



# UW Medicine

Chair, Department of Family Medicine  
University of Washington School of Medicine  
Seattle, Washington

## THE SEARCH

The University of Washington (UW) School of Medicine (SOM) is recruiting a Chair of the Department of Family Medicine. The successful candidate is expected to become a national leader in family medicine and primary care. The SOM serves the five-state region of Washington, Wyoming, Alaska, Montana, and Idaho (WWAMI), advancing UW Medicine's mission to improve the health of the public through excellence in research, education, and clinical care. The UW SOM is unique among academic health systems as a national leader in primary care education and rural medicine training across the WWAMI region while also being a world leader in biomedical research and the provision of innovative quaternary care. The Department of Family Medicine is integral to advancing the missions of the SOM, partnering with clinical sites across the WWAMI region to advance access to high-quality health care in the largest geographic region of any academic medical center in the country.

The chair will take the helm of one of the most impactful departments of family medicine in the country. The Department is a leader in primary care research, with centers including the WWAMI Rural Health Research Center, WWAMI Region Practice and Research Network, and the Center for Health Workforce Studies, and with expertise across clinical research informatics, health services research, and public health. The Department is also a leader in training providers, with a residency program, three fellowship programs, and a five-site physician assistant training program. The Department also supports the WWAMI Residency Network with 32 independent family medicine residencies across the region. Clinically, the Department has renowned programs in sports medicine, palliative care, integrative medicine, and behavioral health, complementing the practice of primary care medicine.

The chair will work closely with SOM and health system leaders to craft a vision for the future of the Department that builds upon existing strengths and addresses future needs in a period of change for primary care. The Department supports all missions of academic medicine, helping define the future of primary care through training providers, conducting research that impacts patients and clinicians, and through delivering high-quality care. The chair will also ensure that a culture of collaboration, inclusion, and belonging is maintained in the Department, bringing together diverse faculty, staff, and trainees around the shared missions of advancing medical knowledge and meeting the healthcare needs of the region.

The successful candidate for chair will be a visionary leader with a strong commitment to advancing education, research, clinical care, equity, and well-being. They will have a distinguished record in academic medicine, demonstrated leadership in primary care across urban, suburban, and rural settings, and the ability to work collaboratively to advance impactful initiatives. The candidate will also possess strong administrative acumen and experience with financial and clinical operations of a complex academic department and primary care network. Candidates must hold a terminal degree and qualify for a senior faculty appointment at the rank of Professor.

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

## ABOUT THE UNIVERSITY OF WASHINGTON SCHOOL OF MEDICINE

Founded in 1946, the [School of Medicine](#) at the University of Washington provides the states of Washington, Wyoming, Alaska, Montana, and Idaho with innovative and cost-effective medical education and clinical care while conducting cutting-edge research. Guided by the mission to improve the health of the public through excellence in clinical care, research, and education, the UW SOM is consistently considered among the top medical schools in research and in training the next generation of physicians and scientists.

The SOM is home to over 2,700 faculty, 1,300 paid clinical faculty, over 5,000 non-paid clinical faculty across the WWAMI region, 5,100 students and trainees, and over 10,000 total employees. The school is second in the nation in total federal research grants and contracts, with over \$1 billion in sponsored research across the SOM and affiliates. Faculty with clinical practices are members of UW Physicians or Children's University Medical Group faculty practice plans.

The SOM is led by Timothy Dellit, MD, who serves as the CEO of UW Medicine, executive vice president for medical affairs, and the Paul G. Ramsey Endowed Dean of the UW School of Medicine. Dr. Dellit previously served as chief medical officer for UW Medicine, executive vice dean for clinical affairs for the SOM, and vice president for medical affairs and president of UW Physicians. He is board-certified in infectious disease and internal medicine, where he retains a faculty appointment.

### Education

The SOM at UW works with learners across the spectrum of experience and in numerous fields of medicine. More than 4,000 undergraduate students take courses at the SOM every year. The school operates an MD program; 15 PhD programs; a medical scientist training program; 126 accredited residency and clinical fellowships; a regional physician assistant program focused on primary care for underserved areas; undergraduate and graduate training programs in medical laboratory science, occupational therapy, physical therapy, prosthetics and orthotics; and genetic counseling. The SOM

---

enrolls over 1,200 medical students, 700 master's degree students, almost 900 PhD students, and 2,000 residents and fellows.

