



MEDICAL SCHOOL

UNIVERSITY OF MINNESOTA

Chair, Department of Pediatrics & Pediatrician in Chief of the M Health Fairview
Masonic Children's Hospital
University of Minnesota Medical School
Minneapolis, Minnesota

THE SEARCH

The University of Minnesota Medical School seeks a collaborative, transparent academic leader to serve as Chair of the Department of Pediatrics and Pediatrician in Chief of the M Health Fairview Masonic Children's Hospital. This leader will align pediatric care across a complex statewide ecosystem and guide a highly collegial group of faculty and staff to advance research, education, and clinical excellence. The next Chair will join a nationally regarded department and lead through building and enhancing existing partnerships to strengthen care for the most medically complex children, elevate the department's national and global profile and expand its impact for the children of Minnesota and beyond.

The University of Minnesota Medical School is one of the largest and most comprehensive medical schools in the country, with campuses in the Twin Cities, Duluth, and St. Cloud. The Department of Pediatrics benefits from its location at the [University of Minnesota](#), the only institution in the country that houses schools of medicine, dentistry, pharmacy, nursing, public health, and veterinary medicine on a single campus. The medical school sits within Minnesota's only land-grant university and is ranked 25th in NIH funding by Blue Ridge Research Rankings. It is a worldwide leader in regenerative medicine, global health, blood and marrow transplant, cancer, diabetes, neonatal health, neurodevelopmental pediatrics, and magnetic resonance imaging. The Medical School closely collaborates with [University of Minnesota Physicians](#) (UMP) and [Fairview Health Services](#), which together operate under the [M Health Fairview](#) system.

The Department of Pediatrics is comprised of 240 faculty members, 120 residents across pediatrics, internal medicine-pediatrics, and child neurology residency programs, and 18 fellowship programs. Faculty in the Department of Pediatrics practice primarily at [M Health Fairview Masonic Children's Hospital](#) and the [Masonic Institute for the Developing Brain](#) and partner with [Children's Minnesota, Hennepin Healthcare](#), and [Gillette Children's Hospital](#) for education, research, and clinical care. The department delivers over 55,000 clinical visits annually across all pediatric specialties and is ranked 10th in the nation in Blue Ridge rankings, receiving over \$38 million in NIH funding in 2025. Its combined

research and clinical strength have established the Department as an international destination for complex and rare disease pediatric care, while maintaining its commitment to serving the state and beyond.

The Chair of Pediatrics reports to the Dean of the Medical School and provides overall leadership for the Department's clinical, research and educational programs. The next Chair will work closely with the University, UMP, and M Health Fairview as they navigate new strategic agreement terms. The Department will require a Chair with experience managing in a multi-entity academic health system, keen financial acumen, and experience in aligning academic and clinical priorities in a dynamic health care landscape. Candidates must hold an MD or DO degree, be board-certified in pediatrics, and be eligible for licensure in the state of Minnesota.

The University of Minnesota Medical School 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.

THE DEPARTMENT OF PEDIATRICS

The University of Minnesota Department of Pediatrics is the second largest department in the medical school and is responsible to the children and adolescents of Minnesota, the region, and across the globe, to advance pediatric healthcare access, outcomes, and discovery through: state-of-the-art, family-centered healthcare; cutting-edge research that advances knowledge and care; education of the next generation of pediatric physicians, health professionals and researchers; and evidence-informed advocacy for systems change. The department is globally recognized as a destination pediatric healthcare institution by leading in the advancement of medical access, outcomes, and discovery that benefit children and their families.

The department is well-known for its cutting-edge research programs, and it is consistently in the top 10 departments of pediatrics by Blue Ridge. The groundbreaking research conducted in the department translates into patient care breakthroughs that impact children locally, nationally, and internationally.

The department is composed of [17 divisions](#), spanning a wide breadth of pediatric medicine including: Blood and Marrow Transplantation & Cellular Therapy, Pediatric Cardiology, Clinical Behavioral Neuroscience, Pediatric Critical Care Medicine, Pediatric Emergency Medicine, Pediatric Endocrinology, Pediatric Epidemiology & Clinical Research, Pediatric Gastroenterology, Hepatology & Nutrition, General Pediatrics & Adolescent Health, Pediatric Genetics & Metabolism, Pediatric Hematology/Oncology, Pediatric Hospital Medicine, Pediatric Infectious Diseases, Neonatology, Pediatric Nephrology, Pediatric Pulmonary & Sleep Medicine, and Pediatric Rheumatology, Allergy & Immunology.

