



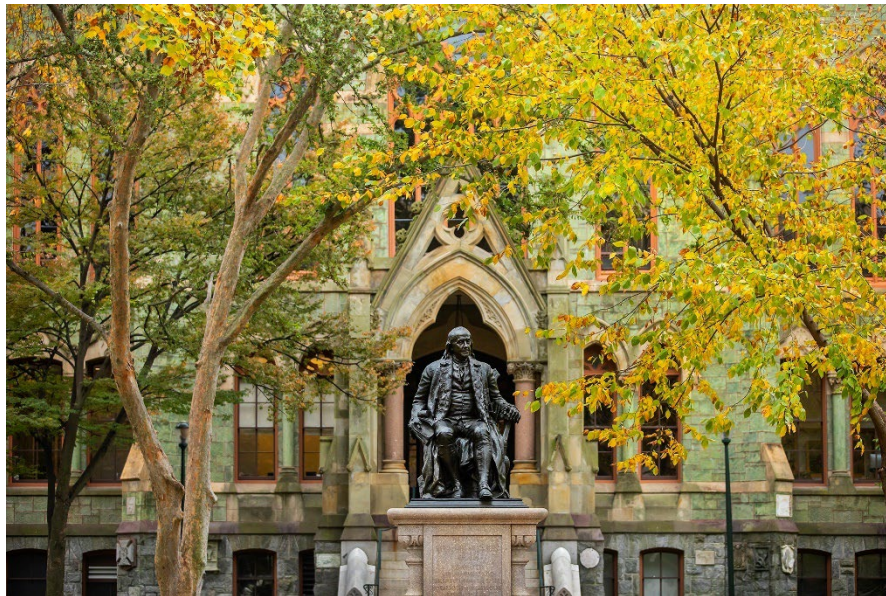
Penn Medicine

CHAIR, DEPARTMENT OF DERMATOLOGY

Philadelphia, Pennsylvania

About the Organization

The University of Pennsylvania (Penn) is among the nation's oldest and most highly regarded universities in the world. Its four undergraduate schools and twelve graduate and professional schools provide extraordinary educational opportunities to its 29,000 students, and a unique professional environment for its 5,100 faculty. The University is also home to Penn Medicine, comprised of the Perelman School of Medicine (PSOM) and its clinical enterprise, the University of Pennsylvania Health System (UPHS). Perhaps to a degree not found elsewhere, Penn Medicine is an integral and fully integrated component of the University. Its leaders are very much citizens of the University and share its mission, goals, and responsibilities. Faculty and staff routinely collaborate with, and meaningfully contribute, across Penn's institutes, centers and schools.



Department of Dermatology

In 1871, Dr. Louis A. Duhring opened The Philadelphia Dispensary for Skin Diseases. In 1874, the Hospital of the University of Pennsylvania (HUP) was founded with Dr. Duhring as Chair of the nation's first Department of Dermatology. Today, Penn Medicine's Department of Dermatology is respected globally across each of its mission areas of clinical care, education and research.

With a rich tradition of excellence, Penn Dermatology has attained a prominent position among the other specialties of medicine, maintaining high standards with dedicated research laboratories and facilities while being a leader in advancing patient care through research and clinical trials. Recognized as one of the top programs in the nation, Penn Dermatology carries forward a great legacy of mentoring, training, and producing outstanding scholars and clinicians in dermatology.

The Chair of the Department directs nearly 60 faculty members, over 350 professional and support staff, and oversees 7 outpatient facilities. In FY 2024, the department performed over 14,500 procedural visits, with its

Dermatopathology Laboratory processing and diagnosing nearly 94,000 biopsy specimens. In the same year, there were approximately 2,200 inpatient consults, with major hospital sites for clinical and educational activities occurring at the Hospital of the University of Pennsylvania, Hospital of the University of Pennsylvania-Cedar Avenue, Pennsylvania Hospital and Penn Presbyterian Medical Center, all institutions of great distinction.

Outpatient visits numbered over 132,000 outpatient visits for FY 2024, with nearly 217,000 active patients. Care for outpatients is provided at [Pennsylvania Hospital](#), the [Perelman Center for Advanced Medicine](#) (PCAM), [Penn Medicine University City](#) (PMUC), [Penn Medicine Bucks County](#), [Penn Medicine Cherry Hill](#), [Penn Medicine Woodbury Heights](#), with the newest multispecialty practice located at [Penn Medicine Radnor](#).