## Research

The SOM has a rich history of research excellence, including 6 Nobel laureates, 32 elected members of the National Academy of Sciences, and 30 elected members of the National Academy of Medicine. The school and affiliates conducted over \$1 billion in extramurally funded research in FY24. The school operates numerous interdisciplinary research centers and institutes and launches 500 new clinical trials every year. UW faculty conduct research through the SOM, Fred Hutchinson Cancer Center, and Seattle Children's Research Institute.

## UW Medicine Clinical Enterprise

[UW Medicine](#) has an expansive clinical footprint, with over 1,600 licensed beds across four hospitals including UW Medical Center ([Montlake](#) and [Northwest](#) campuses), [Harborview Medical Center](#), Valley Medical Center, and [Fred Hutchinson Cancer Center](#), with more than 1.8 million outpatient visits across over 300 outpatient sites. UW Medicine employs 35,000 people in the Puget Sound region with an economic impact over \$12.5 billion.

### UW Medical Center

UW Medical Center and the previous Northwest Hospital integrated in 2020 to form one hospital operating across two campuses. UWMC Montlake is a primary teaching hospital for UW Medicine, with 5,500 employees working out of the center. Located in the southern part of the University campus, the medical center is also the primary academic hub of the SOM and located adjacent to the other health sciences schools. UWMC Northwest is a full-service medical center in North Seattle, leveraging 281 beds and over 2,000 employees to provide an opportunity for further clinical growth and integration of clinical and training programs. UWMC generated \$2.5 billion in revenue in FY24.

### Harborview Medical Center

Harborview Medical Center is a comprehensive academic healthcare facility owned by King County and managed by the University of Washington and dedicated to serving a broad spectrum of patients, including the most vulnerable residents of King County. Harborview also serves as a major teaching site for the UW SOM residents, fellows, and students. Harborview is the only designated Level I adult and pediatric trauma and burn center in the region and is the disaster preparedness and disaster control hospital for Seattle and King County. All faculty and staff at Harborview are University of Washington employees. Harborview Medical Center generated over \$1.4 billion in revenue in FY24.

### **Valley Medical Center**

Valley Medical Center is a public district hospital in South King County. UW and the District for Valley Medical Center entered into a Strategic Alliance Agreement in 2011, which will end in 2026 as both parties pursue other options to serve the residents of South King County. This remains an important population for UW Medicine to serve given the rapid population growth, diverse population, and significant health inequities, and it will be an opportunity for UW Medicine in the future.

### **Fred Hutchinson Cancer Center**

The Fred Hutchinson Cancer Center is an independent non-profit organization that serves as UW Medicine's cancer center, leveraging the unique strengths of each organization to deliver compassionate patient care and conduct innovative research. The Fred Hutch/UW/Seattle Children's Cancer consortium is the only NCI-Designated Comprehensive Cancer Center in Washington. Home to three Nobel laureates, and with a track record of global leadership in bone marrow transplantation, HIV/AIDS prevention, immunotherapy, and COVID-19 vaccines, The Fred Hutchinson Cancer Center cared for over 63,000 patients in FY24 while faculty published over 1,300 research articles and received 58 patents.

### **UW Medicine Primary Care Clinics**

UW Medicine Primary Care, also known as UW Neighborhood Clinics, provides primary care and urgent care across 16 sites in the Puget Sound region. The clinics provide a wide spectrum of primary and secondary care services and include ancillary services on-site, such as laboratories and digital radiology facilities. UW Medicine Primary Care also operates a Virtual Primary Care Clinic, providing telemedicine and digital family medicine visits.

### **Seattle Children's**

[Seattle Children's](#) is a freestanding children's hospital with academic ties to the University of Washington. The SOM faculty provide pediatric and pediatric subspecialty care at Seattle Children's, which also serves as a primary pediatric training site for SOM residents, fellows, and students. The hospital serves the most expansive catchment area of any children's hospital, generating over \$3.8 billion in gross revenue across 390,000 patient visits in 2023. Seattle Children's is also home to the 4<sup>th</sup> largest pediatric research institute, with more than \$250 million in extramural awards in 2023.

