

Yale SCHOOL OF MEDICINE

Chair, Department of Surgery
Yale School of Medicine
New Haven, Connecticut

THE SEARCH

Yale School of Medicine invites applications and nominations for the position of Chair of the Department of Surgery, Chief of Surgery at Yale New Haven Hospital, and Surgeon-in-Chief of the Yale New Haven Health System. This is a distinctive opportunity to lead a large, diverse, and accomplished department at one of the nation's premier academic medical institutions.

The Department of Surgery is a critical contributor to the clinical, research, and educational missions of Yale School of Medicine and Yale New Haven Health. With over 160 full-time faculty and more than 100 residents and fellows across 11 clinical divisions, the department delivers high-volume, high-acuity care across a broad array of subspecialties. It serves as a regional and national referral center for complex surgical cases while also maintaining a strong footprint in community-based care. The department's research portfolio is growing steadily, and its educational programs are among the most comprehensive at the medical school.

Yale School of Medicine is internationally recognized for its excellence in biomedical research, education, and clinical care. Its close partnership with Yale New Haven Health—a large, integrated health system—creates a dynamic environment for clinical innovation and population health improvement. The next Chair of Surgery will be expected to build on this foundation, advancing the department's clinical, scientific, and educational impact while fostering collaboration across the university and health system.

The department is well-positioned for its next phase of growth and evolution. Building on a history of leadership in surgical education and patient care, the new Chair will be asked to lead efforts to strengthen coordination across divisions, promote strategic faculty development, expand clinical services in key areas such as cardiac, gastrointestinal, and transplant surgery, and align department priorities with broader institutional goals. This is an exceptional opportunity for a forward-looking leader to shape the future of surgery at Yale and to help set a national standard for academic surgical excellence.

Yale School of Medicine has retained Isaacson, Miller to assist with this important recruitment. Inquiries, nominations, and applications should be directed confidentially to Isaacson, Miller as indicated at the end of this document.

YALE SCHOOL OF MEDICINE

Founded in 1810, [Yale School of Medicine](#) (YSM) is the sixth oldest medical school in the country and a leading institution for biomedical research, education, and advanced clinical care. YSM's standing rests on its impressive history of attracting top-tier scientists in both the basic science and clinical departments, a prized medical education system that prioritizes self-directed learning, and a close partnership with the Yale New Haven Health System (YNHHS) for clinical care. YSM currently ranks third among medical schools receiving funds from the National Institutes of Health (NIH). More than 1,700 Yale physicians provide care to patients from across the region and around the world.

YSM educates and nurtures creative future leaders in medicine, public health, and biomedical science, promoting curiosity and critical inquiry in an inclusive environment enriched by diversity. A total of 1,840 students are currently enrolled at YSM, including 396 medical students, 153 MD/PhD students, and 457 PhD students. YSM houses 5,419 faculty and 1,853 postdoctoral fellows and associates in 34 [academic departments](#). There are 11 basic science departments and 18 clinical departments. Yale has 67 faculty members belonging to the National Academy of Sciences, 60 members belonging to the National Academy of Medicine or both academies, seven Howard Hughes Medical Institute Investigators, four Lasker Award recipients, and [three](#) Nobel Laureates.

YSM's core research resources are built around the newest technologies such as state-of-the-art tools for genomics and proteomics, including whole-genome sequencing and mass spectrometry; high-resolution imaging and image analysis at every scale, including cryoelectron microscopy, cryoelectron tomography, and the only focused ion beam-scanning electron microscope in the region; high-throughput screening, including RNAi and chemical screens; and construction and analysis of animal models of disease.

The university leadership's commitment to enhancing science at Yale, coupled with the close proximity of YSM to the main campus and the collaborative, collegial environment for research, galvanizes interdisciplinary research across the university. Funding for research at YSM has increased from \$539.6 million in 2012 to \$955.9 million in 2024 with \$597.9 million awarded from NIH, a portion of which represents 24 center and program grants. Approximately two-thirds of total sponsored research expenditures are from clinical departments, with the remaining third coming from the basic sciences.

