital role in the achievement of enterprise-wide priorities. The new Chair will be committed to the tripartite mission, demonstrating excellence in patient care, a strong passion for education, and a record of advancing research. The ideal candidate will have an entrepreneurial mindset, thinking beyond traditional models to create new opportunities for growth and excellence in both research and clinical practice. This leader will emphasize the recruitment and mentorship of faculty to foster a thriving academic environment. With extensive experience in administration and financial management, they will lead with a focus on creating a collaborative and supportive department. Their deep operational knowledge of emergency care, strategic vision, and ability to build partnerships will be complemented by exceptional communication skills. Dedicated to leading transformative change, they will actively engage with key stakeholders, including other clinical departments, to achieve the department's strategic objectives.

This is an exciting and unique opportunity to be a contributing member towards building a world-class Department from the ground up. Applicants for this position should be board certified by the American Board of Emergency Medicine, be eligible for appointment within the Department, and have a substantial record of leadership and achievement in clinical, research, and education oversight. The University of Oklahoma College of Medicine has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

About the University of Oklahoma

Founded in 1890, the [University of Oklahoma](#) (OU) in Norman, Oklahoma is the state's premier institution of higher education and a leading research university. It spans three campuses and boasts a student body of 31,000 enrolled in 170 academic programs. With a significant commitment to research, OU expends \$416.6 million annually on research initiatives, driving a \$2.05 billion enterprise focused on transforming lives through scholarship and impactful research across Oklahoma.

About the University of Oklahoma Health Sciences Center (OUHSC)

Located in Oklahoma City, [OUHSC](#) is one of the nation's few academic health centers with seven professional colleges onsite, including [Medicine](#), [Allied Health](#), [Dentistry](#), [Nursing](#), [Pharmacy](#), [Public Health](#), and [Graduate Studies](#). With an annual budget of \$900 million, OUHSC employs over 800 full-time faculty and 4,000 staff. It educates and trains nearly 4,000 students and 1,000 residents, post-docs, and fellows across more than 70 undergraduate and graduate degree programs.

With the largest portfolio of National Institutes of Health (NIH) funding in the state, OUCOM grew its research portfolio by more than \$4 million last year, to \$64.4 million. Currently ranked 72nd according to the Blue Ridge Rankings, OUCOM aims to rank in the top 60 in the next five years and in the top 50 within 10 years.

About OU Health

Established in 1910 by founding partners OUHSC and the University Hospitals Authority and Trust, OU Health, in its current form, was incorporated as a locally owned nonprofit corporation in 2018. In 2021, OU College of Medicine faculty practice and OU Medicine, Inc merged. OU Health is the state's only comprehensive academic health system of hospitals, clinics, and centers of excellence. With 10,000 employees and more than 1,300 physicians and advanced practice providers, OU Health is home to Oklahoma's largest doctor network, [OU Health Physicians](#), with nearly one million patient visits per year.

OU Health's flagship adult hospital, [the University of Oklahoma Medical Center](#), serves as the state's only Level 1 Trauma Center and includes the [Harold Hamm Diabetes Center](#); the renowned [Dean McGee Eye Institute](#) is also on the campus. OU Health serves Oklahoma and the region with the state's only dedicated free-standing children's hospital, [Oklahoma Children's Hospital](#). It also hosts the state's only National

Cancer Institute (NCI)-designated cancer center, the OU Health [Stephenson Cancer Center](#). [OU Health Edmond Medical Center](#) is a community hospital in the network. OU Health also has clinical affiliations with [Oklahoma City Veterans Affairs Medical Center](#) and other major hospitals and clinics across Oklahoma.

[Dr. Richard P. Lofgren](#), MD, MPH, FACP, became the inaugural President and CEO of OU Health in March 2022. In this role, he leads the health system, overseeing strategic vision, clinical and operational direction, growth, quality, safety, financial performance, and integration. A board-certified internal medicine physician with nearly 40 years of experience, Dr. Lofgren is a national leader in academic healthcare and healthcare delivery redesign. He is known for uniting hospitals, clinics, and centers into a cohesive enterprise with a focus on performance improvement and health system transformation.

About the University of Oklahoma College of Medicine (OUCOM)

The University of Oklahoma [College of Medicine](#) (OUCOM) is the largest entity within the University of Oklahoma Health Sciences Center and forms the cornerstone of OU Health. The OUCOM boasts a distinguished faculty of nearly 1,350 members, including almost 1,000 full-time faculty and 218 endowed chairs and professorships. It comprises 21 academic departments, including 17 clinical departments, four basic science departments, and numerous centers and institutes dedicated to advancing research and clinical initiatives across diverse medical fields.