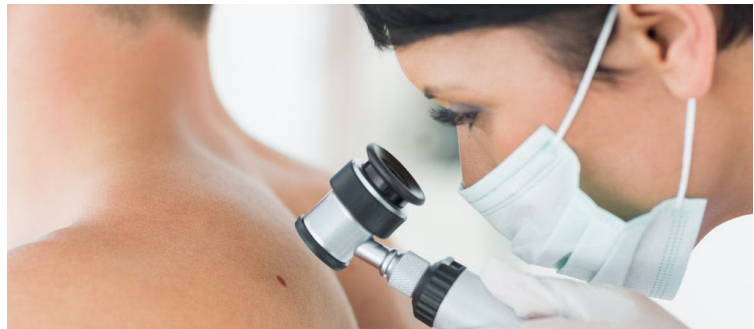
Penn Dermatology is closely aligned with the Skin Biology and Diseases Resource-based Center (SBDRC), Center for DermatoEpidemiology and Translation (CDET), Dermatology Clinical Effectiveness Research Network (DCERN) and the Center for Clinical Sciences in Dermatology (CCSD). It also has collaborative relationships with the Children's Hospital of Philadelphia (CHOP) and the Crescenzo Veterans Affairs Medical Center (CVAMC), in addition to key partnerships with the Department of Pathology & Laboratory Medicine, the Abramson Cancer Center, Institute for Immunology, Center for Human Appearance, Institute for Translational Medicine and Therapeutics and the Penn Medicine BioBank.

Dermatology is one of 18 clinical departments that comprise the Clinical Practices of the University of Pennsylvania (CPUP), which was formed in 1976 to unite and align the multiple faculty practices co-existing in the Penn System. The Department's Chair serves on the Board of Directors of CPUP and the Academic Steering Committee. Their collective goal is to ensure the coordination and achievement of the tripartite mission across the enterprise.

DERMATOLOGY PROGRAMS AND SERVICES

CLINICAL PROGRAMS

Patients and referring physicians are offered the latest technology, treatment options and diagnostic services, with Penn Dermatology being one of the few dermatology departments in the country with dedicated dermatologic research laboratories and dermatopathology facilities, as well as is one of the top programs for advancing patient care through research and clinical trials.



Penn dermatologists and dermatologic surgeons provide exceptional care in the following areas for diseases of the skin, hair and nails, as well as comprehensive aesthetic and cosmetic services:

[Acne and Rosacea](#)[Aging Skin](#)[Allergic Contact Dermatitis](#)[Atopic Dermatitis](#)[Autoimmune Disease](#)[Blistering Disease, Pemphigus, Pemphigoid](#)[Cosmetic Skin Enhancement](#)[Cutaneous T-Cell Lymphoma](#)[Dermatopathology](#)[General Dermatology](#)[Genetic Disease Dermatology](#)[Graft-Versus-Host Disease \(GVH\)](#)[Hair and Scalp](#)[Infectious Disease-Related Dermatology](#)[Laser Treatment](#)[LGBTQ+ Dermatology Services](#)[Melanoma and Pigmented Lesion](#)[Mohs and Reconstructive Surgery](#)[Nail Conditions](#)[Penn Dermatology Oncology Center](#)[Photopheresis](#)[Phototherapy](#)[Psoriasis](#)[Sarcoidosis](#)

EDUCATION AND TRAINING

Penn Dermatology trains residents, dermatopathology fellows, predoctoral dermatology fellows, dermatologic surgery fellows, clinician educator fellowship, cutaneous oncology fellows, post-doctoral research fellows and pre-doctoral research fellows, where they are offered one of the most stimulating academic environments in the world. Trainees are provided the opportunity to collaborate and learn from some of the best minds in medicine. The department's dedicated and talented faculty, committed staff, state-of-the-art facilities and intense focus on, and belief in, its mission has guided the program to its present position as a major leader in dermatologic education.

Dermatology Medical Student Education Programs:

Educational programs include a pathophysiology of skin disease course as part of the core curriculum for medical students, as well as a popular four-week clinical rotation in dermatology for third and fourth-year medical students. The students' interaction with Dermatology occurs predominantly in the following four courses:

- [Pathophysiology](#)
- [Clinical Rotation](#)
- [Research](#)
- [Dermatopathology](#)

Residency:

Under the leadership of Misha Rosenbach, MD, residents are taught a scholarly approach to patient care, aimed at integrating clinicopathologic observation with an understanding of the basic pathophysiologic processes of normal and abnormal skin and applying up to date, evidence-based medicine to direct patient care.

Penn's [Residency Program](#) has 25 residents. A distinguished clinical faculty and research faculty, coupled with the clinical and laboratory facilities, provides residents with comprehensive training. An appreciation of and participation in the investigative process is an integral part of residency.

