Chair, Department of Neurological Surgery
University of Pittsburgh School of Medicine
Pittsburgh, Pennsylvania

THE SEARCH

The University of Pittsburgh School of Medicine (Pitt) and University of Pittsburgh Medical Center (UPMC) seek an accomplished and visionary leader of high emotional intelligence and operational excellence to serve as the Chair of the Department of Neurological Surgery. This is a consequential leadership opportunity to lead one of the nation's most storied neurosurgery programs through a pivotal chapter of renewal and growth, supported by one of the country's most respected Schools of Medicine and one of its largest and most accomplished health systems.

The Department of Neurological Surgery is a large and complex academic enterprise. Comprising 45 clinical faculty (including 28 clinician scientists), 17 research-dedicated faculty, 70 advanced practice providers, 32 residents, and 5 fellows, the Department delivers neurosurgical care across a clinical network spanning more than a dozen hospital sites, from the quaternary academic core at UPMC Presbyterian and UPMC Shadyside to regional centers serving communities across Pennsylvania and Maryland. It is one of the largest and most geographically extensive neurosurgery programs in the United States, with a training program that has produced prominent neurosurgical leaders, and a research enterprise that draws on one of the nation's largest and most productive neuroscience investigator communities through strong interdisciplinary collaboration.

The next Chair joins at a defining inflection point. The Department has navigated a meaningful period of organizational change and is positioned for a new era of growth and momentum. The next Chair will inherit a department with exceptional strengths: a large, talented, and cohesive faculty; one of the largest neuroscience research communities in the United States; a deep and well-resourced residency program; and powerful institutional backing from both Pitt and UPMC, including a major new inpatient tower under construction at UPMC Presbyterian, focused on surgery and critical care, with intraoperative MRI suites—including MRI embedded in the Neuro-ICU—opening in late 2026. The next Chair will be a leader of exceptional caliber: a proven organizational leader with the gravitas to inspire, lead, and drive forward a productive and inclusive culture that values excellence, accountability, and the well-being of every member of the departmental and institutional community.

This leader will report directly to the Dean of the School of Medicine at the University of Pittsburgh and to the President of UPMC Physician Services for their clinical role, navigating the institution's structure with sophistication and integrity. They will bring both strong surgical credentials to earn the respect of a department known for clinical excellence and the managerial and interpersonal acumen to build trust across a complex, multi-site, multi-stakeholder environment. The Department's size, the scale of UPMC's enterprise, and the depth of opportunity make this among the most significant leadership roles in academic neurosurgery today.

The University of Pittsburgh has retained Isaacson, Miller, a national executive search firm, to assist with this recruitment. Inquiries, nominations, and applications should be directed to the firm as indicated at the end of this document.

THE UNIVERSITY OF PITTSBURGH SCHOOL OF MEDICINE

The University of Pittsburgh School of Medicine stands as one of the nation’s premier medical institutions, with a distinguished legacy in advancing clinical care, research, and medical education. In 2025, the School ranked 8th in the nation in NIH funding, receiving more than $555 million in NIH awards. With more than 2,600 full-time faculty members driving innovation across medicine and the life sciences, the School creates an environment where scientific discovery directly informs patient care, providing the next Chair of Neurological Surgery with extraordinary resources and collaborative opportunities.

The School of Medicine and Pitt Health Sciences have instituted innovative strategies to diversify research funding and accelerate the translation of biomedical discoveries into products and services that benefit patients. Pitt.INC, a collaboration with the University's Office of Innovation & Entrepreneurship, offers investigators Commercial Potential Testing grants and expert guidance toward successful commercialization. Through Pitt Labs, the School makes services from more than 40 premier biomedical research cores available to external users nationally and internationally, including industry partners. In May 2024, Pitt Health Sciences launched Generative and Agentic Intelligence Navigated Multiomics Medicine, an international, industry-partnered collaborative conducting deep biologic and lifestyle analysis of global patient cohorts to develop AI-driven precision medicine tools for health care providers and patients. These efforts exemplify Pitt Health Sciences' strategic approach to driving diverse research funding streams while expanding its capacity to transform health care delivery regionally, nationally, and globally.

Located in Pittsburgh's Oakland neighborhood, the School of Medicine's integrated campus brings together more than 2,600 full-time faculty who mentor over 650 medical students and 600 PhD students. Advanced research facilities sit alongside clinical training sites, creating an environment where emerging physicians and biomedical scientists collaborate in close proximity to cutting-edge imaging research and patient care.