Education

The Department of Pediatrics is the leading trainer of pediatricians for the state, training approximately 80% of pediatricians in the state. The department offers opportunities from pre-doctoral internships to advanced fellowships and continuing medical education. The pediatric and internal medicine-pediatric residency programs accept approximately 40 residents per year and offers a Global Pediatrics Track, a Pediatric Physician Scientist Training Pathway for residents with advanced research degrees or significant research experience and will be launching a Rural Pathway in the Summer of 2027. The department also offers a child neurology residency program and [18 medical fellowships](#), training pediatric subspecialists for the state and beyond. Last year, 15 students were matched in pediatrics and ten residents matched into fellowship programs.

The Department is one of the original four programs nationally to implement Education in Pediatrics Across the Continuum (EPAC), a competency-based pathway that advances medical students through the clinical years based on defined outcomes, rather than scheduled curriculum. Students selected for the EPAC program transition directly into the Pediatric Residency Program.

Research

The Department of Pediatrics is a national leader in research, with over 110 years of breakthroughs including the first successful pediatric blood and marrow transplant and the first pediatric cochlear ear implant surgery. Faculty continue to conduct life-saving research, with large research programs in hematology, oncology, BMT and cellular therapy; neonatology and pediatric developmental neurobehavioral science; pediatric endocrinology and diabetes; pediatric infectious disease; pediatric rheumatology, allergy, and immunology; and general pediatrics and adolescent health. In 2025, 57 unique PIs across 16 divisions received sponsored awards, including NIH, PCORI, and Department of Defense funding.

The department is active in clinical research, with 471 active studies, including 174 interventional trials. The department provides clinical research infrastructure including research coordination, specimen collection and management, regulatory services, and data services. Blythe Brenden Children's Clinical Research Center provides an outpatient space for research visits, including exam and consultation room, a blood draw room, laboratory space, and investigator/study staff space. The department leads the way in translating medical discoveries into best treatment practices and policy change with the goal of reducing health disparities and improving child health and wellbeing.

Key Clinical Sites and Health Partners

The Department of Pediatrics provides broad clinical services, from general pediatrics to rare diseases. The department is an international destination for complex care and provides family-focused, easily accessible care for all children. Faculty practice clinically at the following locations:

M Health Fairview Masonic Children's Hospital

The M Health Fairview Masonic Children's Hospital, located on the West Bank of the Mississippi River, is a 254-bed facility that opened its most recent facility in 2011. The hospital's eco-friendly design focuses on efficiency, sustainability, state-of-the-art technology, safety, and family-centered care. The hospital houses a level IV NICU, a level III pediatric trauma center, and surpassed 2,000 organ transplants in 2024. Masonic Children's performed the world's first infant heart transplant in 1986 and has the oldest and most successful pediatric heart and kidney transplant program.

A leader in pediatric care, Masonic Children's Hospital offers a broad range of 60+ pediatric specialties including surgery, neonatal and pediatric intensive care, cardiac care, oncology, and blood, marrow, and organ transplant. With its focus on innovative treatments and family-centered care, the Masonic Children's Hospital is a vital resource for advancing pediatric care in the region.

The Department of Pediatrics at the University of Minnesota plays a central role in training medical students, residents, and fellows, with robust ACGME-accredited residency and fellowship programs embedded throughout the hospital's clinical services. Collectively, this integration of staffing, education, and research has contributed to Masonic Children's Hospital being recognized by U.S. News & World Report as a top children's hospital for more than 17 consecutive years.

Children's Minnesota

Children's Minnesota is the only health system in the state that cares exclusively for children. They operate two hospitals, nine primary clinics, seven rehabilitation and nine specialty care sites, a Level I Trauma Center, and a Level I Children's Surgery Center. Children's Minnesota collaborates with the Department of Pediatrics across research, education, and some clinical domains. In 2024, Children's Minnesota treated over 160,000 patients across 400,000 outpatient clinic visits, performed almost 25,000 surgical procedures, and had over 85,000 Emergency Department visits while generating more than \$1 billion in revenue. The Department of Pediatrics at the University of Minnesota Medical School maintains a close, long-standing, and multi-faceted relationship with Children's Minnesota. It's a key training site for pediatric residents and a few divisions provide clinical services.