### **VA Puget Sound Health Care System**

The [VA Puget Sound Health Care System](#) includes the Seattle VA Medical Center and American Lake VA Medical Center in Tacoma, WA. The system employs almost 4,500 people and oversaw more than 1 million outpatient visits in 2023. VA Puget Sound is active in the education of health care professionals, training approximately 1,800 health care professionals per year.

## Other Clinical Affiliates

Other key affiliates and partners of UW Medicine include Bloodworks Northwest, Husky Health Center, Multicare Health System, Northwest Kidney Centers, PeaceHealth, Skagit Regional Health, the Washington Center for Bleeding Disorders, and other health systems across the five-state region.

## ABOUT THE DEPARTMENT OF FAMILY MEDICINE

The [Department of Family Medicine](#) is consistently ranked as one of the top departments in the U.S. by *U.S. News and World Report* and is consistently rated by the AAFP as a 'Top 10 Department' in placing graduate medical students into family medicine. The Department has approximately 180 paid faculty, 30 residents, six fellows, 100 staff, and 1,400 volunteer faculty. Clinical faculty work across clinical sites including UWMC Montlake, UWMC Northwest, Harborview Medical Center, UW Neighborhood Clinics, and UWMC Stadium Clinic. The Department contains sections of [Sports Medicine](#), [Palliative Care](#), Medical Student Education, Residency, WWAMI Family Medicine Residency Network, and Research, and it oversees the [Osher Center for Integrative Health](#). [MEDEX Northwest](#), the regional Physician Assistant training program, is also housed in the Department. The departmental budget is approximately \$60 million, including clinical revenue, sponsored research funds, endowments and gifts, state funds, and affiliated hospital funding associated with the academic programs within the Department.

The Department of Family Medicine operates a [residency program](#) and oversees the [WWAMI Family Medicine Residency Network](#), consisting of 32 core family medicine residency programs and ten rural training tracks/programs. Residents within the Department learn at three distinct sites: University of Washington Primary Care Northgate, Family Medicine Clinic at Harborview, and the Chelan Rural Training Track Program. The Department offers fellowships in Primary Care Sports Medicine, Reproductive Health and Advocacy, Global Health, and Medical Student Education.

The Department of Family Medicine houses an internationally recognized research organization focused on increasing the quality, effectiveness, accessibility, and sustainability of primary care. The Department's expertise in health workforce studies, rural health, cancer care and prevention, integrated behavioral health, treatment and prevention of substance use disorders, clinical research informatics, reproductive and women's health, sports medicine, and the Primary Care Innovation Lab provide a diverse range of opportunities to advance practice.

The Department of Family Medicine provides clinical care for patient populations across urban and rural settings. The Department provides full-spectrum care, including primary care for children and adults of all ages, obstetrics, complex family planning, gender affirming care, sports medicine, palliative care, and integrative medicine.

## MEDEX Northwest

MEDEX Northwest is one of the first PA training programs in the United States, dedicated to training advanced practice providers with an emphasis on primary care. MEDEX serves the WWAMI region, with campuses in Seattle, Spokane, and Tacoma, WA as well as Anchorage, AK and a new location in Kona, HI.

## ROLE OF THE CHAIR

Reporting to the CEO, UW Medicine, Executive Vice President for Medical Affairs and Dean of the UW SOM (CEO/EVPMA/Dean), the chair provides leadership across all aspects of the Department. The chair is responsible for all clinical operations, education, and research in the Department and will work closely with SOM and UW Medicine leadership to maintain alignment of the Department with the needs of the school and health system and to ensure the fiscal health of the Department. The chair will focus on faculty development, mentorship, and promoting an inclusive culture as a key tenet of this role.

The chair oversees division heads, medical directors, center and residency leadership, and vice chairs. The chair also collaborates with other chairs, SOM leadership, and health system leadership to advance multidisciplinary projects and with clinical leaders to implement clinical initiatives.