University of Pittsburgh Health Sciences Leadership

Dr. Anantha Shekhar is the Senior Vice Chancellor for the Health Sciences and the John and Gertrude Petersen Dean of the School of Medicine at the University of Pittsburgh. He has played a key role in advancing Pitt's medical research, helping the university maintain a top position in NIH funding. His leadership focuses on fostering multidisciplinary research and interdisciplinary education, and also expanding the university's translational research programs, bringing together scientists and clinicians to address key health challenges.

Before joining Pitt, Dr. Shekhar held several leadership roles at Indiana University, including Director of the Indiana Clinical and Translational Sciences Institute. He is recognized for his work in psychiatry and neuroscience, particularly in developing novel treatments for schizophrenia, mood and anxiety disorders, and basic neurobiology discoveries. Dr. Shekhar earned his medical degree from St. John's Medical College in India and a PhD in neuroscience from Indiana University.

UPMC

UPMC, headquartered in Pittsburgh, Pennsylvania, is one of the largest and most respected nonprofit healthcare providers in the United States. Founded in 1893 with the establishment of Presbyterian Hospital, UPMC has evolved into a vast integrated health system. UPMC encompasses over 40 hospitals, 800 outpatient sites, and employs more than 100,000 people, including more than 6,600 affiliated physicians. Reporting $34 billion in total operating revenue in 2025, UPMC generates an economic impact of more than $50 billion through its activities.

The heart of this academic health system is located in Pittsburgh's Oakland, Shadyside, and Lawrenceville neighborhoods, where teaching hospitals such as UPMC Presbyterian, UPMC Shadyside, UPMC Magee-Women's Hospital, and UPMC Children's Hospital of Pittsburgh are interwoven with Pitt's health sciences facilities. This integration creates seamless collaboration between research, education, and clinical care, supporting more than 1,900 medical residents and clinical fellows while delivering specialized care across fields including cancer treatment, orthopedics, transplantation, neurology, neurosurgery, psychiatry, and rehabilitation.

UPMC's integrated delivery and finance system (IDFS) extends beyond clinical services through UPMC Health Plan, which covers more than 4 million members with innovative, cost-effective insurance products. This integration between insurance and care delivery allows UPMC to provide coordinated services while serving diverse populations through Medicare, Medicaid, and individual insurance plans. UPMC employs more than 6,600 affiliated doctors, including over 5,000 directly employed by the system. UPMC also partners with community-based physician groups, enhancing its ability to provide localized, patient-centered care while leveraging the resources of a world-renowned academic medical center.

UPMC's influence extends internationally through established partnerships in Italy, Ireland, and Croatia, reflecting one of the largest international footprints of any U.S.-based medical center. This global reach, combined with its comprehensive domestic network, positions UPMC as a leader in advancing healthcare innovation while serving both regional and international communities.

THE DEPARTMENT OF NEUROLOGICAL SURGERY

The Department of Neurological Surgery at the University of Pittsburgh is one of the oldest and most distinguished neurosurgery programs in the United States. Tracing its roots to 1936, the Department has helped shape the trajectory of academic neurosurgery across generations in cerebrovascular surgery, neuro-oncology, skull base surgery, functional neurosurgery, spine, and beyond. Today, it is one of the largest and most geographically distributed neurosurgery programs in the nation, comprising 45 clinical faculty, 17 research-dedicated faculty, and 70 advanced practice providers operating across a network of more than a dozen UPMC hospitals in Pennsylvania and Maryland.

Today, the Department encompasses faculty across UPMC Presbyterian, UPMC Shadyside, UPMC Mercy, UPMC Passavant, UPMC St. Margaret, UPMC Hamot, UPMC Altoona, UPMC Williamsport, UPMC Western Maryland, UPMC Children's Hospital of Pittsburgh, and a growing number of Central Pennsylvania regional hospitals. The position carries responsibility for neurosurgical programs across this entire enterprise, in close coordination with UPMC's regional hospital presidents and service line leadership.