In addition to its main campus in Oklahoma City, the College operates a branch campus in Tulsa, which hosts eight clinical departments and the unique [School of Community Medicine](#) track. Together, these campuses offer Oklahoma's Doctor of Medicine (MD) degree program, a highly competitive Physician Assistant (PA) program, an innovative MD/PhD dual-degree option, opportunities for MPH coursework, and a comprehensive array of graduate medical education (GME) residency and fellowship programs, including Emergency Medicine.

Furthermore, the COM plays a vital role in training healthcare professionals through 83 specialty and subspecialty programs, accommodating 766 residents and fellows. Notably, Oklahoma retains 51.4% of physicians who complete their residencies within the state, demonstrating COM's exceptional contribution to bolstering the local healthcare workforce, which exceeds the national average retention rate of 47.6%. Over 80% of Oklahoma's healthcare professionals are OU grads.

Ian F. Dunn, MD, FACS, FAANS, was appointed executive dean of the University of Oklahoma College of Medicine beginning January 2024, where he also serves as Chief Academic Officer of OU Health. With a distinguished career spanning renowned medical institutions and pioneering contributions in neurosurgery, research, and healthcare leadership, Dr. Dunn brings a wealth of experience and vision to the College of Medicine. Dr. Dunn's journey to leadership at the college is marked by a pursuit of excellence. Prior to joining OU, he served as a trailblazing figure in neurosurgery and academic medicine. As an associate professor at Harvard Medical School and director of the Center for Pituitary and Skull Base

Surgery at Brigham and Women's Hospital, Dr. Dunn gained national recognition for his expertise in complex brain tumors, particularly those in the skull base and pituitary region. He has published widely on these topics and on the role of genomic alterations in tumor natural history and has lectured around the world.

About the Department of Emergency Medicine

First established in 1981, the OU Department of Emergency Medicine and its residency program were pivotal in shaping emergency care for Oklahoma City and the surrounding region. Though discontinued in 2000, clinical services have been maintained by contract providers. Today, under new leadership and with significant investment from OUCOM and OU Health, the Department of Emergency Medicine is being revitalized. This renewal will focus on advancing clinical practice, medical education, and research, positioning the University of Oklahoma as a leader in emergency medicine.

With approximately 25 clinicians, a cadre of advanced practice providers, and an additional cohort of contract providers who will be soon transitioning to OU faculty, the DOEM operates a 52-bed emergency department for adult patients at the University of Oklahoma Medical Center. The University of Oklahoma Medical Center is a full-service, acute care hospital with 500 adult beds, 36 operating rooms with an adjacent recovery room, and 126 ICU beds. The emergency department averages approximately 50,000 visits each year, resulting in around 16,000 hospital admissions and over 13,750 surgeries. Today, the hospital serves as a tertiary referral center for all of Oklahoma and surrounding states, and it stands apart as the only American College of Surgeons (ACS)-verified designated Level 1 Trauma Center in the state. In 2023 the team had 3,456 trauma admissions, 1025 ICU admissions, and 9,589 trauma activations.

The DOEM also staffs the 10-bed emergency department at OU Health Edmond Medical Center, located 13 miles north of the University of Oklahoma Health Sciences Center campus in Oklahoma City, which sees approximately 13,000 patient visits annually. Additionally, the DOEM staffs two free-standing [OU Health Emergency Room and Urgent Care](#) locations in Yukon and South Oklahoma City, which see a combined 51,000 patient visits per year and are co-managed with [Intuitive Health](#).

The Role: Chair, Department of Emergency Medicine

The new Chair will report to the Executive Dean of the University of Oklahoma College of Medicine, Dr. Dunn, with a matrixed report to the team of the President and Chief Executive Officer of OU Health, Dr. Richard P. Lofgren, reporting to the former for matters related to overseeing the advancement and execution of the academic missions in education and research, and to the latter for enhancing, developing, and ensuring the quality and effectiveness of clinical programs. The Chair will be responsible for establishing a leadership team, overseeing all departmental functions, and working in partnership with OUCOM and OU Health to closely align the strategic direction of the DOEM with the overall missions of OU and OUHSC.

