



Indiana University
School of Medicine

Search for the Division Director of Pulmonary,
Critical Care, Sleep and Occupational Medicine
Department of Medicine,
Indiana University School of Medicine
Indianapolis, Indiana

THE SEARCH

The Department of Medicine at the [Indiana University School of Medicine](#) (IUSM) seeks a nationally recognized, visionary leader to become its next Division Director of Pulmonary, Critical Care, Sleep, and Occupational Medicine. This is a unique moment for the division as two major hospitals merge to form a single academic health center, with the new hospital facility opening in 2027. This is an opportunity for an incoming Director to lead a large, diverse division that has substantial local, regional, and national impact and take it to new heights.

The Division of Pulmonary, Critical Care, Sleep, and Occupational Medicine at IUSM is nationally recognized as a leader in patient care, research, and education. This division is the only one that is affiliated with a university in the State of Indiana, and the faculty represent a broad range of subspecialty expertise. The division delivers cutting-edge clinical services, advances scientific discovery through novel and collaborative research, and trains the next generation of specialists in pulmonology and critical care medicine. The division is the largest of ten subspecialty divisions within the [Department of Medicine](#), consisting of 114 MD and PhD faculty, 38 advanced practice providers, and 24 fellows located at multiple sites across [Indiana University Health](#) (IU Health). Members of the division provide inpatient care at six hospitals and outpatient care in a variety of specialties at nine different locations around Indianapolis. These locations include the [Richard L. Roudebush Veterans' Administration Medical Center](#), the [Sidney & Lois Eskenazi Hospital](#) (a county hospital in Indianapolis), and four IU Health locations in central Indiana. This statewide system provides the opportunity to pioneer innovative approaches across diverse communities in a variety of different clinical settings.

Reporting to the [Chair of Medicine](#), the next Division Director will be a respected physician and successful researcher with a deep commitment to the tripartite mission, inclusive of optimizing clinical care; expanding discovery through basic, translational, clinical, and health services research; educating students, residents, and postdoctoral fellows; supporting growth by mentoring and recruiting strong faculty, staff, and trainees; and guiding administrative, budgetary, and philanthropic efforts. This position

offers an opportunity to strengthen the alignment of the academic mission with clinical growth in a large but still expanding statewide health system. The next Division Director will be a transparent, collaborative, and creative leader who will be a champion for innovation and inclusion and enthusiastically engage multidisciplinary teams in a matrixed environment.

An MD, MD/PhD, or equivalent doctoral degree, with board certification in pulmonary, critical care, and/or sleep medicine, is required. The successful candidate will have a record commensurate with appointment at the rank of associate or full professor in the division. IUSM has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document. *For more information on IU Health, the Indiana University School of Medicine, and the Department of Internal Medicine, please visit the appendix.*

ABOUT THE DIVISION OF PULMONARY, CRITICAL CARE, SLEEP & OCCUPATIONAL MEDICINE

The [Division of Pulmonary, Critical Care, Sleep, and Occupational Medicine](#) provides the highest quality compassionate patient care, mentoring and training to the next generation of physicians and researchers in the field, and is a recognized leader in clinically-meaningful research. The division is deeply integrated with IU Health's statewide network, serving as a tertiary referral center for complex pulmonary conditions across urban and suburban sites throughout Indiana. It is also prepared for a major transition to a new \$4 billion hospital, which will expand its capacities in a cutting-edge clinical and research environment.

The division maintains strong partnerships with industry, most notably with Indianapolis-based Eli Lilly, which recently committed \$40 million to IU to expand access to clinical trials across Indiana. The division has strong interdisciplinary collaborations with neuroscience, oncology, cardiology, and other specialties at IU and IUSM, and fruitful partnerships with other academic institutions like Purdue University. The multi-hospital clinical trials infrastructure is strong and expanding even further, supported by EPIC implementation and IU's supportive research infrastructure, positioning the division for growth in translational research and innovation.

