

Position Profile

*Search for the
Oncology Division Chief & Medical Director, Children's Hospital Orange County Hyundai Cancer Institute
&
Pediatric Oncology Division Chief, University of California, Irvine School of Medicine
Orange, California*

Executive Summary

The Children's Hospital of Orange County (CHOC) and The University of California, Irvine, (UCI) School of Medicine seek to recruit an experienced, innovative builder and leader to simultaneously hold the positions of 1) Oncology Division Chief, CHOC Specialists; 2) Medical Director, CHOC Children's Hyundai Cancer Institute; and 3) Pediatric Oncology Division Chief, UCI School of Medicine, Department of Pediatrics. This is an unparalleled opportunity to join a leading, ambitious pediatric hospital committed to providing the highest quality medical care to the children of Orange County and beyond and an innovative, top-tier medical school — with the only National Cancer Institute-designated comprehensive cancer center in Orange County — at a moment when both organizations are poised for tremendous growth and impact, both individually and collectively.

The Division Chief/Medical Director will join a group of over 350 dedicated CHOC physicians who provide state-of-the-art research, treatment, and care for patients and their families. The evolving affiliation with UCI deepens the historical bond between the two institutions, increases access to the assets of the Chao Family Comprehensive Cancer Center (which just received NCI renewal), as well as richer collaborations with faculty in the Department of Pediatrics and beyond. This, combined with clinical research infrastructure and funding for cellular therapies and other cancer treatments, allows the Division Chief/Medical Director to join a productive and collegial division primed for continued growth, alignment, and impact.

The Division Chief/Medical Director has the opportunity to galvanize the combined assets of CHOC and UCI to develop exceptional clinical, research, and education programs that will catapult both organizations into a national leadership role in pediatric oncology research and care. The new Division Chief/Medical Director will provide overall leadership and coordination for pediatric oncology across CHOC and UCI, driving strategic planning and program development, ensuring clinical and research excellence, leading faculty recruitment and mentoring, and further integrating training and research with excellent clinical care. This leader must be a tireless, persuasive advocate for pediatric oncology within CHOC and UCI, able to articulate ambitious goals, inspire progress and forward momentum, and respond nimbly to a rapidly changing intellectual and competitive landscape.

In order to achieve the many ambitions of the CHOC/UCI affiliation, the Pediatric Oncology Division Chief/Medical Director will be asked to:

- Further conceptualize, execute, coordinate, and lead an impactful and competitive strategic vision for all pediatric oncology activities;
- Drive a successful clinical strategy that leverages the strength of both CHOC and UCI Health and dramatically improves the lives of children in Orange County and beyond;

- Develop and grow a research portfolio that capitalizes on the clinical and translational research assets at both UCI and CHOC;
- Recruit, mentor, and retain world class physician/scientists and further cultivate an ethos of mentorship and life-long learning across the education and training continuum; and
- Generate and expand the resources necessary to achieve the organizations' many aspirations.

Children's Hospital of Orange County, with the support and collaboration of UCI Medicine, 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 detailed at the conclusion of this document.

About Children's Hospital of Orange County (CHOC)

Since 1964, CHOC has been steadfastly committed to providing the highest quality medical care to children. The first hospital in Orange County to cater to children, their mission is nurture, advance and protect the health and well-being of children. CHOC is dedicated to working cooperatively assisting and enriching existing services as well as developing programs to benefit the families of Orange County. Over two million children across four counties have gone to CHOC for their medical needs and services. CHOC has continued to provide innovative treatment and produce groundbreaking research that has resulted in having seven ranked specialties by *U.S. News & World Report* including pediatric cancer, neonatology, pediatric cardiology and heart surgery, pediatric neurology and neurosurgery, orthopaedics, diabetes and endocrinology, pediatric pulmonology and lung surgery, and pediatric urology.

CHOC regional pediatric healthcare network includes a state-of-the-art 334-bed main hospital facility in the City of Orange, and a hospital-within-a-hospital in Mission Viejo. CHOC also offers many primary and specialty care clinics, more than 100 additional programs and services, a pediatric residency program, and four centers of excellence – The CHOC Heart, Neuroscience, Orthopaedic, and Hyundai Cancer Institutes. To learn more about Children's Hospital of Orange County please visit: <https://www.choc.org/>

About UCI Health

UCI Health is the fourth largest healthcare system in California and comprises UCI's biomedical research, medical education, and clinical enterprises. As the only academic medical center in Orange County, UCI Health is a multifaceted organization dedicated to the discovery of new medical frontiers, the teaching of future healers, and the delivery of the finest evidence-based care. It encompasses the School of Medicine; the Sue & Bill Gross School of Nursing, in which 20 percent of the faculty are fellows of the American Academy of Nursing; the School of Pharmacy and Pharmaceutical Sciences, the Program in Public Health; and the UCI Health System. Also included is the UCI Institute for Clinical and Translational Science, funded by the National Institutes of Health under the Clinical and Translational Sciences Award program (CTSA).

