



Indiana University
School of Medicine

Chair of the Department of Anesthesia
Indiana University School of Medicine
Indianapolis, Indiana

THE SEARCH

Indiana University School of Medicine (IUSM) and Indiana University Health (IU Health) invite applications and nominations for the position of Chair of the Department of Anesthesia. This is a distinctive opportunity for a visionary and operationally accomplished physician to lead Indiana's only academic anesthesia program at a moment of remarkable institutional growth and transformation. The incoming Chair will play a pivotal role in shaping the Department's future, guiding it through a dynamic and consequential period of growth while positioning it for long-term excellence across clinical care, education, and research.

The Department of Anesthesia is a large, complex, and clinically essential enterprise. With more than 220 faculty and anesthesiologists, 90 residents, 7 fellows, and over 70,000 anesthetics provided for OR surgical and procedural cases annually across five tertiary-care hospitals, the Department is the sole academic anesthesia provider in Indiana and the primary training ground for the state's future anesthesiologists. The Department's breadth of clinical reach, the scale of its training programs, and the depth of its faculty make it a consequential enterprise by any standard. In 2027, IU Health University Hospital and Methodist Hospital will unite on a new \$4 billion hospital campus, alongside a state-of-the-art medical education and research building, creating a transformative center for patient care in Indiana. This new campus, combined with the consolidation of physicians into a single statewide IU Health Medical Group, marks an inflection point with few parallels in the Department's history, presenting the incoming Chair with a unique opportunity to shape what IUSM Anesthesia becomes.

Reporting to the IUSM Dean and Executive Vice President for University Clinical Affairs, as well as the IU Health Medical Group President of Academic Medicine, the incoming Chair will be a strategic and unifying leader, providing innovative operational solutions and cultivating an environment in which the Department's clinical, academic, and research missions can evolve in response to emerging challenges and opportunities. To do so effectively, the Chair will promote the recruitment, retention, and professional development of faculty and staff; support and champion the research mission; and advance the Department's educational programs. The Chair will possess significant operational, administrative, budgetary, and strategic planning expertise, with leadership and communication skills necessary to interact effectively with a diverse range of stakeholders. Serving as an inspirational model, the Chair will energetically support faculty engagement and leverage IUSM's extensive resources to foster collaborative innovation, dynamic adaptation, and lasting impact across all facets of the Department.

Candidates must have an MD, MD/PhD, or equivalent clinical doctoral degree, board certification in Anesthesiology, and an academic record commensurate with appointment at the rank of Professor. Eligibility for licensure in Indiana is required.

IUSM has engaged Isaacson, Miller, a national executive search firm, to assist in this search effort. A complete list of the qualifications and characteristics desired in the Chair is provided at the conclusion of this document, along with information on how to apply.

ABOUT THE DEPARTMENT OF ANESTHESIA

Patient Care

The [Department of Anesthesia](#) provides expert perioperative, critical care, and pain management services across distinct tertiary-care hospital sites. These sites collectively span the full spectrum of surgical complexity, patient acuity, and population diversity, ensuring comprehensive anesthesia support for patients from across the state. Major sites for clinical and educational activities include:

- **IU Health [University](#) and [Methodist](#) Hospitals** — The Department's primary adult academic clinical base, supported by 68 physicians and 40 anesthesiologists. These two hospitals are in the process of consolidating under a single roof, presenting a significant structural transition that will reshape the delivery of adult anesthesia services. Annual volume includes more than 30,000 anesthetics, over 1,250 cesarean deliveries, more than 3,000 labor epidurals, over 700 cardiac surgery cases, and a robust transplant program encompassing 203 liver, 252 renal, 30 pancreas and kidney-pancreas, 8 multivisceral, 18 heart, and 46 lung transplants.
- **[Riley Children's Health](#)** — Indiana's only freestanding children's hospital and the state's premier pediatric referral center, staffed by 39 physicians and 19 anesthesiologists. The team delivers more than 26,000 anesthetics annually, including a nationally recognized cardiac surgery and transplant program. Riley's pediatric heart program is ranked among the top 20 in the country by U.S. News & World Report. Pediatric anesthesia faculty also provide care at [Riley Children's Health at IU Health North](#) in Carmel.
- **[Eskenazi Health](#)** — Indianapolis' safety-net health system and Level 1 trauma center, served by 23 physicians and 12 anesthesiologists. The Eskenazi team provides more than 14,000 anesthetics annually, including approximately 1,000 cesarean deliveries, 2,000 labor epidurals, and 5,000 acute perioperative pain procedures, serving a broad and diverse patient population.
- **[Richard L. Roudebush VA Medical Center](#)** — A full-service VA medical center providing primary and tertiary care to Indiana's veterans. The VA serves as a training site for the department's residents.