Faculty are nationally recognized leaders in their fields, and include celebrated educators and researchers who are actively involved in curriculum development, mentorship, and leadership roles within the School of Medicine. The division supports mentorship through a large fellowship program, including at total of 24 trainees in Pulmonary/Critical Care, Critical Care, Sleep and Neuro-Critical Care; maintains NHLBI T32 and T35 training grants; collaborates with the [Clinical and Translational Sciences Institute](#) (CTSI), IUSM, and IU Indianapolis to provide additional undergraduate and graduate training opportunities; and fosters a strong pipeline of physician-scientists.

Clinical Care

The division is considered a regional and national leader in lung health and critical care medicine. Its Advanced Lung Disease Program (ALDP) is a multidisciplinary collaboration of eight specialized pulmonary programs – Lung Transplant, Extracorporeal Membrane Oxygenation (ECMO), Interstitial Lung Disease (ILD), Pulmonary Hypertension (PAH), Interventional Pulmonology (IP), Cystic Fibrosis (CF), Severe Asthma (SA), and Neuromuscular Lung Disease (NMLD) – delivering advanced care to patients with life-threatening lung disease across Indiana and the Midwest. IU Health is the only institution in the state offering a comprehensive lung transplant program, which is active and rapidly expanding. Averaging 35-50 lung transplants per year, IU Health is one of the top ten hospital systems in the country for the largest volume of lung transplants.

The division houses multiple nationally accredited subspecialties, including the only adult cystic fibrosis center in the state accredited by the Cystic Fibrosis Foundation and the only Pulmonary Fibrosis Foundation-designated ILD center in the state. The CF program serves over 700 individuals living with CF in Indiana. The adult CF program at the academic health center (AHC) currently serves more than 350 adults with CF. Other clinical programs of excellence include pulmonary hypertension, interventional pulmonology and lung cancer, advanced asthma, sarcoidosis and immunologic lung diseases, and sleep disorders.

In the critical care space, with a specific emphasis on ECMO and neurocritical care, the division provides closed ICU settings with in-house critical care services, delivers structured care for neuromuscular lung disease and mobile ECMO services, offers innovations in post-critical illness care, and was the first academic health center to establish an ICU survivor clinic. The division also houses the state's only certified ECMO program, and both the Riley Children's Hospital and Methodist Hospital at IU Health have routinely received high awards for ECMO from the Extracorporeal Life Support Organization (ELSO). Additionally, the division uniquely staffs the only dedicated Obstetrics Intensive Care Unit (OB-ICU) in Indiana, offering the highest level of maternal and neonatal care (Level IV).

In 2024, the division saw 27,669 total outpatients, including 5,850 new outpatients, totaling 340,243 RVUs. These differentiators, along with national accreditations and multidisciplinary integration with cardiology and oncology, position ALDP as the statewide leader in advanced lung care.

Research

IUSM has more than 500,000 square feet of dedicated research space, 18 Research Centers, 6 Research Institutes, and 11 Core Lab services. Currently, over 450 NIH-funded investigators work on the campus. In the highly collaborative environment that exists at IUSM, the division actively supports basic, translational, and clinical research projects. In 2024, the division brought in approximately \$11 million in research funding, 76% of which was from the NIH, a 30% increase over 2022. Additional external research support comes from the Veterans Affairs, the American Heart Association, the American Lung Association,

and the American Cancer Society. Areas of research include [Cystic Fibrosis](#), [Intensive Care Unit Delirium](#), [Interstitial Lung Disease](#), [Lung Cancer](#), [Lung Immunology and Microbiome](#), [Precision Pulmonary Medicine Program](#) (P-PULM), and [Pulmonary Hypertension](#).

The division maintains a large research footprint with closely approximated research laboratories and supports shared facilities and services, including the CTSI with the associated [Clinical Research Center](#) (CRC) and many supporting cores for proteomics, biobanking, and genomics. Clinical studies are conducted in facilities located on the school's Indianapolis campus and its affiliated hospitals, in collaboration with investigators in other IUSM divisions, such as Hematology and Oncology and Infectious Disease, and other departments such as Microbiology and Immunology, Physiology, and Biochemistry.