In 2009, UCI Health opened UCI Douglas Hospital, a modern 417-bed acute care hospital providing world-class medical care, conducting cutting-edge medical research, and training future and practicing physicians. It is also home to the Chao Family Comprehensive Cancer Center. UCI Health has over 900 full and part time faculty and approximately 750 volunteer faculty. It is the primary teaching location for the UCI School of Medicine, which educates more than 400 medical students and trains more than 650 residents and fellows at UCI Health and affiliated institutions each year. UCI Health employs approximately 4,800 staff members, admits more than 19,000 patients annually and has an annual operating budget of \$1.3 billion.

U.S. News & World Report listed UCI Medical Center among America's Best Hospitals for 17 consecutive years, rated its program in geriatrics among the top 50 nationally, and, since 2001, has given national recognition to UCI Health programs in cancer, digestive disorders, geriatrics, gynecology, kidney disorders, orthopedics, urology, and ear, nose and throat. In addition, UCI Health has earned seven straight "A" Hospital Safety Scores bestowed by the Leapfrog Group and is the first hospital in Orange County to receive American Nurses Credentialing Center Magnet Recognition for nursing excellence.

In addition, the UCI Health has a growing presence in sites across Orange County that includes plans to expand and build out the health complex on the academic campus in Irvine, featuring a new state-of-the-art satellite hospital and large ambulatory footprint. A complete list of UC Irvine Health centers, institutes, and clinics is available at www.ucirvinehealth.org/locations.

The Chao Family Comprehensive Cancer Center (CFCC)

The UC Irvine Chao Family Comprehensive Cancer Center is one of the few facilities in California designated by the National Cancer Institute as a "comprehensive cancer center." This facility is located at UC Irvine Medical Center, the only academic and research hospital in Orange County. A 180-acre University Research Park is adjacent to the School of Medicine for research and development companies to collaborate with UC Irvine faculty and students. Another key initiative is the Irvine Biomedical Research Center, where UC Irvine faculties are working on new approaches to cancer, genetics, infectious diseases, and aging. For more information about the Chao Family Comprehensive Cancer Center please visit: <http://www.cancer.uci.edu/>

Hyundai Cancer Institute

The Hyundai Cancer Institute (HCI) has a mission to provide excellence in clinical care, research, education, and community engagement. HCI with its distinguished physicians and nurse practitioners has 68 staff physicians including 14 oncologists, five hematologists, three radiation oncologists, and 11 nurse practitioners who specialize in oncology. HCI comprises the following 11 treatment programs for patients:

- Adolescent & Young Adult Programs
- After Cancer Treatment Survivorship
- Blood & Marrow Program
- Bone & Soft Tissue Sarcoma Program
- Histiocytosis Program
- Leukemia Program
- Lymphoma Program
- Neuro-oncology Program
- Recurrent & Refractory Cancer Treatment
- Solid Tumor Program
- Advanced Care Services

HCI is very clinically active, caring for patients not only from the immediate region, but also from across Southern California. Through the affiliation between UCI School of Medicine and CHOC, HCI houses 17 collaborative residential and fellowship programs including:

- Pediatric Residency Program
- Child Neurology Residency Program
- Pediatric Hematology/Oncology Fellowship Program
- Pediatric Critical Care Medicine Fellowship Program
- Pediatric Endocrinology Fellowship Program
- Pediatric Infectious Diseases Fellowship Program
- Pediatric Urology Fellowship Program
- Pediatric General and Thoracic Surgery Fellowship Program

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- RN Residency and Fellowship Program
- Registered Dietitian (RD) Pediatric Residency Program
- Pharmacy Practice Residency Program
- RCP Residency Program
- Pediatric Psychology Postdoctoral Fellowship Program
- Pediatric Psychology Predoctoral Internship
- Child Life Internship and Practicum
- Rehabilitation Internship
- Administrative Training Programs