The Department's clinical model is concentrated in high-acuity, high-complexity inpatient settings that handle the most demanding surgical and procedural cases in Indiana. The Department does not currently staff ambulatory surgery centers; its entire non-operating room anesthesia volume is managed within the major hospital systems it serves. As IU Health continues to grow, including through the construction of a [new \\$4 billion, 864-bed hospital campus](#) expected to open in 2027, the Department's clinical footprint and its operational complexity will expand accordingly. The incoming Chair will work in close collaboration with health system and hospital leadership to ensure that the Department is well-positioned to meet these expanding demands.

Education

IUSM's anesthesiology [residency](#) is among the largest programs in the United States, with 90 residents across all training years and an expanded incoming cohort of 30 residents per year, reflecting the Department's proactive response to the national demand for anesthesiologists. IUSM medical students choose to pursue anesthesia at rates that exceed national averages, a meaningful testament to the Department's educational reputation on campus. Formative Objective Structured Clinical Examination (OSCE) training through the 30,000-square-foot Fairbanks Hall Simulation Center complements intraoperative education and prepares residents for board certification.

The Department offers the following ACGME-accredited fellowship programs, spanning the subspecialty breadth of contemporary anesthesiology practice:

- [Adult Cardiothoracic Anesthesia](#)
- [Advanced Pediatric Cardiac Anesthesia](#)
- [Multidisciplinary Anesthesia Pain Medicine](#)
- [Pediatric Anesthesia](#)
- [Regional Anesthesia and Acute Pain Medicine](#)

The Department also houses the [IUSM Anesthesiologist Assistant Program](#), which awards a Master of Science in Anesthesia through an intensive 28-month didactic and clinical curriculum. The program has grown substantially in national recognition, receiving 501 applications in its most recent cycle—a 68% increase over the prior year. Together, these programs establish the Department as a premier training destination and a thought leader in anesthesiology education across the state.

Research

The Department of Anesthesia is home to a focused and productive research enterprise with meaningful depth in pain neuroscience, perioperative outcomes, and neurovascular biology. Supported by funding from the NIH, the U.S. Department of Defense, the Department of Veterans Affairs, and the Indiana State Department of Health, the Department's investigators pursue work that spans pre-clinical, translational, and clinical domains, with a shared commitment to improving patient outcomes in perioperative and pain medicine.

The Department has achieved full membership in the Multicenter Perioperative Outcomes Group (MPOG), an international research and quality-improvement collaborative with data from more than 20 million patient records across 60 institutions. Faculty regularly contribute to leading anesthesiology, surgery, and critical care journals, and residents and fellows are actively involved in presenting at national conferences. Through collaborative efforts with other IUSM departments, centers, and national research initiatives, the Department fosters an environment that encourages scholarly inquiry and innovation in patient care. The Chair will have the opportunity to build upon this foundation, strengthening the research infrastructure and cultivating a culture of scholarship that spans the full translational spectrum.

ROLE OF THE CHAIR OF ANESTHESIA

Reporting to the Dean and Executive Vice President for University Clinical Affairs of Indiana University School of Medicine, as well as the IU Health Medical Group President of Academic Medicine, the Chair provides strategic oversight for the Department's core leadership team, which includes Vice Chairs for Pediatric Anesthesia, Clinical Affairs, Clinical and Outcomes Research, Faculty Development, Clinical and Academic Administration, Education, and Basic Science Research. In this role, the Chair is responsible for facilitating the seamless integration and coordination of anesthesia services across IUSM and the IU Health Medical Group, collaborating closely with other department chairs, system leaders, and service lines to strengthen multidisciplinary care and advance the institution's shared mission.

The Chair joins a collegial and engaged community of department chairs at IUSM, whose members meet regularly and work collaboratively. By cultivating an environment where diverse expertise and innovative ideas naturally converge, the Chair ensures that all departmental functions remain aligned with the institution's broader clinical, educational, and research missions.