Gillette Children's Hospital

Gillette Children's Hospital provides specialized care for brain, bone, and movement conditions. Gillette Children's Hospital operates a cerebral palsy institute, spine institute, pediatric neurology services, and surgical options including orthopedics and craniofacial and plastic surgery. In 2024, the 60-bed hospital generated almost \$380 million in revenue, serving over 25,000 patients annually. They care for patients up to the age of 26 years given the complexity and high utilization of their patients. The Department of Pediatrics has a strong supportive and collegial relationship that was built from a strong tie to the pediatric orthopedic department.

Hennepin County Medical Center (HCMC)

Hennepin Healthcare is a premier safety-net healthcare system in Minnesota, anchored by its 484-bed Level 1 Adult and Pediatric Trauma Center, Hennepin County Medical Center. In 2025, Hennepin Healthcare provided care to over 160,000 patients, including over 695,000 clinic visits, 94,000 emergency department visits and 12,000 surgical procedures. The children's hospital at HCMC includes a newborn nursery, NICU, PICU, and a 15-bed general inpatient unit. Hennepin Healthcare maintains a close, collaborative relationship with the University of Minnesota Department of Pediatrics, formalized through Program Letter of Agreements for residency training. This partnership allows learners to gain clinical experience at HCMC, particularly in high-volume, community-focused settings. Department of Pediatrics' intensivists also help to staff the 9-bed Pediatric Intensive Care Unit at HCMC.

SELECT CENTERS & INSTITUTES:

Masonic Institute for the Developing Brain (MIDB)

The Masonic Institute for the Developing Brain represents a groundbreaking initiative that unites clinical care and research in pediatric neurodevelopmental conditions. As one of the first facilities of its kind, MIDB serves as a one-stop destination for families seeking comprehensive care for children with neurobehavioral conditions. The institute brings together world-class experts in pediatrics, neuroscience, psychiatry, and psychology to advance understanding of brain development from early childhood through adolescence. Through its integrated approach to research and clinical care, MIDB exemplifies the translation of scientific discovery into practical treatments, while its state-of-the-art facilities provide an ideal environment for collaborative research and patient care.

Masonic Cancer Center

The Masonic Cancer Center received its NCI designation in 1998, making it the first and only NCI-Designated Cancer Center in the Twin Cities. The Masonic Cancer Center creates a collaborative research environment focused on the causes, prevention, detection, and treatment of cancer; applying that knowledge to improve quality of life for patients and survivors; and sharing its discoveries with other scientists, students, professionals, and the community. The more than 500 physicians and researchers of the Masonic Cancer Center come from three University of Minnesota campuses, 14 colleges, and multiple partner organizations. The Masonic Cancer Center works closely with the Department of Pediatrics to drive pediatric cancer research and care and is focused on curing childhood cancers through joint research on prevention and treatment and strong pediatric hematology/oncology teams who specialize in bone tumors, leukemia, and lymphomas.

THE ROLE OF THE CHAIR OF THE DEPARTMENT OF PEDIATRICS

The Chair of Pediatrics oversees a complex and vibrant academic and clinical enterprise and oversees a departmental leadership team that includes an executive vice chair; vice chairs for Clinical Affairs, Education, Research, Equity, Diversity, and Inclusion, and Faculty Development; and division directors across 17 divisions. The role carries responsibility for an annual budget of about \$145 million dollars supported by both university and clinical practice revenue.

The Department Chair sets the department's strategic direction, ensures excellence across all missions, supports faculty and trainee development, and represents and advocates for pediatrics within the Medical School, the University, and across clinical and community partners.

The Chair will be charged with setting and executing a strategic plan for sustained growth and excellence. The role also involves navigating intricate relationships with clinical partners and collaborating closely with leadership to align operations, strategy, and quality initiatives. The Chair is responsible for ensuring quality residency and fellowship training and supporting faculty development. Working with a collegial and dedicated team, the Department seeks a leader with academic gravitas, entrepreneurial and political savvy, and a leadership style grounded in transparency, collaboration and trust.