University of California, Irvine, School of Medicine

Each year, the UCI School of Medicine educates more than 400 medical students, as well as about 130 doctoral and master's students on both the Irvine and Orange campuses. More than 700 residents and fellows are trained at UCI Medical Center in Orange, California and at other affiliated institutions. The highly regarded medical school is accredited by the Liaison Committee on Medical Education and ranks among the *U.S. News & World Report's* top 50 medical schools in the nation for research. Dedicated to advancing medical knowledge and clinical practice through scholarly research, physician education, and high-quality care, the School of Medicine is home to 1,668 faculty members. With 25 departments, the School of Medicine offers the Medical Scientist Training Program (MD/PhD), the Program in Medical Education for the Latino Community (PRIME-LC), Leadership Education to Advance Diversity-African, Black and Caribbean (LEAD-ABC), Health Education to Advance Leaders in Integrative Medicine (HEAL-IM), an MD/MBA program in cooperation with The Paul Merage School of Business, an MD/MPH program in cooperation with the Program in Public Health, a Master of Science in Biomedical and Translational Sciences (MS-BATS), medical residency and fellowship programs, and continuing medical education for physicians and other health care professionals.

To support students in every way possible, the School of Medicine provides an award-winning array of student support services and incorporates the use of today's most advanced computer-based technology in the medical education curriculum. Students can also gain early exposure to clinical medicine during the first two years of medical college through the innovative Patient-Doctor Series. The School of Medicine places a high priority on community outreach programs and strives to reach disadvantaged segments of Southern California's population. To learn more about the UCI School of Medicine please visit: www.som.uci.edu

Role of the Pediatric Oncology Division Chief/Medical Director

This Division Chief/Medical Director will manage a budget of about \$9 million and personnel that includes 10 oncologists and 10 Advanced Practice Providers. In addition to overseeing clinical, research, and education programs as well as administrative and financial affairs, this person will address the following key opportunities and challenges:

Further conceptualize, execute, coordinate, and lead an impactful and competitive strategic vision for all pediatric oncology activities

The next Division Chief/Medical Director will exhibit leadership and management skills that inspire and align staff within their divisions, institutions, and across all organizations. This person will also have a keen understanding of current national forces and trends shaping pediatric oncology in the U.S. in order to develop and execute upon an inclusive strategic plan that best serves patients. This person must operate effectively within a matrixed environment and be able to discern and engage with key stakeholders, and

will work to recruit and retain skilled faculty and staff members to further enhance the Division and Institute's reputation among peers. The candidate must be able to identify opportunities for growth, develop specific plans, and monitor the progress of the Division and Institute's clinical, research, and educational programs and services.

Drive a successful clinical strategy that leverages the strength of both CHOC and UCI Health and dramatically improves the lives of children in Orange County and beyond

The Division Chief/Medical Director will oversee the operations and delivery of Division and Institute clinical care to ensure high quality and state-of-the-art care for all patients. This person will promote outreach to and ensure positive working relationships with all referring physicians to maintain and improve community partnerships, and will periodically evaluate programming to optimize access, clinical productivity, quality, safety, and patient/parent satisfaction across the Division and Institute in accordance with appropriate benchmarks. The Division Chief/Medical Director will ensure compliance with proper medical record documentations, submission of charges, and all internal policies and procedures promulgated by the organizations and external regulatory agencies. Furthermore, this person will support in the development and nurture engagement and collaboration efforts with the Chao Family Comprehensive Cancer Center at UCI and the CHOC Hyundai Cancer Institute.

Develop and grow a research portfolio that capitalizes on the clinical and translational research assets at both UCI and CHOC

The Division Chief/Medical Director will enhance the culture of academic inquiry through faculty engagement and mentorship as well as fostering intra- and inter-institutional research collaborations. This person will promote faculty involvement in national organizations, including active participation in Children's Oncology Group (COG) and other associations that are applicable. They will also advance research infrastructure in concert with scientific leadership and research administration to contend with peer institutions in the local, state, and national level. The Division Chief/Medical Director will maintain individual clinical and translational research programs in defined areas of scholarly focus as evidenced by a track-record of academic productivity.