Clinical Operations

The Department of Neurological Surgery organizes its clinical work around a Centers of Excellence model in which subspecialists focus deeply within their area of expertise and collaborate across disciplines to offer patients a multifaceted approach to care. Twelve distinct programs constitute this enterprise, collectively representing one of the broadest and most technically sophisticated clinical portfolios in academic neurosurgery:

- **Cerebrovascular Neurosurgery Center** – Provides comprehensive evaluation and treatment of vascular disorders of the brain and spinal cord. Faculty integrate open microsurgical and endovascular approaches within a closely coordinated, multidisciplinary neurovascular team.
- **Cranial Base Surgery Center** – One of the Department's most internationally recognized programs, with a long legacy of pioneering the endoscopic endonasal approach (EEA) to skull base pathology. The Center draws trainees and surgeons from around the world through its professional development courses and includes a dedicated Cranial Nerve Program.
- **Neurosurgical Oncology Program** – Treats the full spectrum of primary and metastatic tumors of the nervous system in close collaboration with UPMC Hillman Cancer Center, offering patients access to fluorescence-guided surgery, advanced intraoperative imaging, awake craniotomy, and an extensive portfolio of clinical trials.

- **Complex Brain Surgery Program** – Devoted to the surgical treatment of lesions located in deep, eloquent, or otherwise difficult-to-reach regions of the brain.
- **Center for Image-Guided Neurosurgery (CIGNS)** – Anchors the Department's leadership in technology-enabled precision surgery, housing one of the nation's most experienced Gamma Knife radiosurgery programs alongside focused ultrasound, exoscope-assisted microsurgery, and fluorescence-guided surgical capabilities.
- **Epilepsy and Movement Disorders Program** – Delivers a sophisticated suite of surgical interventions for refractory epilepsy and movement disorders, including deep brain stimulation (DBS), laser interstitial thermal therapy (LITT), responsive neurostimulation (RNS), and stereo-EEG-guided resective surgery.
- **Human Neural Prosthetics Program** – A nationally distinctive translational program at the intersection of neurological surgery and neuroengineering, developing and deploying brain-computer interface technologies to restore motor function in patients with paralysis and other motor disabilities.
- **Pituitary Center** – An innovative, multidisciplinary program offering comprehensive care for pituitary and neuroendocrine tumors, bringing together neurosurgery, endocrinology, neuroradiology, ophthalmology, and radiation oncology in a team-based approach.
- **Spine Services Division** – Provides the full spectrum of spinal neurological surgery, from minimally invasive and robotic-assisted procedures to complex deformity reconstruction, spine radiosurgery, and multidisciplinary pain management.
- **Pediatric Neurological Surgery** – Based at UPMC Children's Hospital of Pittsburgh, the program offers comprehensive surgical care for children with brain tumors, epilepsy, hydrocephalus, craniosynostosis, spasticity, brachial plexus disorders, and movement disorders.
- **Brain and Spine Injury Program** – Encompasses traumatic brain injury and spinal cord injury care across multiple Level I and Level II trauma centers within the UPMC system, integrating acute neurosurgical management with active participation in major national TBI clinical trials consortia.
- **Center for Clinical Neurophysiology** – Provides a wide range of diagnostic and intraoperative neuromonitoring services, including advanced SSEP, micro-electrode recording for functional procedures, and telemedicine-based remote monitoring.

Together, these programs give the Department a national platform that few programs can match in breadth or depth, and a foundation from which the next Chair, with strategic subspecialty recruitment and continued investment in high-complexity care, can build toward even greater prominence.

Research

Research is a central pillar of the academic identity of the Department, which ranks 11th nationally in NIH funding among neurosurgery departments per the Blue Ridge Institute for Medical Research (BRIMR). More than 70 faculty and investigators are engaged in nearly 200 active research projects annually, supported by more than $10.5 million in research expenditures in fiscal year 2025 — including more than $6.9 million across 10 active NIH grants and 7 Department of Defense awards — organized across 15 active

laboratories and 15 active clinical trials. Research is closely integrated with the Department's clinical programs, spanning basic, translational, and patient-centered investigation across neuro-oncology, neurotrauma, functional neurosurgery, cerebrovascular disease, and surgical neuroanatomy.

Brain tumor research is among the Department's most productive and nationally visible programs. Spanning adult and pediatric neuro-oncology across UPMC Hillman Cancer Center and the John Rangos Research Center at UPMC Children's Hospital, the program is a key participant in the NCI's Glioblastoma Therapeutics Network. Active investigations range from tumor immunology and vaccine development to magnetic hyperthermia, nanotechnology-based drug delivery, and AI-integrated surgical planning, with funding from NIH, the Department of Defense, and competitive foundation awards. Neurotrauma research constitutes another major pillar, anchored by the Neurotrauma Clinical Trials Center and the National TBI Biospecimens Repository, the largest centralized collection of TBI biological samples in the United States, and supported through participation in landmark multicenter efforts including TRACK-TBI and BOOST3. Of particular national distinction is the Department's work in implantable neurotechnology and focused ultrasound, and its Brain-Computer Interface program—one of the very few in the world—developed through the Human Neural Prosthetics Program, which sits at the intersection of neurological surgery and neuroengineering. The Walter L. Copeland Fund, an endowed intramural mechanism established in 1961, provides seed support for early-career investigators and has catalyzed millions of dollars in subsequent federal funding over its history.