Residency Tracks and Programs include:

- 3 year Dermatology Residency
- 2+2 Physician Scientist Track
- Combined Medicine and Dermatology Residency Track
- Community Engagement Track
- Cutaneous Oncology (CTCL) and Dermatology Track
- Global Health Program
- Health Care Quality and Leadership Program
- Pediatric Dermatology Track
- Dermatoepidemiology Program

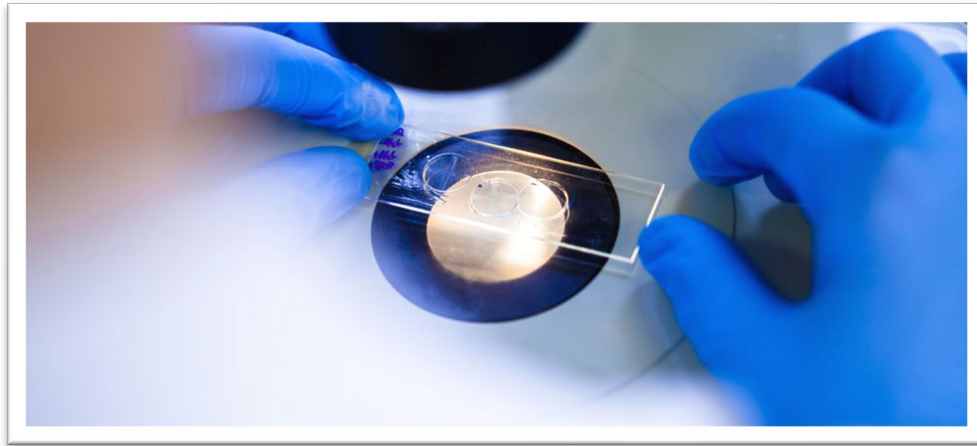
Graduates frequently earn clinical or basic science fellowship appointments at universities across the country in pediatric dermatology, dermatopathology, dermatologic surgery, dermatoedpidemiology, as well as postdoctoral and Clinical Educator fellowships. Additional post graduate training has occurred at the NIH and CDC.

Fellowship Programs:

Fellowships are offered across departmental divisions in both ACGME Accredited and Unaccredited Fellowships. Fellows benefit from multi-disciplinary training through continued clinical and research experiences.

- [Dermatology Fellowship for Academic Clinician-Teachers \(DFACT\)](#)
- [Dermatopathology Fellowship.](#)
- [Dermatopathology International Observership](#)
- [Epidemiology Fellowship](#)
- [Micrographic Surgery and Dermatologic Oncology Fellowship](#)
- [Patient Oriented Research Fellowship](#)
- [Research Fellowship](#)
- [PennDOC Research Fellowship](#)
- [Dermatology/Rheumatology Fellowship](#)

Additionally, Penn Dermatology trains many postdoctoral research fellows and is one of the few dermatology departments in the country with dedicated dermatologic research laboratories, centers and training opportunities, including a T32 Training Grant and Skin Disease Research Center.



RESEARCH

The Department of Dermatology at the University of Pennsylvania has a long history of driving innovation in research involving the skin and its diseases, with its faculty and investigators having broad research interests from basic science research related to dermatology and skin diseases, as well as translational research and clinical trials. For over 25 years, Penn Dermatology has continually ranked among the top five dermatology departments in National Institutes of Health (NIH) funding. The Department's research areas fall into [four categories](#):

- Basic biology and pathophysiology of stratified squamous epithelia, including epidermis and hair
- Pathophysiology and immunology of cutaneous T-cell lymphoma
- Dermatoepidemiology and clinical studies
- Clinical care and basic pathophysiology of autoimmune blistering and rheumatologic skin diseases

Active research [labs and centers](#):

- | | |
|----------------------------------|---------------------------------|
| ▪ Capell Lab | ▪ Ridky Lab |
| ▪ Ellebrecht Lab | ▪ Rompolas Lab |
| ▪ Gelfand Lab | ▪ Takeshita Lab |
| ▪ Leung Lab | ▪ Werth Lab |

[Dermatology Clinical Trials](#)

The Clinical Studies Unit is one of the first of its kind in the nation that specializes in dermatology. The Unit receives patient referrals from Penn dermatologists, clinical faculty, community-based physicians, as well as inquiries and referrals from all over the world, offering a variety of interventional clinical trials related to both common and rare diseases ranging from acne, atopic eczema, hidradenitis, skin cancer and psoriasis to cutaneous t-cell lymphoma. The Clinical Studies Unit is funded by the Food and Drug Administration, foundations, and pharmaceutical companies to conduct trials designed to advance the care of patients with skin disease.

[Autoimmune Skin Disease Study Unit](#)

Penn Dermatology's Autoimmune Skin Disease Study Unit, is actively engaged in conducting a wide range of clinical, translational and basic science studies in rare autoimmune diseases such as lupus erythematosus, dermatomyositis and autoimmune blistering disorders. In collaboration with scientists and clinicians in other departments and institutions, the Autoimmune Skin Disease Study Unit is committed to conducting innovative research and training leaders in autoimmune skin diseases from among the skilled team of residents, research fellows and medical students.

Freestanding Penn Medicine Centers and Institutes with significant Dermatology faculty involvement:

- [Skin Biology and Diseases Resource-based Center](#) (SBDRC): a hub for skin investigators across the University of Pennsylvania, Philadelphia, and beyond, the SBDRC was established in 2015 to enhance collaboration, bring new technologies to skin research, and provide access to critical intellectual and technical resources that greatly enhance innovation in the study of skin disease.