Key Opportunities and Challenges for the Chair

The Chair will join OUCOM at a pivotal time of significant growth. The ideal candidate will be entrepreneurial, with a proven ability to build and lead through transformative change. They will be responsible for addressing the following opportunities and challenges:

Establish, lead, and strategically grow a world-class Emergency Medicine Department, driving excellence in education, research, and patient care

The OU College of Medicine is positioned for a promising future, supported by exceptional teaching and research facilities, dynamic new leadership, and strong financial resources. The Emergency Medicine Department is a vital addition, and the incoming Chair will work closely with OUCOM, hospital, nursing, operational, and departmental leadership to build on existing strengths while guiding strategic planning and growth. A key priority for the new Chair will be to articulate a compelling vision that leverages the [newly established integrated academic health system](#), ensuring that educational and research programs are built to serve the state for generations to come. Emphasis will be placed on recruiting top-tier talent to enhance the Department's capabilities, advancing the education and training of future physicians in emergency medicine, developing a robust research vision, and ensuring operational efficiency, patient safety, and excellence in delivering care to a complex patient population.

Recruit, mentor, and retain faculty

Building on a strong core of clinical providers, the next Chair will spearhead recruitment and support initiatives to attract top faculty, with a focus on advancing research and education. Strategic hiring priorities will be set to enhance the Department's expertise in these areas. The Chair will also mentor faculty, promote a collaborative and transparent culture, and emphasize career development and retention to drive the Department's clinical and academic success.

Create and support the education mission

As Oklahoma's most comprehensive academic medical system, the University of Oklahoma College of Medicine prepares future leaders in healthcare. The new Emergency Medicine Department will expand onsite training for all learners, with an added emphasis on excellence in acute care. The Chair will work closely with the Office of Graduate Medical Education, in collaboration with OU Health leadership, to design a curriculum, secure accreditation, and build the necessary infrastructure to support a top-tier residency program. They will ensure that resources are in place to support innovative training while prioritizing the well-being of learners and trainees in a transparent and welcoming environment. Above all, the Chair will focus on educating Oklahoma's healthcare providers and promoting health equity to meet the diverse needs of Oklahomans.

Build and strengthen transdisciplinary and community collaborations and relationships

The incoming Chair will partner with OUCOM and OU Health leadership, faculty, staff, and external partners to foster collaboration and elevate standards in patient acute care practice, safety, and operational efficiency within the OU system and broader community. The Chair will champion innovative opportunities that harness the Department's strengths, driving advancements in emergency care that will not only improve outcomes but also set new benchmarks for excellence. This role is crucial in shaping a forward-looking department that will broaden its impact across Oklahoma and beyond, establishing OU as a leader in emergency medicine.

QUALIFICATIONS AND CHARACTERISTICS

Candidates must have qualifications commensurate with an academic appointment at the University of Oklahoma College of Medicine. In addition, the ideal candidate will possess the following qualities and qualifications:

- MD, DO, MD/ PhD, or equivalent clinical doctoral degree with board certification and license eligibility in Oklahoma;
- Administrative leadership experience in an academic medical center environment;
- Strong background and understanding of emergency medicine operations and quality and patient safety;
- Demonstrated commitment to excellence in recruiting, retaining, and developing faculty;
- Record in scholarly achievement and prior success in obtaining extramural funding;
- Experience supporting and growing research and scholarship;
- Demonstrated commitment to the education mission and to actively provide mentorship with residents, fellows, and medical students to cultivate and advance the workforce of the future;
- Effectiveness in a complex system of distributed leadership and experience working in a highly matrixed environment;
- Proficiency in managing and engaging with stakeholders within an intricate political environment;
- Commitment to clinical excellence, accessibility, and expansion;
- Strong acumen and judgment in managing financial resources and the ability to develop and implement budgets effectively, aligning resources with strategic priorities;
- Experience promoting a welcoming culture in the workforce and academic environment;
- Commitment to addressing health disparities; and
- Demonstrated vision, a results-oriented approach, the highest level of integrity, and evidence of timely and principled decision-making.

OKLAHOMA CITY, OKLAHOMA

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APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-oklahoma-health-sciences-center-college-medicine/chair-department>. Electronic submission of materials is strongly encouraged.

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The University of Oklahoma, in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

Why You Belong at the University of Oklahoma:

The University of Oklahoma fosters an inclusive culture of respect and civility, belonging, and access, which are essential to our collective pursuit of excellence and our determination to change lives. The unique talents, perspectives, and experiences of our community enrich the learning, and working environment at OU, inspiring us to harness our innovation, creativity, and collaboration for the advancement of people everywhere.

Mission of the University of Oklahoma:

The Mission of the University of Oklahoma is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society.