Across the Department's 15 faculty research laboratories, investigative activity spans several distinct scientific domains, including neuro-oncology; epilepsy and movement disorders; electrical stimulation in spinal circuit modulation; and the application of spatial computing, artificial intelligence, and robotics to neurosurgical practice. This breadth of basic and applied investigation reflects a department where laboratory science and clinical innovation are closely interwoven.

Education

The Department operates a seven-year (PGY 1–7), ACGME-accredited residency program that is among the most accomplished in the country. Currently approved for 28 residents—four per year—the program has been consistently recognized among the top programs in the country for academic output and the proportion of graduates who remain in and contribute to academic neurosurgery. The department performs more than 9,000 major procedures annually system-wide, providing residents with exposure to the full breadth of neurosurgery across UPMC Presbyterian, UPMC Shadyside, UPMC Mercy, UPMC Children's Hospital of Pittsburgh, and the VA Pittsburgh Healthcare System. The Neurosurgery Bootcamp, a two-week intensive orientation developed for incoming PGY-1 residents prior to the start of formal training, reflects the program's commitment to structured preparation, professional development, and a strong departmental culture from day one.

The Department's fellowship portfolio is among the most extensive in academic neurosurgery, comprising 12 programs spanning the full subspecialty range: endovascular neurosurgery (with volumes exceeding

2,000 cases per year, including more than 300 stroke thrombectomies and 150 aneurysm treatments); endoscopic and open skull base surgery; neurosurgical oncology; stereotactic radiosurgery and functional neurosurgery (with dedicated tracks in Gamma Knife and movement disorder/epilepsy surgery); pediatric neurological surgery (ACPNF-accredited, based at UPMC Children's Hospital); neurocritical care; neurotrauma; spine and trauma; complex and minimally invasive spine deformity (AO Spine and CAST-approved); intraoperative neuromonitoring; adult neuropsychology; and the Joseph Maroon Sports Fellowship. Beyond graduate medical education, the Department hosts internationally attended continuing medical education courses in Gamma Knife radiosurgery, comprehensive and complex endoscopic skull base surgery, and intraoperative neuromonitoring.

ROLE OF THE CHAIR

The Chair of the Department of Neurological Surgery reports directly to the Dean of the University of Pittsburgh School of Medicine and to the President of UPMC Physician Services for their clinical role. The Chair is responsible for the strategic direction, operational management, and cultural stewardship of the Department across its tripartite mission of clinical care, research, and education, providing oversight of faculty, advanced practice providers, and trainees while navigating a sophisticated, matrixed environment that spans academic and health system priorities.

The Chair's direct responsibilities encompass faculty recruitment, retention, appointment, and development; oversight of clinical program strategy; leadership of the Department's research agenda in partnership with Pitt's neuroscience community; stewardship and development of the residency and fellowship training programs and their respective program directors; and financial and administrative management of the Department in coordination with UPMC's University of Pittsburgh Physicians (UPP) practice plan and School of Medicine leadership. The Chair also serves as a co-director of the broader Neurological Service Line in partnership with the Chair of the Department of Neurology, providing joint oversight of neurosciences strategy across the UPMC network. In addition to a close relationship with the Department of Neurology, the Chair is expected to interface with other departmental and institute leaders across the University of Pittsburgh and UPMC on the programmatic vision for shared programs, such as with the UPMC Hillman Cancer Center in neuro-oncology, the Department of Otolaryngology in the Skull Base program, and interdisciplinary Spine Care programs with the Department of Orthopaedic Surgery.

The scope of the role is expansive. The Chair must be credible and present across more than a dozen hospital sites, navigating the distinct cultures, leadership structures, and operational priorities of each while maintaining a coherent departmental identity and direction. The role requires a leader who manifests the clinical excellence for which the department is known, the intellectual gravitas to lead a world-class academic program, and the emotional intelligence and management skill to build trust and unity across a diverse and geographically distributed enterprise.