KEY OPPORTUNITIES AND CHALLENGES FOR THE CHAIR

To ensure success across all domains, the Chair must work collaboratively, creatively, and decisively to address the following key opportunities and challenges in support of IUSM's mission.

Provide a Strategic Vision and Chart a Bold Course for the Department

The Department of Anesthesia stands at an inflection point shaped by significant institutional investment, meaningful organizational change, and a clear set of emerging opportunities. Building on an established foundation, the incoming Chair will articulate a compelling and forward-looking vision for what IUSM Anesthesia can become. At a time of growth and evolution for IUSM and IU Health, the Chair will provide strategic oversight, ensuring that the Department continues to set the standard for academic anesthesia in Indiana and beyond. In concert with IUSM and departmental leadership, the Chair must transparently communicate a sustainable and aligned strategic vision that defines clear objectives and measurable goals across all mission areas. By thoughtfully balancing the Department's clinical and academic priorities, the Chair will foster a supportive infrastructure that emphasizes faculty retention, recruitment,

compensation, and resource allocation, thereby positioning the Department for long-term adaptability and success.

Cultivate a Unified and Energized Departmental Culture

The Department has navigated organizational evolution in recent years, including its integration into the IU Health Medical Group, the absorption of new faculty groups and clinical sites, and the growth of its training programs and workforce. The incoming Chair will have the opportunity to bring together the Department's diverse clinical communities, spanning multiple hospital systems, subspecialties, and professional identities, and forge a shared sense of purpose and belonging across a wide footprint. The new Chair will be a tireless communicator and attentive listener, excelling in the dissemination of information across a complex organization, fostering candid conversations, and creating an environment where ideas can be exchanged openly and all constituencies are heard. The Chair who approaches this work with both patience and resolve, and who earns credibility through presence and consistent follow-through, will find a talented and dedicated faculty ready to rally behind a compelling common vision.

Support a Complex and High-Acuity Clinical Mission

Anesthesiology departments across the country are navigating unprecedented demands for services amid significant workforce constraints, and IUSM is no exception. The incoming Chair will work in close partnership with IU Health and health system leaders to develop creative, sustainable strategies for meeting clinical needs, with a particular emphasis on recruitment and retention of faculty and thoughtful optimization of the Department's care team model. As a dynamic operational leader, the Chair must be adept at working collaboratively across subspecialties and with the broader care team, and should bring a clear-eyed perspective on how to deploy the anesthesia care team effectively in a high-acuity, inpatient-focused environment. The Chair will explore, together with other IUSM and IU Health clinical leaders, ways to best support the engagement and overall well-being of faculty, staff, and learners, and must be a skilled negotiator and an effective advocate for the Department's needs.

The consolidation of IU Health University Hospital and Methodist Hospital under a single roof represents a distinctive operational opportunity. As these two clinical programs come together in a new shared environment, the incoming Chair will have the latitude to reimagine how anesthesia services are organized and delivered, establishing workflows, staffing models, and a unified care culture that are purpose-built for the demands of a growing academic health system. The successful candidate will bring proven experience in managing multidisciplinary teams across complex environments and in crafting mutually beneficial solutions that advance the Department's mission while honoring the sustainability and well-being of its people. Maintaining a regular presence in the operating room and across clinical sites to model engagement and clinical excellence will be an important dimension of the Chair's leadership.

Support Faculty Recruitment, Retention, and Mentorship

Navigating a competitive landscape amidst anesthesiology physician shortages, the Chair will play a critical role in nurturing, mentoring, and recruiting the next generation of faculty and trainees. This will involve close collaboration with IUSM leadership on strategic recruitments, identifying opportunities where faculty appointments can enhance clinical coverage and academic growth, and fostering future potential through mentorship and guidance at every career stage. The Chair will strengthen the Department's reputation as an appealing and supportive academic and clinical environment, fostering both recruitment and long-term retention.

The Chair must be a strong advocate and driving force, supporting, engaging, and advancing the success of the faculty. Ensuring that faculty at all levels feel supported and have meaningful pathways for professional growth and development will be a central goal. This includes scholarship development, mentorship, and collaboration alongside clinical responsibilities; building a robust faculty development infrastructure; and fostering an environment where diverse perspectives are respected. The Chair will also ensure access to mentorship for medical students, residents, post-doctoral researchers, and fellows, fostering engagement and promoting the retention of exceptional talent within the Department and within the state of Indiana.