Yale New Haven Health

[Yale New Haven Health](#) (YNHHS) is Connecticut's leading healthcare system and the largest private employer in the state, with hospitals in Bridgeport, Greenwich, Milford, New Haven, and New London in Connecticut and a hospital in Westerly, Rhode Island. Among those hospitals is Yale New Haven Hospital (YNHH), the top-ranked hospital in Connecticut by *U.S. News and World Report* and nationally ranked in eleven adult and five pediatric specialties. YNHH has over 1,500 beds and 4,500 university and community physicians across more than 100 specialties. YNHH has received Magnet designation from the American Nurses Credentialing Center and is the primary teaching hospital for YSM. In FY23, YNHH generated \$4.41

billion in net revenue across 1.7 million outpatient encounters and 85,000 inpatient discharges. Total revenue to YNHHS was \$6.56 billion.

In 2022, YNNH broke ground on the Adams Neuroscience Center, a 505,000-square-foot project that includes two new patient facilities focused on innovative patient care and research. The project includes 201 inpatient beds for patients seeking innovative care from movement disorders to neuro-regeneration, and the clinical presence includes neurosurgery, radiology, and neurology.

YNNHS is led by Chief Executive Officer Christopher O'Connor and President Pamela Sutton-Wallace. O'Connor joined the health system in 2012 as executive vice president and chief operating officer and was appointed president in 2020 and chief executive officer in 2022. Previously, O'Connor was president and CEO of the Saint Raphael Healthcare System and the Hospital of Saint Raphael, serving in that position until Saint Raphael's successful integration into Yale New Haven Hospital in September 2012. Sutton-Wallace joined Yale New Haven Health in July 2022 as chief operating officer and was tasked with helping guide the Health System out of the pandemic and into its envisioned future as an academic health system. She was promoted to president in 2024.

Yale New Haven Hospital, the flagship hospital of YNHHS, is led by President Katherine Heilpern. Dr. Heilpern joined the YNH system in 2024, and previously served as Senior Vice President and Chief Operating Officer of New York Presbyterian Hospital/Weill Cornell, where she led the Weill Cornell Division during the apex of COVID-19 infections in New York City.

SCHOOL OF MEDICINE LEADERSHIP

Yale School of Medicine is led by Dean Nancy J. Brown, MD, who reports to the president of the university. Dean Brown joined the campus community in 2020 from Vanderbilt University Medical Center where she was the chair of the Vanderbilt Department of Medicine and physician-in-chief of Vanderbilt University Hospital. From 2006-2010, she served as the Associate Dean for Clinical and Translational Scientist Development and established an institutional infrastructure to support physician-scientists in the transition to independence. Dr. Brown is a fellow in the American Association for the Advancement of Science and a member of the American Society for Clinical Investigation, the American Association of Physicians, the National Academy of Medicine, and the American Academy of Arts and Sciences. Under her leadership, YSM is formulating ambitious priorities and making critical investments.

THE DEPARTMENT OF SURGERY

The Department of Surgery at Yale School of Medicine is one of the largest and most comprehensive academic surgical departments in the country. With more than 160 full-time clinical faculty and 16 research faculty, the department spans 11 clinical divisions and delivers a broad spectrum of high-complexity care across Yale New Haven Hospital and its affiliated delivery sites. Faculty are nationally recognized for their contributions to clinical innovation, surgical education, and research, and the

department plays an essential role in advancing the clinical and academic missions of both Yale School of Medicine and Yale New Haven Health.

Clinical Programs

The department provides surgical services across the full continuum of care, including highly specialized procedures, community-based access points, and multidisciplinary programs that span hospital campuses and regions. Clinical activity has expanded steadily in recent years, with more than 704,000 wRVUs generated in FY24—a 13% increase from the prior year—and over \$136 million in annual clinical revenue. Case volumes and clinic encounters grew by 11%, with notable increases in trauma, transplant, breast surgery, and robotic and minimally invasive procedures. The department supports multiple system-level access initiatives and has helped lead the establishment of trauma center designations at both the New Haven and Greenwich campuses. Ongoing efforts are focused on improving operational throughput, aligning with health system service lines, and strengthening cross-divisional collaboration to ensure high-quality, efficient care.