Education

The educational experience in the division includes collaborations with various locations on the IUSM Indianapolis campus, including the [IU Health Sleep Disorders Center](#), [Riley Hospital for Children at IU Health](#), [Eskenazi Health](#), the [IU Health Neuroscience Center](#) and the [Richard L. Roudebush VA Medical Center](#). Both pulmonology and critical care medicine are required rotations for internal medicine residents and consistently ranked as favorite rotations. The division offers three ACGME-accredited [fellowships](#) in pulmonary and critical care, sleep medicine, and neurocritical care.

- The [pulmonary and critical care medicine fellowship](#) features two tracks: pulmonary and critical care medicine. This pulmonary program accepts six to seven new fellows per year and the critical care track accepts one to two new fellows per year.
- The [sleep medicine fellowship](#) is taught by a multidisciplinary faculty, including sleep experts in the fields of pulmonary and critical care medicine, neurology, internal medicine, pediatric pulmonary medicine, family medicine, psychology, otolaryngology, and dental sleep medicine. There are two sleep medicine fellowship positions available per academic year.
- A new [neurocritical care fellowship](#) program provides clinical training in trauma, neurological, neurosurgical, and neurovascular disorders at one of the largest Neurocritical Care Units in the country at IU Health Methodist Hospital/Academic Health Center, covering the entire spectrum of neurological disorders. This program will accept one new fellow per year.

The division also offers two non-accredited fellowships, including the [advanced lung disease and ECMO fellowship](#), which offers comprehensive training in the fields of lung transplant, ECMO, pulmonary hypertension and interstitial lung disease, and a [T32 fellowship in pediatric and adult pulmonary disease](#), which trains predoctoral and postdoctoral learners in adult and pediatric pulmonary and critical care medicine trains to help them become outstanding researchers or entrepreneurs.

KEY OPPORTUNITIES FOR THE DIVISION DIRECTOR

The next Division Director will report to the [Chair](#) of the largest department within the School of Medicine and will work in direct partnership with other IUSM and IU Health leaders. Direct reports to the Director

include the Clinical Service Line Leader, the Division Research Director, the Fellowship Director, and the Division Education Director. The Division's Service Line administrator and the Division Administrator actively partner with and informally report to the Division Director.

The Division Director will have strategic oversight of a mission-critical division of the institution at a time of change and evolution, both locally and nationally. The Director will be an adept manager and creative problem-solver who can inspire a large team through a period of clinical expansion while maintaining excellence in research and educational programs. Playing a vital role in coordinating pulmonary and critical care at IU Health, the next Director will be an engaged partner to other leaders in the field and IUSM leadership, balancing advocacy for divisional interests with the overall needs of IUSM's largest health care partner, IU Health, as the success of each relies on the success of both.

To succeed in this role, the Director will address several key opportunities and challenges, as detailed below.

Develop and operationalize a plan for the future that supports research, patient care, and education

The Director will inspire a clear, ambitious, and strategic vision for the division, charting a direction that aligns with the priorities of the Department of Medicine and IU Health leadership. The immediate future of the division involves the merging of two large downtown Indianapolis hospitals into the [new hospital](#) and a transition to EPIC in 2027. This is a unique opportunity for the next Director to organize the division in a new clinical space, while redesigning care models and creating integrated programs across previously separate sites. The Director will be backed by a health system that is ready to invest in pulmonary and critical care, giving this incoming leader a chance to take stock of the strengths and gaps in the division to build a program that is cutting-edge across the tripartite mission areas and is highly responsive in serving the needs of the state.

The division operates in a matrixed environment with multiple areas of engagement and commitment, and the Director will be expected to collaborate closely with relevant stakeholders in creating and executing a plan that takes the division to new heights across the clinical, research, and educational programs. In thinking about the future, the Director will also be charged with ensuring that faculty members, staff, and learners are supported in their work to collectively achieve the outlined goals.

Foster growth and innovation in clinical care

The division's clinical and research programs are nationally recognized, and the Director role comes with the opportunity to materially impact the health of a state and region. IU Health's hub-and-spoke model and statewide footprint allow for building relationships with suburban and affiliate hospitals to expand access to specialized care across Indiana. Partnering closely with the health system and the department, the division should aim high in its goal to design a clinical care model that is responsive to the needs of the state's population and is innovative in its delivery.