OPPORTUNITIES AND CHALLENGES FOR THE CHAIR

To ensure the continued success and impact of the Department of Neurological Surgery, the next Chair must address several key opportunities and challenges that will shape the Department's future.

Provide a strategic vision and chart a bold course for the department

The Department of Neurological Surgery stands at a defining moment shaped by meaningful organizational change, strong institutional commitment, and a clear set of emerging opportunities. Building on areas of genuine programmatic strength, the incoming Chair will have the opportunity to articulate a compelling and forward-looking vision for what the Department can become. At a time when Pitt and UPMC are investing in the future of neuroscience broadly, the Chair will establish clear strategic objectives and measurable goals across all mission areas, ensuring the Department grows its national profile and deepens its impact on patient care, education, and discovery.

The incoming Chair will engage actively with UPMC's senior operational leadership to establish a clear and shared understanding of the Chair's role across the full UPMC neurosurgery enterprise, ensuring alignment on system-wide strategy, standards of care, and subspecialty coordination across a distributed and complex network. A critical dimension of this partnership will be the Chair's ability to build strong, trust-based relationships with faculty that include highly talented individuals with significant standing in the field. Embracing faculty as partners and champions will be essential to the Chair's long-term effectiveness and to the Department's broader institutional standing. The Chair will be expected to build strong relationships and support both academic and non-academic faculty, ensuring that all voices across the Department are heard and valued. The Chair will also serve as the Department's primary voice in the institution's broader neuroscience strategy, working collaboratively with colleagues in neurology, psychiatry, physical medicine and rehabilitation, and basic neuroscience to advance an ambitious and shared vision for one of the great neuroscience enterprises in the country.

Cultivate a culture of excellence, trust, and accountability

The Department has navigated a significant and consequential period of organizational change. The faculty, advanced practice providers, trainees, staff, and clinical partners are prepared to be led by a steadfast and inspirational leader. The Chair who approaches this role with genuine humility, personal integrity, and an unwavering commitment to the well-being of every member of the community will find an institution fully prepared to support their success.

Cultivating the culture this Department deserves will require sustained and personal engagement. The relationship with members of the department will be built on trust and transparency. The incoming Chair must be a tireless communicator and attentive listener, building trust through consistent presence, transparent governance, and follow-through on commitments. They must establish clear and non-negotiable expectations for professional conduct and mutual respect — expectations that apply to all faculty, regardless of clinical volume or research productivity — and create the conditions in which every

member of the departmental community, from residents and fellows to senior faculty and APPs, feels genuinely valued and supported.

Recruit, retain, and develop an exceptional and complete faculty

Faculty recruitment and development are among the most consequential responsibilities the Chair will undertake. Priority areas include skull base and complex cranial surgery, where the Department has a historic legacy of national distinction and a compelling platform to attract exceptional talent; spine care, where the Chair will develop a coordinated long-term strategy in collaboration with orthopedic surgery and non-opertative leadership; and functional neurosurgery, where a developing program in psychiatric surgery and expanding programs in epilepsy and movement disorders represents a significant programmatic growth opportunity.

Beyond immediate recruitment, the Chair must build the infrastructure and culture of faculty development that sustains a department over time. This includes creating meaningful pathways for professional growth at every career stage; protecting time for scholarship, mentorship, and teaching alongside clinical responsibilities; ensuring competitive compensation and governance structures; and being a strong and effective advocate for the faculty with UPMC and Pitt leadership. The Chair will also ensure that mentorship and professional development extend to residents, fellows, APPs, and medical students, creating a departmental environment in which exceptional people choose not only to train but to stay and build careers.

Lead a cohesive and high-performing clinical enterprise

The clinical enterprise of the Department spans more than a dozen hospitals across Pennsylvania and Maryland, organized around a Centers of Excellence model that encompasses 12 distinct subspecialty programs. Establishing a coherent system-wide clinical strategy will be among the Chair’s earliest priorities. This includes deepening the collaboration with UPMC Hillman Cancer Center to support an integrated, interdisciplinary neuro-oncology program; coordinating a long-term spine strategy in partnership with orthopedic surgery and non-operative leadership; and ensuring that the regional hospital network functions as a coherent extension of the Department’s clinical mission.