Its three Resource Cores provide access to state-of-the-art technologies and instrumentation as well as resources for conducting rigorous and impactful skin research. The Penn SBDRC sponsors a seminar series, technical workshops, and an annual Scientific Symposium to promote interactions and collaboration, and to highlight innovative approaches. The SBDRC's Seed Funding Sub-Core offers 3 different funding mechanisms that attract new investigators to skin research and support the independence of junior investigators. The Mentoring Sub-Core promotes career success and training through structured mentorship for trainees and junior faculty, and specialized mentorship for women and populations underrepresented in medicine. The Community Outreach Sub-Core introduces underserved Philadelphia public high school students to the excitement of biomedical research and dermatology through the Penn Academy of Skin Health (PASH). These programs also provide volunteer and mentorship opportunities for SBDRC members.

- **Center for DermatoEpidemiology and Translation (CDET)** - the Center's goal is to become the world's leading center focusing on cutaneous epidemiological research and clinical evaluation aspects of translational research. CDET serves as the intellectual home for faculty and trainees. The Center is an interdepartmental home for investigators from many disciplines who are interested in cutaneous diseases including: infectious disease, pediatrics, allergy and pulmonology, autoimmune disease, cardiovascular disease, international medicine, regenerative medicine, cancer biology, surgical oncology and of course, dermatology.
- [Dermatology Clinical Effectiveness Research Network](#) (DCERN) - a partnership of dermatology practices across the United States that performs scientifically sound clinical research critical to advancing the care of dermatologic disorders. Current DCERN comparative studies assist physicians with making informed treatment decisions and improve the quality of care for patients with moderate to severe psoriasis.
- [Center for Clinical Sciences in Dermatology](#) (CCSD) - founded in 2023 as a scientific home for both new and established faculty, dedicated to pioneering clinical sciences research applied to dermatology. The CCSD mission is to lead cutaneous clinical epidemiological research and clinical evaluation aspects of translational research in dermatology. Research spans a wide spectrum of dermatological conditions, ranging from acne to rare diseases such as lymphoma and vitiligo. With a focus on rigorous epidemiological, statistical, informatics, and clinical translational science methods, the CCSD strives to integrate knowledge from the basic study of cutaneous illnesses to benefit the broader population.

PENN MEDICINE

The Raymond and Ruth Perelman School of Medicine and the University of Pennsylvania Health System: Penn Medicine's history of patient care began more than two centuries ago with the founding of the nation's first hospital, Pennsylvania Hospital, in 1751 and the nation's first medical school at the University of Pennsylvania in 1765. Penn Medicine has pioneered medical frontiers with innovators who have dedicated their lives to advancing medicine through excellence in education, research, and patient care.

Patient Care: Penn Medicine's physicians, nurses, and staff provide exceptional, personalized care to patients with a wide range of medical conditions, including cancer, heart and lung diseases, neurological disorders, diseases of aging, and orthopaedic conditions, as well as care for newborns. Using state-of-the-art equipment and data science, Penn's doctors and nurses work together to ensure that patients' needs are addressed from multiple perspectives. Pharmacists, social workers, nutrition and rehabilitation professionals are all part of the care team.

Penn Medicine includes seven (7) acute-care hospitals and hundreds of outpatient centers throughout the region, as well as educational facilities at the Perelman School of Medicine.

1. The [Hospital of the University of Pennsylvania](#) is Penn Medicine's largest hospital. HUP is a busy inpatient hub for cancer, neurosciences, cardiac care, and many other specialties. It is also the oldest university-owned teaching hospital in the country. The 5.2 million square-foot complex includes HUP Main, [HUP Cedar](#), and the [Clifton Center for Medical Breakthroughs](#) (formerly known as the Pavilion). HUP Cedar provides emergency, inpatient and behavioral health services to the West and Southwest Philadelphia community. The CCMB at the Hospital of the University of Pennsylvania opened in 2021. The CCMB houses 504 private patient rooms and 47 operating rooms in a 1.5 million-square-foot, 17-story facility across from HUP Main and adjacent to PCAM. The \$1.6 billion facility was the largest capital project in Penn's history and built to accommodate multidisciplinary teams and respond to fluctuating needs in medical care.
2. [Penn Presbyterian Medical Center](#) is consistently recognized as a center of excellence for cardiac care and ophthalmology. Its 1.35 million-square-foot campus includes the Musculoskeletal Center's outpatient facility at Penn Medicine University City and the Pavilion for Advanced Care, home to Penn Medicine's Level I Regional Resource Trauma Center.
3. [Pennsylvania Hospital](#) is the nation's first hospital, cofounded by Benjamin Franklin in 1751. Today its outstanding clinical programs include the Spine Center, the Center for Transfusion-Free Medicine, maternity and newborn services, and behavioral health. It comprises a 1.1-million-square-foot campus, including Penn Medicine Washington Square, the hospital's outpatient facility.
4. [Chester County Hospital](#) includes a hospital complex in West Chester that underwent a 250,000- square-foot expansion in 2020, specializing in heart and vascular care, cancer, orthopaedics and women's health among many other areas, with satellite locations in Exton, West Goshen, New Garden, Jennersville, Kennett Square, and West Grove.
5. [Lancaster General Health](#) includes Lancaster General Hospital, Women & Babies Hospital, and a network of nearly 100 outpatient facilities and physician practices in Lancaster, Chester, and Lebanon counties, for a total of more than 3 million square feet in facility space. It is home to Central Pennsylvania's only Proton Therapy Center.