There is also opportunity to build on the excellent programs already in place. For example, the transplant program is a major asset, with projections to double volume by 2027. Additionally, the division leads ICU care for the only OB-ICU in the state of Indiana. Expansion of these programs will set IU Health on a path to be a national lung health leader in these areas. There is also strong potential to expand niche areas like interventional pulmonology, lung cancer, interstitial lung disease, asthma, pulmonary fibrosis, advanced lung disease programs, and sleep/neuromuscular programs, positioning the division for growth that would attract talent and funding.

Promote and support research excellence

IU has long been a powerhouse for discovery science, and the division's faculty have an impressive track record of advancement across the basic-clinical continuum of research with specific strengths in pulmonary vascular biology, lung transplant, ECMO, cystic fibrosis, and ICU outcomes. The division has established rich research collaborations between PhD and MD researchers within the division and with other divisions within IUSM. Opportunities exist to strengthen basic science research, especially in areas like pulmonary vascular biology and lung cancer, and to foster interdisciplinary collaborations with neuroscience, cardiology, and internal and external partnerships with IU Clinical Research Centers, IU Labs, Purdue University, and Eli Lilly. With EPIC implementation and growing industry partnerships, the division can scale clinical research infrastructure and move toward an innovation-driven model and commercialization pathways. With growth opportunities across a broad range of basic, translational, and clinical research, the Division Director will need to nurture a strong culture of communication and put deliberate structures in place for cross-collaboration among division faculty to invigorate a culture of academic engagement, prioritizing the development of physician-scientists.

Recruit, retain, and develop diverse faculty, staff, and trainees

To support the needs and growth goals of the division, the next Director will need to have a desire and an eye for recruiting top talent. They will need to promote the recruitment of talented physician-scientists, research scientists, and staff while mindfully optimizing the composition of the division and its clinical needs. In concert with research leaders, the Director will provide mentorship and support to physician-scientists, especially research-focused early career faculty, and address issues to ensure retention. The Director must identify and implement real pathways for growth and build structures for formal mentoring for all members of the division. The Director will be mindful of the pressure between clinical productivity and the research and training missions.

Support leading-edge education

Education is a cornerstone of the division's work. The division offers subspecialty fellowship training in pulmonary and critical care medicine, sleep medicine, and neurocritical care and attracts nationally competitive trainees. Division fellowship programs have a track record of developing leaders in healthcare

in Indiana. Fellows obtain extensive clinical experience and have an opportunity for in-depth study in clinical, basic, or translational research, including opportunities to train through a NIH T32 training grant. The combination of training in patient care and research provides physicians with strong clinical skills and the foundation for a successful career in academics, industry, or clinical practice. The Director will be tasked with taking a close look at the fellowships with an eye toward strengthening the skills of its fellows and offering opportunities to expand critical care fellowships and mentorship for physician-scientists. They must embrace the educational mission of the division as central to all that it does, placing learners at the center while incorporating research and practice into education.

Champion the interests and culture of the Division

Given the complex and matrixed environment of IUSM and IU Health, the division needs a champion who will advocate for the division in its efforts across the enterprise. The Director will need to guide the division through significant transitions, including relocation to a new hospital campus and the implementation of EPIC. They will also need to leverage deep collaborations with IU Health and industry partners, whether it is for joint recruitments or philanthropic efforts. This leader must also galvanize and inspire continued success across all missions, serving as a champion for faculty, staff, and fellows, connecting their work to the broader missions of the department, school, and health system.

The Director will set cultural expectations, establish and maintain trust through a high level of transparency and communication, and have an unwavering commitment to inclusive excellence. This leader will maintain high standards with respect to professionalism and integrity. To break down siloes and operational barriers, the Director will drive efforts to foster community across the division, including among all levels of staff. The Director will be a champion for the division by working with marketing to publicize and broadcast its strengths.