Research

Research is an area of significant strategic investment and institutional support. Total departmental funding exceeds \$16.6 million annually, with targeted growth in basic, translational, and outcomes research. The department is actively recruiting investigators in high-priority areas such as AI, epigenetics, regenerative medicine, and health services research, and has developed key partnerships with the Center for Biomedical Data Science and other Yale entities. A dedicated research division is in development, and internal funding mechanisms and infrastructure are being expanded to support early-career surgeon-scientists. Trainee engagement has been enhanced through initiatives such as the Surgeon Scientist Training Program and resubmission of T32 and R38 grants. The department has articulated a goal of achieving a top-10 Blue Ridge ranking in the coming years.

Education

The department sponsors a robust and diverse set of residency and fellowship programs, including categorical and preliminary general surgery residencies, integrated training in vascular, plastic, and cardiothoracic surgery, and fellowships in multiple subspecialties. Recent efforts have focused on aligning administrative support structures, strengthening mentorship and faculty engagement, and enhancing the use of simulation and other educational technologies. The department has appointed a vice chair to oversee education strategy and coordination and is working in partnership with YSM leadership to explore the development of a shared simulation center serving UME, GME, and CME programs. Graduates of the department's training programs consistently match into competitive fellowships and academic positions nationwide.

The Department of Surgery is characterized by a high level of clinical complexity, an engaged and diverse faculty, and a strong culture of academic inquiry. The next **Chair** will be expected to build on these strengths while promoting coordination across divisions, aligning department goals with institutional priorities, and supporting a culture of excellence in patient care, education, and discovery.

ROLE OF THE CHAIR

The Chair of the Department of Surgery at Yale School of Medicine serves as the department's academic and administrative leader and reports directly to the Dean of Yale School of Medicine. The Chair is responsible for the full scope of departmental activities across Yale School of Medicine and Yale New Haven Health and works in close partnership with school and health system leadership to advance the missions of patient care, education, and research. The Chair is accountable for ensuring that departmental goals are aligned with evolving institutional strategies and priorities.

As steward of a large and operationally complex clinical enterprise, the Chair is expected to promote integration across hospital campuses, optimize access and efficiency, and support the continued development of high-performing multidisciplinary programs in areas such as cardiac surgery, transplant, and gastrointestinal surgery. The Chair will collaborate closely with Yale Medicine and Yale New Haven Health to ensure strong alignment with service line structures, shared accountability for quality and value, and appropriate resourcing of clinical and academic priorities.

The Chair is also expected to foster an environment that supports scientific discovery and faculty development across the career spectrum. This includes recruiting and retaining a diverse cohort of surgeon-scientists and educators, strengthening support structures for early-career faculty, and promoting cross-disciplinary collaboration in research. As an institutional leader, the Chair plays a central role in faculty advancement, mentoring, and retention, and is accountable for fostering a departmental culture grounded in collaboration, accountability, and academic excellence.

In education, the Chair oversees a wide range of residency and fellowship programs and is responsible for ensuring the continued strength and national competitiveness of the department's training programs. The Chair works in close partnership with the Vice Chair for Education and with medical school leadership to support innovation in curriculum, assessment, and simulation-based training.

The Chair represents the department both internally and externally and plays a key role in philanthropy, alumni engagement, and institutional governance. As the department continues to grow and evolve, the Chair will be expected to articulate a clear strategic vision, promote shared purpose across divisions, and guide the department through a dynamic period of opportunity and change.

OPPORTUNITIES AND CHALLENGES

The next Chair of the Department of Surgery at Yale will join the institution at a time of momentum and growth, with strong clinical demand, renewed investments in research infrastructure, and an opportunity to shape the department's next phase of evolution. Key opportunities and challenges include:

Enhancing collaboration across the medical school and health system.

The Department of Surgery plays a central role in the shared clinical enterprise of Yale School of Medicine and Yale New Haven Health. The Chair will be expected to strengthen collaboration across organizational boundaries—working closely with Yale Medicine, system service line leaders, and health system operations to align goals, streamline processes, and improve both patient outcomes and provider experience. This includes advancing shared accountability for access, quality, and cost across campuses; clarifying decision-making processes in a matrixed environment; and fostering a culture of partnership among clinical, academic, and administrative leaders. The Chair will be instrumental in ensuring that departmental strategy reflects the integrated needs of patients, trainees, faculty, and the system at large.

Expanding and strategically resourcing clinical operations.