Champion Educational Excellence and Trainee Engagement

The Department offers a comprehensive range of educational programs, including medical student clerkship experiences, one of the largest anesthesiology residency programs in the nation, five ACGME-accredited fellowship programs, and a nationally recognized Anesthesiologist Assistant program. Ensuring the continued excellence of these programs will be a central goal for the Chair, who will cultivate a dynamic learning environment that supports innovation, professional growth, and collaboration at every level. IUSM medical students pursue anesthesia at rates that exceed national averages. The residency has produced outstanding clinicians who have gone on to shape the field across the country and within Indiana.

A key priority will be creating the conditions under which exceptional graduating trainees see a compelling future within the academic enterprise and are inspired to build their careers at IUSM. The Chair will work to ensure that the Department's culture, practice environment, and professional development opportunities are as attractive as the breadth and complexity of the clinical experience it offers. By championing the well-being of all learners and educators, upholding the quality of GME programs, and encouraging robust recruitment and retention strategies, the Chair will ensure that the Department continues to train and, increasingly, to retain the next generation of Indiana's anesthesiology leaders.

Build Upon the Department's Research and Scholarly Enterprise

The Department of Anesthesia has a meaningful foundation for research, with active investigators pursuing externally funded work in pain neuroscience, perioperative outcomes, and neurovascular biology. The incoming Chair will have the opportunity to build upon these strengths, supporting existing

investigators in securing and renewing extramural funding, cultivating a culture of scholarly inquiry, and leveraging IUSM's extensive research resources to grow the Department's academic profile. As the funding landscape becomes increasingly competitive, the Chair must demonstrate creativity and persistence in fostering and supporting scholarly activities, including basic, translational, and clinical science, as well as quality improvement initiatives, while maintaining the clinical excellence that is and will remain the Department's central focus.

The Chair will work to attract strong clinician-scientists, promote joint recruitments, and encourage productive collaborations both within IUSM and nationally, including through the Department's involvement in the Multicenter Perioperative Outcomes Group (MPOG). The Chair will identify and champion collaborative opportunities that allow the Department to grow in scholarship without losing sight of the demanding and consequential clinical mission that defines its identity.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an MD, MD/PhD, or equivalent clinical doctoral degree, board certification in Anesthesiology, and should have significant experience as an organizational leader. They must also have a strong commitment to education across a broad spectrum of learners. The successful candidate must have a record commensurate with appointment at the rank of Professor and be eligible for licensure in Indiana. The Chair will also possess most, if not all, of the following qualities and characteristics:

- A detailed and nuanced understanding of clinical operations, research, and education in anesthesiology, including experience leading complex, multi-site care delivery and care team models that integrate physicians, CRNAs, CAAs, and APPs;
- Demonstrated experience in recruiting, mentoring, and retaining top faculty, fellows, and residents;
- Exceptional leadership skills and judgment with the proven ability to foster a spirit of unity and collaboration across a diverse group of faculty;
- Understanding of, and enthusiasm for, the tripartite mission of IUSM, along with knowledge of the culture and care delivery processes of complex academic medical institutions and tightly aligned health system partnerships;
- Strong interpersonal skills to build and maintain relationships with faculty, administration, health system and university leadership, learners, and medical staff across a large and matrixed environment;
- A track record of cultivating a culture of transparency, trust, and open communication, including the ability to make timely and difficult decisions while bringing constituencies along;
- Excellent oral and written communication skills with the ability to convey complex information to a variety of audiences;
- Political savvy and the ability to work well with people at all levels, including university, hospital, faculty, and staff, and to serve as an effective negotiator and advocate on behalf of the Department;
- Demonstrated track record of supporting and advancing anesthesiology research and cultivating a culture of scholarly inquiry;

- Contributions to the continuum of medical education that spans undergraduate, graduate, and continuing medical education;
- Demonstrated record of strong financial, budgeting, and resource management skills;
- Personal qualities that include creativity, flexibility, adaptability, tenacity, courage, unquestionable integrity, and the disposition of a servant leader.

INDIANAPOLIS, INDIANA

Indianapolis is the capital and most populous city in the state of Indiana. It is growing economically thanks to a strong corporate base anchored by the life sciences. Indiana is home to one of the nation's largest concentrations of health sciences companies. 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, and outdoor recreation areas. Residents of this dynamic city and surrounding suburbs enjoy leading educational systems and top-ranked universities paired with a diverse population. 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 Indy, follow this [link](#).