KEY OPPORTUNITIES FOR THE CHAIR OF THE DEPARTMENT OF PEDIATRICS

Establish a clear strategic direction for the department

Pediatrics is one of the largest departments at UMMS, with a substantial physical, clinical, and academic footprint across the campus. The next Department Chair will be charged with identifying opportunities to advance the department across all mission areas—clinical care, research, education, and community engagement—and articulating a clear, forward-looking vision that reflects the department's core mission and values. This leader must also demonstrate strong financial acumen, balancing strategic growth and innovation with the financial realities of a large, complex, and highly specialized academic department of pediatrics.

Execute on a vision for pediatric care that serves the state and beyond

The Department of Pediatrics sits at the center of a large and complex pediatric care ecosystem in Minnesota. Department faculty practice at Masonic Children's Hospital and the Masonic Institute for the Developing Brain and collaborate closely with Children's Minnesota, Gillette Children's Hospital, and Hennepin County Medical Center. Together, these institutions comprise the major providers of pediatric care across the state.

The next Department Chair will work to establish the Department of Pediatrics as a leading and trusted voice for children's health in Minnesota, serving as a convener, organizer, and advocate for the highest

quality pediatric care. This leader will advance closer collaboration and strategic alignment between Masonic Children's and Children's Minnesota pediatric services, with the goal of meaningfully improving access, quality, efficiency, and continuity of care for children and families across the Twin Cities and the broader region. There remains significant opportunity to deepen clinical integration, care coordination, and shared service models where alignment best serves patients and families.

In addition, the Chair will maintain strong relationships with partners across the education and research missions and continue to develop and promote internationally recognized programs, further strengthening Minnesota's reputation as a destination for exceptional pediatric care, discovery, and training.

Support the growth of groundbreaking research programs

The identity of the Department of Pediatrics is rooted in a deep sense of curiosity and a shared commitment to improving the lives of children. This ethos has fostered the development of a world-class research enterprise spanning the full continuum of inquiry, including basic, translational, clinical, and population and public health research. The department's research portfolio is exceptionally strong, with nationally and internationally recognized programs in pancreatic disease, cystic fibrosis, endocrinology, neonatology, oncology, blood and marrow transplantation, and solid organ transplantation all supported by a highly mature and effective research infrastructure.

To sustain and further advance this strength, the next Department Chair will need to elevate research as a strategic priority and identify innovative approaches to supporting the full lifecycle of discovery. This includes strengthening grant development and sustainability, enhancing clinical trial accrual, expanding bridge funding mechanisms, and supporting the recruitment, development, and retention of pediatric investigators across career stages.

Advance education and support learners across the continuum

The Department of Pediatrics is the leading trainer of pediatricians for and in Minnesota, highlighting the importance of the education mission. While trainees rotate across Masonic Children's, Children's Minnesota, Gillette, and Hennepin and view the experience as an integrated program, the department carries a large responsibility for preparing pediatricians who will serve both urban and rural communities statewide. The next Chair will understand and value the role the department plays in the state for training the next generation of pediatric leaders, will support the residency and fellowship programs in a time of nationwide shortages for pediatric trainees while considering Minnesota's long-term pediatric workforce needs.

Serve as an advocate for the department internally and externally

The Department Chair serves as the primary internal representative of Pediatrics, working closely with UMMS leadership, University of Minnesota Physicians, and peer department chairs to ensure that

pediatric care remains an institutional priority across the academic and clinical enterprises. In recent years, the department has increasingly embraced advocacy as a core component of its mission, intentionally linking community engagement with the translation and dissemination of research through initiatives such as the Child Health Advocacy Division

Internally, the next Chair will continue to serve as chief spokesperson across the University, Medical School and UMP, to ensure that pediatrics remain a visible and sustained priority. Externally, the Chair of the Department is the chief spokesperson and principal ambassador, partnering with clinical affiliates, community leaders, and other key stakeholders to advance pediatric care, influence policy, and increase the department's impact in service of the mission to improve children's health.

Strengthen Philanthropy in support of the Department's missions

Philanthropy plays an increasingly critical role in supporting the department's academic mission to help offset the gap between clinical margins and unfunded time required for teaching and research. Through the [UMF Foundation](#), the department benefits from a strong grateful-patient pipeline anchored by marquee events such as [WineFest](#) and [FashionFest](#), which generate unrestricted support that flows directly to pediatrics, with the Department Chair playing an important role. The department is actively supported by the community, receiving approximately \$18 million annually in philanthropic support.