Ensure the continued financial success of the division

The Director will be financially knowledgeable and accountable and thus guide the division's financial planning with the assistance of a business manager from the division and the Department of Medicine. They will grasp complex funds flow, utilize alternative payment models, increase funds through strategic management of clinical care, address issues of compensation and incentivization, manage expectations around financial issues, and be adaptive to change.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have: an MD, MD/PhD, or equivalent clinical doctoral degree with board-certification; significant experience as a clinical leader at an academic medical center; an outstanding record of scholarly accomplishment and national recognition in pulmonary or critical care medicine; a demonstrated and sustained track record of extramurally funded research for clinical investigation, translational research, basic laboratory studies, and/or health services research; a strong commitment to

education across a broad spectrum of learners; a record commensurate with appointment to the rank of associate or full professor; and be eligible for licensure in Indiana. The Division Director will also possess the following qualities and characteristics:

- An ability to foster a highly collaborative academic environment
- A track record of partnering with a broad set of stakeholders
- Experience managing large, complex clinical operations, staffing models, compensation frameworks, and clinic flow at multiple sites
- Track record of targeted recruiting, retention, and building pipelines
- Exceptional leadership skills and experience, with the proven ability to foster a spirit of unity and collaboration
- Excellent interpersonal skills to build and maintain relationships with faculty, administration, and trainees, as well as medical, nursing, and technical staff
- Excellent oral and written communication skills
- Experience in change management and working within a highly matrixed environment
- Proven effectiveness in a complex system of distributed leadership
- Demonstrated commitment to fostering a culture of excellence, equity, and innovation
- A strong advocate and facile negotiator in a complex, dynamic environment
- A detailed and nuanced understanding of both research and clinical practice in pulmonary, critical care, sleep and occupational medicine
- A respectful, inclusive, compassionate, accessible, and supportive management style
- Demonstrated experience in recruiting and retaining top faculty and fellows through active mentorship
- Exceptional planning and organizational skills, superb follow-through, and timely task completion
- A record of complex financial, budgeting, and resource management skills
- Personal qualities which include emotional intelligence, adaptability, kindness, humility, inclusivity, creativity, tenacity, a sense of humor, optimism, and unquestionable integrity

INDIANAPOLIS, INDIANA

Indianapolis is the capital and most populous city in the state of Indiana. It is home to one of the nation's largest concentrations of health sciences companies and is growing economically thanks to a strong corporate base anchored by the life sciences. Indianapolis has a sophisticated blend of charm and culture with a wonderful balance of business and leisure. The growing residential base is supported by rich amenities and quality of life – the city possesses a variety of professional sports, arts venues, museums, outdoor recreation areas, and a vibrant and growing food scene. Indianapolis has many monikers, including the “Racing Capitol of the World” for its world-famous Indianapolis 500, the “Amateur Sports Capital of the World,” and “Monument City,” as it has the second-highest number of veteran monuments after Washington D.C. Residents of this dynamic city and surrounding suburbs enjoy leading educational systems and top-ranked universities paired with a diverse population. Known for its affordability for size,

Indianapolis was named the 2nd-most competitive housing market by Zillow. Indianapolis International Airport is a top-ranked international airport that has been named “Best Airport in North America” by Airports Council International for many years. For additional information on life in Indianapolis, follow this [link](#).

APPLICATIONS, INQUIRIES, AND NOMINATIONS

All inquiries, nominations, and applications should be directed in confidence to:

Randi Herrick, Partner
Jane McNerney, Senior Associate
Maya Bennett, Senior Search Coordinator
Isaacson, Miller

Electronic submission of materials at this [link](#) is strongly encouraged.