6. [Penn Medicine Princeton Health](#), which joined Penn Medicine in 2018, is among the most comprehensive healthcare systems in New Jersey, including facilities offering acute-care hospital services, behavioral healthcare, ambulatory surgery, and wellness services.
7. [Doylestown Health](#) represents a healthcare network that has delivered care to the community for 100 years, joined Penn Medicine in 2025. Its flagship facility, Doylestown Hospital, is located 30 miles north of Philadelphia, providing a wide range of inpatient and outpatient hospital care, including advanced surgical procedures, comprehensive specialty services, and wellness-education programs. The 245-bed community teaching hospital has a medical staff of 600 providers in more than 50 specialties.

Penn Medicine includes the following eight (8) specialized facilities:



1. The [Perelman Center for Advanced Medicine](#) is a state-of-the-art outpatient facility, with diagnostic and treatment facilities for cancer, neurological, and cardiac conditions, among other types of specialty care.
2. The [Roberts Proton Therapy Center](#) is the largest integrated radiation oncology center in the world. This most precise form of radiation uses beams of protons traveling at nearly the speed of light to eradicate tumors and spare healthy surrounding tissue.
3. The [Abramson Cancer Center](#) has over 305,000 outpatient visits with more than 9,000 participants in nearly 600 clinical trials. Since 1973, it has been designated a Comprehensive Cancer Center by the National Cancer Institute, one of 51 such centers in the nation.
4. The **Clinical Care Associates** and **Clinical Health Care Associates** are networks of primary and specialty care physicians, with more than 50 locations throughout the region.
5. [Outpatient sites](#) are located in Bucks County, Cherry Hill, Radnor, University City, Valley Forge, Washington Square, and Woodbury Heights, with a new facility in Montgomery County scheduled to open in 2027.
6. [Penn Medicine Rittenhouse](#) includes a rehabilitation facility and a long-term acute-care specialty hospital, in addition to outpatient radiology and primary care.
7. [Good Shepherd Penn Partners](#) is the post-acute care provider for Penn Medicine, providing inpatient and outpatient physical rehabilitation and specialized long-term acute care across the region.
8. [Penn Medicine at Home](#) offers a full range of home health services, including skilled nursing assistance, palliative and hospice care, infusion therapy and bereavement programs.

Easily accessible care is available throughout the region at Penn Medicine's multispecialty ambulatory locations. These centers offer convenient access to care across many disciplines, as well as laboratory testing and radiology services.

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|----------------|---------------------------|--------------------|
| ▪ Bucks County | ▪ Cherry Hill | ▪ Mount Laurel |
| ▪ Radnor | ▪ Southern Chester County | ▪ University City |
| ▪ Valley Forge | ▪ Washington Square | ▪ Woodbury Heights |

Education: The [Perelman School of Medicine](#) — established in 1765 — is the nation's first medical school. It is among the top medical schools in the country. Penn Medicine offers students and new physicians who train in their hospitals an innovative, comprehensive curriculum that prepares them to become leading physicians and scientists in a broad array of fields. The community of alumni numbers over 26,000 living and working across the globe.

Research: Penn Medicine is an internationally recognized leader for [discoveries](#) that advance science and patient care. Eighty-eight (88) Penn Medicine researchers are members of the National Academy of Medicine, one of the highest honors in medicine. Additionally, eleven (11) Nobel laureates with ties to the University of Pennsylvania have won the Nobel Prize in Physiology or Medicine, including winners in 2023 for their contribution in the development of mRNA vaccines. Additionally, since 2020, 4 faculty have received [Breakthrough Prizes](#) that honor transformative advances in science. The basic science and clinical research emerging from Penn Medicine's laboratories and hospitals improve care for a wide range of medical conditions and provide the foundation for the next generation of therapies. The culture and campus of the University of Pennsylvania encourage close collaboration between basic scientists and clinicians, exemplified by the dozens of interdisciplinary clinical and research institutes, centers, and programs. These partnerships spur advances in disciplines from medical devices to nanotechnology. Penn Medicine's research is distinctive because of the translational focus, including a large array of clinical trials and unusual success in generating FDA-approved treatments.