Recruit, retain, and mentor faculty, students, and staff

Faculty within the Department of Pediatrics deliver highly complex and specialized care to children across Minnesota, the region, and beyond. To sustain and expand this impact, the department must continue to recruit, retain, and develop outstanding clinicians, educators, and physician-scientists. The next Department Chair will demonstrate an unwavering commitment to faculty, staff, and trainee recruitment and mentorship across the full continuum of career stages. By fostering a supportive and inclusive environment that promotes excellence and professional fulfillment, the Chair will ensure the department's ability to meet the evolving needs of patients while advancing innovation and discovery in pediatric medicine.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must hold an MD or DO degree, be board-certified in Pediatrics, and be eligible for medical licensure in the state of Minnesota. They should possess a record of accomplishment that warrants appointment at the rank of Professor in the University of Minnesota Medical School. The ideal Chair will demonstrate the following qualities and characteristics:

- National or international recognition in pediatrics, with high-impact scholarly contributions and a strong academic reputation.

- Proven ability to develop and expand clinical programs while maintaining high standards of quality, safety, and family-centered care.
- A successful track record securing competitive research funding through federal agencies, foundations, or industry.
- Progressive leadership experience in an academic medical setting with evidence of mentorship, recruitment, program design, and the highest level of patient care.
- Demonstrated success advancing departmental or institutional goals and leading multidisciplinary teams across clinical care, research, and education.
- Strong fiscal management skills, including experience overseeing complex budgets and aligning resources with strategic priorities.
- Outstanding communication and interpersonal skills, with the ability to engage effectively with faculty, learners, staff, patients, donors, and external partners.
- A collaborative, relationship-driven leadership style that builds trust and alignment across departments, institutions, and health system entities.
- Professionalism, judgment, high EQ, and organizational savvy, with the capacity to build strong relationships, advocate effectively for the department, and navigate a complex academic health system with integrity.
- A strong dedication to mentoring and developing early career faculty and trainees, supporting their career growth and academic advancement.

TWIN CITIES: MINNEAPOLIS & ST. PAUL

Minneapolis and St. Paul offer a vibrant and dynamic environment that is both an economic powerhouse and a cultural hub. With a combined population of nearly 3 million people, the metropolitan area is home to 17 Fortune 500 companies, including industry leaders such as 3M, Target, and UnitedHealth Group. This strong economic foundation is complemented by a highly educated workforce and one of the lowest unemployment rates among large metro areas in the country.

The area is renowned for its diverse arts and music offerings, featuring numerous theaters, museums, and galleries. Outdoor enthusiasts will appreciate the extensive parks and trails system, which includes over 340 miles of interconnected trails and 52 regional parks that welcome more than 47 million visitors annually. The Twin Cities also offer a rich culinary landscape with award-winning restaurants and food trucks, making it a delightful place for food lovers. Additionally, an exciting arts and music scene, exceptional shopping, award-winning restaurants, wineries and craft breweries, and distinctive accommodations can be found throughout the area. Minneapolis-Saint Paul is recognized as a hub for medical innovation and research, with numerous healthcare organizations.

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-minnesota-medical-school/chair-department-pediatrics-pediatrician-chief-m>

This role is dually employed by the University of Minnesota and University of Minnesota Physicians. Salary for the Professor role at the University of Minnesota is dependent upon academic effort of the person hired and begins at \$55,000. Clinical salary, aligned with clinical effort, is provided through University of Minnesota Physicians. Total salary of academic effort, clinical effort and Department Chair role is competitive with market and based on AAMC salary benchmarks. Annual recurring salary will be between \$441,025 - \$525,068. Additionally, there is the potential for an annual bonus of up to 20%, bringing the range to \$529,230 - \$630,081.

Stephanie Fidel, Partner
Jamie Sands, Partner
Nick Strand, Managing Associate
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The University of Minnesota is an equal opportunity educator and employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

This document has been prepared based on the information provided by the University of Minnesota Medical School. 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 the University of Minnesota Medical School would supersede any conflicting information in this document.