A major new inpatient tower at UPMC Presbyterian with intraoperative MRI suites scheduled to open in late 2026 represents one of the most significant capital investments in UPMC's recent history and a transformative opportunity for the Department's complex clinical programs. This infrastructure, alongside a system-wide electronic medical record unification that is currently underway, provides a powerful platform from which the incoming Chair can drive operational excellence and position the Department for its next chapter of clinical growth.

Champion educational excellence and trainee engagement

The Department’s educational programs represent one of its greatest assets and a primary vehicle for its long-term national identity. In a 2023 survey of 30,000 U.S. physicians conducted by Doximity, the

residency program was ranked #7 in the country for best clinical training. The program has also been recognized as the most productive in the nation for graduates who remain in academic neurosurgery. Twelve active fellowship programs span the subspecialty breadth of the field, and the Department hosts internationally attended CME courses and named lectureships that reflect its long tradition of educational leadership.

The incoming Chair will be a visible and personally invested champion of this mission. Ensuring that faculty engagement in teaching is consistent and purposeful; that trainees are supported, mentored, and inspired at every level; and that the well-being of residents and fellows is treated as a genuine institutional priority are non-negotiable expectations for the new Chair. The Chair will cultivate a learning environment characterized by transparency, mutual respect, and high standards, and will ensure that the balance between clinical demands and protected time for education and scholarship is managed with care and intentionality. The program's national distinction is one of the Department's defining assets; sustaining and extending it will require the Chair's continued engagement.

Build and sustain a coordinated and nationally visible research enterprise

The University of Pittsburgh is home to one of the nation's largest neuroscience research communities, and the Department of Neurological Surgery sits at its center. With more than 70 faculty and investigators, nearly 200 active research projects, and more than $10.5 million in annual research expenditures, the Department has a meaningful and productive research enterprise supported by 15 active faculty laboratories and embedded within a broader neuroscience ecosystem of extraordinary depth and ambition.

The incoming Chair will have significant latitude to strengthen the Department's research identity, grow its extramural funding profile, and position it as a central contributor to Pitt's broader neuroscience strategy. This means supporting existing investigators in securing and renewing competitive funding; cultivating a culture of scholarly inquiry; attracting clinician-scientists and surgeon-scientists whose research deepens the Department's programmatic strengths; and engaging actively with the institution's capital campaign and the interdisciplinary neuroscience collaborations, including with neurology, psychiatry, physical medicine and rehabilitation, and bioengineering, that will define the next generation of discovery in the field. The Chair's own scholarly identity and expansive view of the neurosciences will be essential to realizing this opportunity.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must possess an MD, MD/PhD, or equivalent clinical doctoral degree, with board certification in Neurological Surgery and an academic record meriting appointment at the rank of Professor with tenure at the University of Pittsburgh School of Medicine. This position requires a physician-leader of exceptional clinical stature, management capability, and interpersonal skill. While no single individual will embody every quality listed below, Pitt and UPMC seek the following in the next Chair of Neurological Surgery:

- Surgical credibility sufficient to lead a department known for clinical excellence; candidates must be recognized as a skilled operating surgeon in their subspecialty of focus;
- A collaborative orientation toward interdisciplinary neuroscience, with a willingness to engage meaningfully with neurology, psychiatry, physical medicine and rehabilitation, oncology, bioengineering, and basic science colleagues;
- Demonstrated leadership experience at scale with a proven record of managing complex organizations, distributed teams, and competing institutional priorities;
- Exceptional emotional intelligence and interpersonal acumen, with a demonstrated ability to build trust, de-escalate conflict, and bring constituencies into shared purpose through transparent communication and consistent follow-through;
- Experience navigating complex, matrixed academic health systems and building productive relationships with health system, university, and hospital leadership across organizational lines;
- A record of faculty recruitment, mentorship, retention, and development, including experience building departmental culture and retaining high-performing individuals at every career stage;
- A commitment to research excellence, with a credible personal research record, an expansive view of the neurosciences, and the ability to support and grow an externally funded, interdisciplinary research enterprise;
- Familiarity with the financial, operational, and strategic dimensions of academic department management, including experience with clinical practice plans, compensation models, and budget oversight;
- Commitment to excellence in graduate medical education, trainee well-being, and the mentorship of the next generation of neurosurgeons;
- The highest standards of professional ethics, transparency, and integrity; a deep commitment to fostering cultures where all faculty, trainees, and staff feel valued, heard, and supported in their professional development;
- Outstanding communication skills, with the ability to represent the Department's mission and accomplishments to faculty, patients, donors, and the public.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

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

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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 titleixcoordinator@pitt.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
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