Community Service: Improving the health of people living throughout the [region](#) it serves is a cornerstone of Penn Medicine's mission. Every day, physicians, nurses, students, and staff volunteer their time, skills, and knowledge to serve vulnerable populations. They operate free neighborhood clinics, help low-income residents manage medical appointments and wellness efforts, and provide education and mentorship to youth, among many other initiatives. These are supported in part by the Penn Medicine CAREs grants program, which provides funds for volunteer activities. Since CAREs was established in 2012, it has provided grants to over 900 service initiatives throughout the region, including programs in community centers, farmers' markets, and places of worship.

Global Engagement: The [Center for Global Health](#) (CGH) synthesizes and expands Penn Medicine's efforts to improve worldwide health equity. The Center's vision for the future is to build a healthier world by training tomorrow's leaders, addressing global health disparities, supporting regional centers of engagement in underserved locations, and uniting the Penn global health community. Among the many international projects, CGH includes three Centers of Engagement. The nineteen-year-old Guatemala-Penn Partnership focuses on public health, medical, as well as educational projects. The twenty-three-year-old Botswana-UPenn Partnership encompasses well-established programs in HIV/AIDS and other internal medicine subspecialties, with the education of local healthcare professionals. The six-year old Vingroup-Penn Alliance was established to improve healthcare and create new undergraduate and graduate medical training programs in Vietnam. The Penn community comes together to support humanitarian and medical relief efforts across the globe.

THE UNIVERSITY OF PENNSYLVANIA

The [University of Pennsylvania](#) ranks among the world's leading universities. Founded by Benjamin Franklin and located in vibrant Philadelphia – the nation's sixth largest city and the second largest on the eastern seaboard – Penn has a storied, egalitarian, and pragmatic history. Beginning in the eighteenth century, the University was a global pioneer in undergraduate liberal arts education, and in supporting interconnections among scholarly and teaching programs in the arts and sciences and the professions. Penn developed some of the nation's earliest and finest graduate and professional schools – it was the first institution in the nation to be named a "University," it is home to the North America's first medical school (Perelman School of Medicine), among the nation's first professorships in law, and the world's oldest collegiate school of business (Wharton) – and reputations have only improved with time.

Penn is home to a distinguished standing faculty of nearly 3,000 that is engaged in groundbreaking research and professional practice that crosses disciplinary and professional boundaries. Penn's 12 schools reside on a [single, compact, urban campus](#) within the [University City District](#); spanning the arts, sciences, humanities, and

professions; and display a special commitment to [integrative, interdisciplinary scholarship](#) and to energetic [local and global engagement](#). Penn is strongly committed to recruiting the most talented students without regard to financial resources and has implemented an [entirely need-based, all-grant financial aid program for undergraduates](#). [Admissions](#) are among the most competitive in the nation, with over 65,000 undergraduate applications annually and admission rates under 5 percent. Total [research](#) budget is \$2 billion annually, ranking in the top 5 for NIH funding in the nation in recent years. For more information, please visit: <https://www.upenn.edu/about>.

POSITION SUMMARY

The next Chair of Dermatology will join Penn Medicine at a pivotal moment in healthcare delivery, both regionally and nationally. To continue the Department's trajectory as one of the top dermatology programs in the country, the Chair will further build upon Penn Medicine's and the department's ingrained culture of collaboration and collegiality. Working with the faculty and other senior leadership, the Chair will create and implement an innovative and entrepreneurial vision for the department's future that encourages full faculty engagement, supports and sustains growth and innovation in clinical care, and pushes the boundaries of ground-breaking research, all while continuing to elevate the stature of the department nationally.

KEY RELATIONSHIPS

| | |
|--------------------------------|--|
| Reports to | Executive Vice President and Dean – Jonathan A. Epstein, MD UPHS Chief Executive Officer – Kevin B. Mahoney |
| Direct reports | Faculty and staff within the Department Chief Operating Officer, Department of Dermatology |
| Other key relationships | Lisa M. Bellini, MD - Executive Vice Dean and Senior Vice President for Academic Affairs Regina S. Cunningham, PhD, RN - Chief Executive Officer, HUP Deborah A. Driscoll, MD - Senior Vice President, CPUP and Vice Dean for Professional Services Alicia Gresham, MBA - Chief Executive Officer, PAH E. Michael Ostap, PhD - Senior Vice Dean and Chief Scientific Officer Robert J. Russell, MS - Chief Executive Officer, PPMC Danielle Werner, MHA - Executive Director and Vice President for CPUP Clinical and Basic Science Department Chairs |

OPPORTUNITIES AND CHALLENGES

The next Chair will apply a highly collaborative leadership style that exemplifies professionalism, inclusivity, transparency and fairness to all. While doing so, the Chair will successfully address the following opportunities and challenges to further build the clinical, research, and educational footprint of the department.