Recruit, mentor and retain world class physicians, faculty, trainees, and staff and further cultivate an ethos of mentorship and life-long learning across the education and training continuum

The Division Chief/Medical Director will play a pivotal role in expanding and recruiting world-class talent to the Division as well as retaining talent as the Division's prominence increases. In addition, the new Director will be expected to provide appropriate mentorship for faculty, trainees, and staff and develop opportunities to achieve academic goals and responsibilities for a broad range of physicians. In addition, they will provide support in creating a positive environment of collaboration and life-long learning among Division members. The Division Chief/Medical Director will also ensure that the Division faculty participate and are compliant with the Accreditation Council for Graduate Medical Education and Liaison Committee on Medical Education training requirements for successful program continuation.

Generate and expand the resources necessary to achieve the organizations' many aspirations

The Division Chief/Medical Director will develop Division and Institute budgets for approval and monitor the financial status on an ongoing basis, creating corrective action plans to address deficits. They will provide Division and Institute annual reports across research, education, and patient care, including

notable awards and accomplishments. Additionally, the Division Chief/Medical Director will actively engage and work with administrative departments, such as marketing and finance, to achieve Division and Institute goals as well as actively participate in philanthropic efforts with the CHOC Foundation and UCI to raise visibility and financial support for further endeavors.

Qualifications and Characteristics

Qualified candidates will have earned an MD or MD/PhD (or equivalent), be board certified by the American Board of Pediatrics in Pediatric Hematology-Oncology, and currently be eligible for a medical license in the state of California.

Candidates must demonstrate a record of scholarly productivity, be eligible for appointment in the Health Sciences Clinical Professor or Professor of Clinical X series as an associate or full professor and be involved in academic societies at a national level. Titles in the Professor of Clinical X Series are academically qualified individuals whose predominant responsibilities are in teaching and clinical service, and who also engage in creative activities. Titles in the Health Sciences Clinical Professor Series are faculty who make substantial contributions to the University through excellence in teaching, clinical expertise, scholarly or creative achievement, and engagement in service.

The successful candidate must share and demonstrate a personal commitment to the shared values of excellence, innovation, service, scholarship, collaboration, compassion, and accountability. Candidates should have strong clinical, research, and leadership/management experience in a children's hospital or academic pediatric department affiliated with a university medical school, with a minimum of 10 years of progressive experience and an increasing scope of responsibility including faculty and trainee mentoring and program development. Additional qualifications include:

- A strong understanding of both research and clinical practice in pediatric medicine
- Political acumen and the ability to work well in a matrixed organization with people at all levels
- Proven ability to set an inspirational and sustainable vision for a group
- Successful administrative and leadership experience, preferably affiliated with an academic institution
- Demonstrated experience working in and fostering a diverse faculty, staff, and student environment or commitment to do so at UCI/CHOC
- Experience with investigator-initiated clinical trials preferred
- Experience mentoring and developing faculty and trainees
- A record of developing cross-disciplinary and multi-disciplinary initiatives, preferably within an academic campus and beyond
- Demonstrated managerial and business acumen, ideally including experience in and demonstrated knowledge of the complex financial pressures facing academic medical centers and pediatric hospitals
- The aptitude and desire to raise substantial resources to support clinical, research, and educational activities
- Experience in a competitive clinical marketplace
- A reputation as a consensus-builder and someone who can resolve conflict for the betterment of the organization
- Unimpeachable integrity and personal ethics
- Outstanding communication skills, both oral and written
- A team player and a change agent who will motivate and inspire all stakeholders to be their best.

Location

Children's Hospital and UCI Health are located in the City of Orange, California, approximately 32 miles southeast of Los Angeles and about 14 miles from UCI's main campus. Orange has a population of about 140,000 and the City's land area is 27 square miles. The City is diverse, with 47% of the population identifying as White, 38% as Hispanic, 11% as Asian and Pacific Islander, 3% as Black, and 1% as other. 77% of the population is 18 years and older with a median age of 33. The City of Orange has a robust economic base, with "Autos and Transportation" making up the largest percentage of sales distribution by business group, followed by "Consumer Goods." The City has access to four major freeways and the Metrolink commuter rail system, which makes Orange an opportune business location. For more information, visit: <https://www.cityoforange.org/>.

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 for the search: www.imsearch.com/8085. Applications may also be submitted directly at <https://recruitment.ap.uci.edu/JPF07876>. Electronic submission of materials is required.

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UCI is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy. A recipient of an NSF ADVANCE award for gender equity, UCI is responsive to the needs of dual career couples, supports work-life balance through an array of family-friendly policies, and is dedicated to broadening participation in higher education.