APPLICATIONS, INQUIRIES, AND NOMINATIONS

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

Randi Herrick, Partner
Natalie Leonhard, Partner
Katie White, Senior Associate
Gabriella Garcia, Associate
Maya Bennett, Senior Search Coordinator
Isaacson, Miller

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

Equal Employment Opportunity

Indiana University is an equal opportunity employer and provider of ADA services and prohibits discrimination in hiring. [See Indiana University Notice of Non-Discrimination here which includes contact information.](#)

Campus Safety and Security

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 or by visiting IUPD.

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 I. INDIANA UNIVERSITY SCHOOL OF MEDICINE

[Indiana University School of Medicine](#) is the largest medical school in the United States, training more than 1,500 medical students annually across nine campuses that reach every region of Indiana from Indianapolis and Bloomington to Fort Wayne, South Bend, Evansville, and beyond. As the only allopathic medical school in the state, IUSM is the primary pipeline for Indiana's physician workforce, and its influence on the health and well-being of Hoosiers is profound and pervasive. With an annual budget of \$2 billion and more than 3,500 full-time faculty, 171 endowed chairs, and 116 endowed professorships, IUSM operates at a scale befitting its responsibility.

IUSM's [research enterprise](#) has grown dramatically in recent years, reaching \$546 million in external funding in FY24, including more than \$248 million from the NIH, representing 40% growth since 2018 and ranking IUSM 13th among all public medical schools nationally in NIH funding. The School's research is anchored by three nationally significant institutes: the Melvin and Bren Simon Comprehensive Cancer Center (Indiana's only NCI-designated comprehensive cancer center), the Cardiovascular Institute, and the Neuroscience Institute. In addition, IUSM boasts a thriving innovation ecosystem that includes the 16 Tech Innovation District and a newly launched \$40 million Tobias-Lechleiter Institute for Clinical Innovation, which aims to triple the number of Hoosiers participating in clinical research. IUSM's partnerships with Eli Lilly and Company, Cook Medical Group, and Roche Diagnostics reflect the School's deep integration into Indiana's life sciences economy, which now accounts for approximately 15% of the state's GDP.

IUSM's partnership with IU Health—Indiana's largest health system, with 16 hospitals, nearly 40,000 team members, and \$8.64 billion in operating revenue—is among the most closely aligned relationships in academic medicine. In January 2025, physicians across IUSM and IU Health formally joined the IU Health Medical Group, deepening alignment across all mission areas and creating new opportunities for collaboration, compensation equity, and research integration. IU Health's planned \$4 billion, 864-bed hospital campus, scheduled for completion in 2027, signals the shared ambition of both institutions to lead Indiana's healthcare future. IUSM is guided by its 2030 Strategic Plan, anchored by goals to maximize learner success statewide, accelerate discovery and clinical translation, and improve the health and wellness of the people of Indiana and beyond.

APPENDIX II. IU HEALTH

[IU Health](#) is an independent 501(c)(3) organization, working primarily in partnership with the Indiana University School of Medicine (IUSM), but also with other allied health schools across IU Health, including IU School of Nursing, IU Schools of Public Health (Bloomington and Indianapolis), and others. With this close relationship, IU and IU Health are deeply intertwined—both historically and functionally. The relationship between the entities is deep and extremely important for IUSM, IU, and the state.

The IU–IU Health partnership is a fully integrated academic health enterprise: IUSM is the education and research engine, and IU Health is the clinical delivery and healthcare workforce vehicle. Governance, funding, and mission are deeply connected, fostering statewide medical services, professional training, and public health impact.

IUSM partners with IU Health to train physicians, blending breakthrough research and treatments with the highest quality of patient care. IU Health employs nearly 4,000 physicians and over 1,300 advanced practice providers through its physician groups. Continued strategic alignment across the system has enhanced IU Health’s focus on research, elevated quality and safety, and supported further expansion into the Indianapolis metropolitan area, where more than 2 million Hoosiers reside. The system’s programs in cancer, cardiovascular, neuroscience, orthopedics, pediatrics, and transplants have received national recognition for quality patient care. IU Health Simon Cancer Center is associated with IU Melvin and Bren Simon Cancer Center, Indiana’s only National Cancer Institute (NCI)-designated comprehensive cancer center.