As patient volume continues to rise and referral networks expand, the department is poised to grow its footprint in key areas such as cardiac surgery, transplant, and gastrointestinal surgery. The Chair will lead efforts to prioritize and sequence clinical expansion, ensuring that new programs are adequately resourced and existing divisions are supported for long-term sustainability. This includes addressing shared challenges in surgical scheduling, space and resource constraints, case distribution, and interdivisional coordination as well as collaboration with other departmental leaders. The Chair will also be expected to work with institutional leaders, at both the health system and medical school level, to align capital planning and service development with broader goals for growth, access, and workforce support.

Fostering faculty development and innovation.

The department's strength lies in its people—a diverse community of faculty that spans clinical innovators, basic and translational scientists, medical educators, and leaders in health policy and outcomes research. The Chair will be expected to nurture this talent by investing in mentorship, supporting career advancement, and ensuring equitable access to opportunities for recognition and leadership. This includes promoting structures that encourage cross-divisional collaboration, supporting junior faculty as they launch independent careers, and creating an environment where innovation in care, science, and teaching is both expected and enabled. The Chair will play a visible role in recruiting new faculty, stewarding internal talent, and ensuring the long-term vibrancy of the department's academic community.

Strengthening communication and teamwork across divisions.

The department comprises 11 clinical divisions and spans multiple campuses and hospitals, with interdependent workflows and shared operational challenges. The Chair will be expected to strengthen communication among divisions, clarify expectations around accountability and performance, and build shared ownership of departmental priorities. This includes ensuring that operational systems—such as OR block management, staffing, and space utilization—are transparent and equitable, and that faculty and administrative leaders have meaningful input into decisions that affect their work. A focus on collegiality, responsiveness, and clarity will be essential to fostering a high-functioning departmental culture.

Promoting educational excellence and long-term program competitiveness.

The department sponsors a wide range of residency and fellowship programs that are essential to the academic mission of the institution and central to its national reputation. The Chair will be responsible for sustaining the quality of these programs, fostering innovation in curriculum design, and ensuring that the department remains a destination for outstanding trainees. This includes strengthening faculty engagement in teaching and mentorship, investing in simulation and other experiential learning modalities, and working closely with the School of Medicine to support UME and GME priorities. The Chair will also be expected to advocate for the department's educational programs in national forums and to support ongoing evaluation and improvement efforts.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be a nationally recognized academic surgeon with a record of accomplishment in clinical care, education, and research, and the leadership skills necessary to guide a large, complex department through a period of continued growth and transformation. Candidates must possess an MD or equivalent degree and be board-certified in a relevant surgical specialty. Eligibility for appointment at the rank of professor at Yale School of Medicine is required.

Key qualifications include:

- A record of clinical and academic achievement in surgery, research, and education consistent with appointment as a professor at Yale School of Medicine.
- Demonstrated success in leading teams, mentoring faculty, and fostering career development across a range of academic roles and ranks.
- Experience in overseeing complex clinical operations, with an understanding of quality, safety, and performance improvement in a multi-hospital health system.
- A demonstrated commitment to all School of Medicine values and fostering a welcoming environment for faculty, staff, and trainees.

- Strong communication and interpersonal skills, with the ability to build consensus, navigate complexity, and foster collaboration across departments and institutions.
- A strategic mindset and the ability to articulate a compelling vision for the department's future across all mission areas.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Yale School of Medicine has retained the national executive search firm Isaacson, Miller to assist in this search. Inquiries, nominations, referrals, and applications should be sent in confidence to:

<https://www.imsearch.com/open-searches/yale-school-medicine/chair-department-surgery>

Electronic submission of materials is strongly encouraged.

Ariannah Mirick, Managing Partner

Samuel Ruth, Senior Associate

Madeleine Ruth, Managing Search Coordinator

Isaacson, Miller

Yale is an equal opportunity employer: <https://your.yale.edu/policies-procedures/policies/9000-yale-university-policy-against-discrimination-and-harassment#9000.1> Yale values diversity among its students, staff, and faculty and welcomes applications from candidates with a broad range of backgrounds and perspectives. Title IX of the Education Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Questions regarding Title IX may be referred to the University's Title IX Coordinator, at TitleIX@yale.edu, or to the U.S. Department of Education, Office for Civil Rights, 8th Floor, Five Post Office Square, Boston MA 02109-3921. Telephone: 617.289.0111, Fax: 617.289.0150, TDD: 800.877.8339, or Email: ocr.boston@ed.gov.