Develop and implement a forward-thinking vision that aligns with a fully integrated system mindset

Working within a growing health system that is in lock-step with the school of medicine, the Chair will be instrumental in furthering a culture of "system-ness" as Penn Medicine grows and flourishes, by working in tandem with other departments and units across multiple sites to ensure consistency and excellence of care. The Chair will develop a compelling vision that builds upon and integrates existing departmental achievements as part of a shared mission, while setting a leadership tone that fosters collegiality, openness, and transparency. Working collaboratively with faculty, staff, and students to address common challenges through shared knowledge and experience, the Chair will ensure consistent and open communication that fosters a sense of community in a geographically distributed department.

Support and contribute to the on-going integration as the network expands.

The Chair plays a pivotal role in raising the profile of the department across a competitive market of healthcare providers, both locally and regionally. As the system - and thus the department – expands, the chair will ensure a seamless continuation of a cohesive and collaborative culture that champions an appreciation for a growing range of innovative clinical care modalities and research initiatives. To effectively and purposefully integrate faculty and community-based physicians with staff and students alike, the Chair will bring a credible and passionate voice to the shared goal of improving access to dermatological care at all levels; ensuring patients get to the right provider at the right time. Above all else, the Chair will exhibit a visible commitment to, and implementation of strategies that are in alignment with Penn’s overarching mission of excellence across clinical care, research and education.

Achieve excellence in care by ensuring efficient clinical operations and fiscal health.

The Chair, supported by the COO and vice chairs within the department, will lend proactive oversight to the operational and logistical demands of providing state-of-the-art care while also conducting ground-breaking research across multiple sites in a field of ever-evolving discoveries. Given potential shifts in both funding and reimbursement streams at the national level, the chair will work with departmental and systemwide leadership to ensure a steady flow of revenue from diverse sources to support its ongoing operations. This will require a well-trained eye toward the future of dermatology; one that builds upon new and existing care delivery models, including telehealth services and artificial intelligence as appropriate, to improve access and the timely management of referrals and follow-up care. Above all else, the Chair will oversee the implementation of strategies and interventions designed to increase outpatient volume while also identifying pathways to improve patient access.

Build bridges to new areas of research

Penn Medicine is deeply committed to interdisciplinary research, education, and service, engaging in these efforts through a wide array of centers, institutes, programs, and specialized facilities both within the health system and across the region and globe. The Department of Dermatology maintains a strong tradition of groundbreaking basic, translational, and clinical research, demonstrated by high-impact publications, meaningful advancements in human health, and growing financial support from grants, philanthropy, and industry-sponsored clinical trials and dermatoepidemiology studies. This well-established reputation presents rich opportunities to expand into new research areas and sustain the program’s forward momentum through strategic collaboration and innovation.

Promote and practice collaboration, communication, trust, and transparency

A skillful communicator and listener, the Chair will disseminate information across a complex organization, be comfortable with candid conversations, create space for the open exchange of ideas, and lead the community in engaging one another authentically across issues of both difference and commonality. The Chair will ensure that all constituencies are heard, but will balance consultation with timely decision-making, cultivating a culture that respects the many perspectives that exist across the system while also embracing opportunities and attending to challenges as they arise.

KEY RESPONSIBILITIES

- Set a unifying strategy for the department within a high-performing, matrixed academic health system, anticipating broad trends in the future of dermatology and further integrating dermatological services into Penn's expanding clinical enterprise.
- Build upon an existing culture of transparency and shared purpose by promoting strong internal and external relationships with academic partners, physician leaders, community physicians, and distinct management teams.
- Reinforce an ethos of accountability and continuous performance improvement to drive achievement of targeted outcomes.
- Lead and manage transformative change in care delivery.
- Develop and mentor the academic careers of current faculty and trainees and skillfully recruit outstanding new faculty to build a high-performing, cohesive team while cultivating a pipeline of next-generation leaders within the department.
- Support Penn Medicine's goal of recognizing the value of all employees, contributing to a positive, collaborative culture that engenders a commitment to the organization's success.
- Build relationships that lead to innovative educational programs and research activities across the institution.
- Promote and maintain excellence in research by stimulating scientific and scholarly work, publications, scientific presentations, books, educational modules, etc. relating to delivery and innovations in dermatology.
- Further build upon the department's already robust endowment by working with the Office of Development and Alumni Relations in implementing an internal and external communication plan to promote the continued success and impact of the Department of Dermatology.

DESIRED OUTCOMES

- A large department of faculty and staff passionate about and committed to the highest levels of excellence.
- A culture defined by:
 - deliberate and thoughtful career development and opportunities for growth, especially for earlier-career faculty.
 - a climate of respect, with a focus on mitigating bias and promoting equal opportunity for all.
 - Outside-the-box thinking that supports new and novel ideas in both the research and clinical services within the department.
- A department woven into all missions of Penn Medicine with an integrated clinical strategy that encompasses:
 - a pathway to eminence at the leading edge of dermatology, informatics, and artificial intelligence.
 - the advancement of a framework for integrating services.
 - consideration of community-based providers, including the potential onboarding of community partners to Penn Medicine.
- Financial health of the department for continued sustainability.
- Thriving research and education programs.
- An enthusiastic donor base.