The position is a full-time and tenured academic position at the rank of Professor with an anticipated start date in Summer 2026. Professors hold indefinite appointments that align with a 12-month service period (July 1-June 30). Faculty with 12-month service periods are paid for 11 months of service over a 12-month period (July-June), meaning the equivalent of one month is available for paid time off. University of Washington faculty engage in teaching, research, and service. Candidates with medical credentials will also engage in clinical care.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE CHAIR

To promote a successful future for UW's Department of Family Medicine, the next chair must address the following key opportunities and challenges:

### **Craft a strategic vision for the Department of Family Medicine in alignment with the SOM and health system goals and a changing national landscape**

The Department of Family Medicine has a strong reputation within the University of Washington, the Pacific Northwest, and nationally for its innovation and commitment to primary care. The Department is responsible for training providers to support the WWAMI region, is home to numerous research programs, and maintains a clinical footprint that includes integrative medicine, palliative care, and sports medicine. The depth and breadth of this work, combined with its support of the WWAMI residency network, has positioned the Department of Family Medicine to impact innovation in primary care across the country. The chair will take the helm at a time of change in the field and will work with SOM and health system leadership to chart a path forward that emphasizes quality of care, patient access, and allows for the continued success of primary care for years to come.

---

### **Support the broad training mission of the Department**

The Department of Family Medicine plays an outsized role in workforce development for the region. Between training medical students, operating a residency program and 3 fellowships in Seattle, supporting the WWAMI residency network with 32 residency programs, and overseeing MEDEX, the physician assistant training program, the Department of Family Medicine is involved in training much of the primary care workforce for the WWAMI region. The chair will consider the needs of family medicine practitioners and ensure a robust training program that provides them with the skills needed to care for their patients in a rapidly changing healthcare landscape. The chair will nurture the MEDEX program and demonstrate a true commitment to the development of PAs, ensuring students have adequate clinical site placements for clinical exposure necessary for programmatic success and subsequently as providers.

### **Oversee the clinical enterprise of the Department**

The Department of Family Medicine has a complex clinical structure, with faculty practicing at UWMC hospitals, Harborview Medical Center, and UW Neighborhood Clinics. Each location presents unique patient needs, clinical infrastructure, and funding models. The chair will work closely with health system leaders to assess their primary care footprint and needs in order to deliver excellent care. Part of this work will be a focus on operational efficiency, improving patient access and outcomes and provider wellbeing while being cognizant of potential fiscal changes in primary care. The Department of Family Medicine is poised to drive innovation in primary care nationally, and the chair must embrace the need to change without adding to provider burden.

### **Champion and nurture research**

The Department of Family Medicine is a leader in research, with an emphasis on increasing the quality, effectiveness, accessibility, and sustainability of primary care. Faculty in the Department bring expertise in workforce development, rural health, health services research, and artificial intelligence and informatics, conducting research that improves care delivery, patient outcomes, and access to care. The chair will understand and value the impact of research and will be creative in identifying mechanisms to fund projects and implement research findings into clinical settings.

### **Build Collaborations across the School of Medicine, University, and region**

The Department of Family Medicine is uniquely situated to bring together partners to improve the health of the region. The Department of Family Medicine has the opportunity to collaborate with departments (including Pediatrics, Medicine, and Ob/Gyn), other schools (including the School of Nursing, School of Pharmacy, School of Public Health, and School of Public Policy), and across the region to advance the tripartite mission of education, research, and clinical care. The chair will be a collaborator, working across boundaries to establish new partnerships and enhancing existing relationships to further the reach and impact of the Department.

## Set and maintain a culture of excellence and accountability in the Department

Faculty practice and train students at locations throughout the region, and the dispersed nature of primary care and rural medicine practices can complicate the ability to build cohesion and connection. The next chair will continue the tradition of uniting faculty, staff, and learners under a common mission of providing evidence-based care to all people. In a time of change in the Department and field, the chair must be mindful of the needs of patients and providers and strike a balance between decisiveness and consensus.