Indiana University is an equal employment and Affirmative Action Employer and a provider of ADA services. All qualified applicants will receive consideration for employment without regard to age, ethnicity, color, race, religion, sex, sexual orientation, gender identity or expression, genetic information, marital status, national origin, disability status or protected veteran status. Indiana University does not discriminate on the basis of sex in its education programs and activities, including employment and admissions, as required by Title IX. Questions or complaints regarding Title IX may be referred to the U.S. Department of Education Office for Civil Rights or the university Title IX Coordinator. See Indiana University's Notice of Non-Discrimination here which includes contact information. The Annual Security and Fire Safety Report, containing policy statements, crime and fire statistics for all Indiana University campuses is available online. You may also request a physical copy by emailing IU Public Safety at iups@iu.edu

IUSM is committed to being a welcoming campus community and we seek candidates whose research, teaching, and community engagement efforts contribute to robust learning and working environments for all students, staff, and faculty. We invite individuals who will join us in our mission to improve health equity and well-being for all throughout the state of Indiana.

This document has been prepared based on the information provided by Indiana University. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Indiana University would supersede any conflicting information in this document.

APPENDIX

Indiana University School of Medicine & IU Health System

Established in 1903, the Indiana University School of Medicine (IUSM) is the largest medical school in the United States with nine campuses, more than 2,000 students, and nearly 7,200 full-time, part-time and volunteer faculty, and 2,558 staff. Comprised of five basic science departments and 20 clinical departments, IUSM physicians and scientists were awarded approximately \$546 million in research grants and awards in 2024 to study the underlying causes of disease, the development of new treatments, and how to improve the delivery of care. NIH funding to the IUSM totaled over \$248 million in 2024, ranking it 13th for all public medical schools and 30th for all medical schools in the United States. IUSM also benefits from philanthropic investments and industry partnerships that enhance innovation in research, clinical care, and education.

IU Health, comprised of 17 hospitals, is the largest network of physicians in the state and is distinctive for its strong partnership with IUSM, giving patients access to leading-edge medicine and treatment. Additionally, IU Health is constructing a new downtown hospital in Indianapolis, consolidating operations from Methodist and University Hospitals. The new 11-story, 323,000 square foot building will have 864 beds, 50 operating rooms, 110 emergency care spaces, and a dedicated eight-story research tower that will house cancer, cardiovascular, and neuroscience institutes. The IUSM will also have a new \$230 million medical education and research building on the same campus, providing classrooms, labs, simulation rooms, and research space, fostering closer proximity between medical education and clinical practice. Construction is underway, with the \$4 billion hospital scheduled to open in the fourth quarter of 2027, which will ensure the increased research space, state-of-the-art facilities and clinical care proximity needed to expand the research and clinical footprint of IUSM.

The Department of Medicine

As the largest clinical department at the IUSM, the Department of Medicine (DOM) is a leader in the advancement of patient care, education, and research. Stewarding the tripartite mission of IUSM, the DOM continues to set a standard of excellence for Medicine departments. The department is home to 10 divisions with more than 1,144 faculty statewide, 251 residents, and 109 fellows. In 2024, the DOM provided compassionate care over 286,712 patient visits, while advancing knowledge and practice through over 1,000 manuscripts. There are 20 active [research centers](#) affiliated with the department, which brought in \$141 million in grant funding, with \$63 million in NIH awards in FY24. The department ranked 30th in NIH funding among all departments of internal medicine at public medical schools in the United States. The department is responsible for about a third of IUSM's total publications and roughly 40% of the school's high-impact publications.

Caring for over half the patients that come to IU Health, the DOM's divisions are a unique strength of the department. The department is organized into 10 divisions, each advancing the tripartite mission. In addition to the Division of Pulmonary, Critical Care, Sleep & Occupational Medicine, these include the divisions of [General Internal Medicine and Geriatrics](#), [Cardiovascular Medicine](#) (CVM), [Clinical Pharmacology, Gastroenterology & Hepatology](#) (GI), [Endocrinology, Nephrology and Hypertension, Infectious Diseases](#) (ID), [Rheumatology](#), and [Hematology & Oncology](#). Each division director is paired with a division administrator who oversees divisional operations. Faculty physician specialists within the Department of Medicine provide patient-centered, quality-driven care in all areas of internal medicine across the state of Indiana. In addition to providing care for patients, clinical care is a key component to the education and training of medical students, residents, and fellows. Trainees work alongside faculty to enhance clinical care and to progress the field of internal medicine.