CANDIDATE PROFILE

The next Chair of Dermatology will be an outstanding leader with an evident passion for and commitment to excellence in patient care, innovative education, and ground-breaking research. The Chair will be clinically skilled and deeply committed to the education and training activities of the department and will demonstrate excellence in faculty recruiting and program development. Independent of the Chair's own experience and productivity in research, the Chair will work to cultivate and leverage the scholarship of the faculty, actively seeking and promoting collaborative opportunities provided by the extraordinary resources at Penn. The Chair will also demonstrate institutional leadership within the Skin Biology and Diseases Resource-based Center (SBDRC), Center for DermatoEpidemiology and Translation (CDET), Dermatology Clinical Effectiveness Research Network (DCERN) and the Center for Clinical Sciences in Dermatology (CCSD), Penn Medicine, and the University of Pennsylvania.

IDEAL EXPERIENCE

Leadership Experience in an Academic Health System

Proven track record of progressive leadership experience within a matrixed academic health sciences center, with oversight of administrative requirements and business development functions.

An Ability to Develop and Implement a Forward-Thinking Strategic Plan

Demonstrated ability to articulate a compelling vision for the future of dermatology, the role of the department within a highly regarded academic medical center, and the field of dermatology in general. The chair will strive to both align the specialty to other departments and units, and to transform the delivery of dermatologic care by embracing and addressing the ever-evolving clinical and research developments that are the future of medicine.

Ensure an Effective and Efficient Clinical Operations Strategy

Managerial and business acumen demonstrated by the development of annual budgets reflecting staffing, capital, and other operating expenses, and successful management of those budgets within the complex financial pressures facing academic healthcare organizations today.

Academic Excellence

A track record of contributing to the scholarship of dermatology, as well as the experience and national reputation necessary to sustain the history of excellence within the department. Academic achievement must qualify for a faculty appointment at the associate professor or professor level in the standing faculty of the Perelman School of Medicine at the University of Pennsylvania.

Faculty Recruitment and Development

Experience in successfully recruiting, retaining and developing physicians, and a reputation for a strong commitment to mentorship are required. Demonstrated ability to identify and recruit a diverse staff at all levels. Experience empowering teams of physicians and professionals to improve access and quality, and leading with a mindset of maximizing partnerships and alignment with a broader system.

Development and Donor Relations Experience

Track record of, or aptitude for, interacting with donors and raising philanthropic funds.

Education / Training / Certification

An M.D. with active board certification in dermatology. Licensed or eligible for medical licensure in Pennsylvania. Dual degrees are welcome.

CRITICAL LEADERSHIP CAPABILITIES**Leading Change**

- Uses data and insights to shape future direction, persuades through collaboration and shared interest, generates consensus, and perseveres to sustain buy-in over time.
- Aligns the department direction and priorities with those of Penn Medicine.
- Adjusts communication style to changing situations and to respond to stakeholder concerns (including culture, background, or style).

Collaborating and Influencing

- Engages all Penn partners with a genuine give-and-take approach, seeking win-win decisions with broad consensus.
- Cultivates relationships with all stakeholders and frames the department as an ally committed to the success of individuals, other units, and Penn Medicine.
- Uses data and an ethos of transparency to frame and move toward mutually beneficial decisions.
- Possesses insight and conviction in setting a transformative plan, flexibility and achieving broad buy-in, and humility to share credit and empower others.
- Collaborates with other faculty units in the continued development of the clinical enterprise to foster and uniquely broaden multidisciplinary clinical education and research innovations.

Driving Results

- Enables higher performance by setting objectives and steadily improving approaches based on calculated risks and benefits.
- Proactively seeks to improve processes and implement best-in-class solutions using system-wide resources, raising quality and organizational effectiveness.
- Delegates to a capable, empowered team and holds them accountable for excellence.

Leading People

- Displays impeccable values, ethical standards and moral compass with high emotional intelligence.
- Engages dermatology faculty in setting direction, conveying the organizational vision and how the parts create a stronger departmental whole.
- Translates department goals into priorities and the work of individual faculty and communicates regularly about long-term goals to reinforce the larger intent.
- Is hands-on in supporting and monitoring progress and seeks corrective actions when needed. Further, deliberately develops pathways for professional growth and future leadership needs of the department.
- Recognizes the value of all employees and contributing to a positive, collaborative culture that engenders a commitment to the organization's success.

FOR CANDIDATES

The executive search firm Isaacson, Miller has been retained to assist in this recruitment. Patricia Hastie and Jasmine Miller are the lead consultants on the search. Inquiries, nominations, and applications are invited and should be submitted to search team member Jasmine Miller via the IM website. Review of applications will begin immediately and will continue until the position is filled, although indication of interest is encouraged by June 17, 2025, for full consideration.

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