## QUALIFICATIONS

The candidate will possess an MD, MD/PhD, DO, or foreign equivalent degree and be board-certified in family medicine (or equivalent). Candidates with a PhD (or foreign equivalent) and relevant experience will also be considered for the role.

All clinically active candidates must be eligible for and able to maintain a Washington State medical license. In order to be eligible for University sponsorship for an H-1B visa, graduates of foreign (non-U.S.) medical schools must show successful completion of all three steps of the U.S. Medical Licensing Exam (USMLE) or equivalent as determined by the Secretary of Health and Human Services.

## CHARACTERISTICS

The successful candidate should demonstrate exceptional leadership in clinical care, medical education, and research, with qualifications meriting appointment at the rank of Professor. Key characteristics include:

- Proven excellence in leadership, including the ability to foster collaboration across specialties, departments, and health systems.
- Experience in navigating the complexities of a large academic medical center, including operational planning, financial management, and fundraising initiatives.
- Experience across urban and rural settings.
- A strong commitment to education, with experience mentoring trainees, fellows, and junior faculty across a spectrum of learners.
- National recognition for scholarly accomplishments in research, and a track record of supporting research programs.
- Experience building interdisciplinary research initiatives and clinical programs that drive advances in patient care, education, and scientific discovery.
- A demonstrated commitment to diversity, equity, inclusion, justice, and belonging, fostering a welcoming and inclusive environment for faculty, staff, trainees, and students.
- Exceptional interpersonal and communication skills, with a collaborative, transparent leadership style.

## COMPENSATION AND LOCATION

The base salary range for this position will be \$16,667 - \$29,167 per month (\$200,004 - \$350,004 annually), commensurate with experience and qualifications, or as mandated by a U.S. Department of Labor prevailing wage determination. This range is inclusive of base salary provided through the UW Physicians (UWP) practice plan, in addition to base salary provided by the University. Please note that only compensation provided by the University is included in University benefit determinations and calculations. Compensation provided by UW Physicians (UWP) practice plan may provide eligibility for separate benefits offered by that organization.

### **Other Compensation:**

In addition to base salary, Department Chairs receive an administrative supplement tied to their administrative role as chair and may be eligible to receive semi-annual additional compensation in lieu of incentive.

### **UW Physicians Benefits:**

Compensation provided by UW Physicians (UWP) practice plan may provide eligibility for separate benefits offered by that organization. Please see additional benefits that may be available: <https://faculty.uwmedicine.org/wp-content/uploads/2019/09/UWP-Benefits-Summary-for-recruitingef-edits-v3.pdf>

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, and referrals should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-washington-school-medicine/chair-department-family-medicine>

To apply, please upload a CV and cover letter. As a senior leader, please also provide a diversity statement of no more than 500 words that addresses leadership, commitment, and experiences with diversity, equity, and inclusion. Application materials must be submitted via the following link: <https://apply.interfolio.com/173228>

Ariannah Mirick, Managing Partner  
Nicholas Strand, Managing Associate  
Madeleine Ruth, Managing Search Coordinator  
Isaacson, Miller

**Equal Employment Opportunity Statement**

*University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.*

**Benefits Information**

*A summary of benefits associated with this title/rank can be found at <https://hr.uw.edu/benefits/benefits-orientation/benefit-summary-pdfs/>. Appointees solely employed and paid directly by a non-UW entity are not UW employees and are not eligible for UW or Washington State employee benefits.*

**Commitment to Diversity**

*The University of Washington is committed to building diversity among its faculty, librarian, staff, and student communities, and articulates that commitment in the UW Diversity Blueprint (<http://www.washington.edu/diversity/diversity-blueprint/>). Additionally, the University's Faculty Code recognizes faculty efforts in research, teaching and/or service that address diversity and equal opportunity as important contributions to a faculty member's academic profile and responsibilities (<https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>).*

**Privacy Notice**

*Review the University of Washington [Privacy Notice for Demographic Data of Job Applicants and University Personnel](#) to learn how your demographic data are protected, when the data may be used, and your rights.*

**Disability Services**

*To request disability accommodation in the application process, contact the Disability Services Office at 206-543-6450 or [dso@uw.edu](mailto:dso@uw.edu).*