



**Search for
Chair, Department of Orthopaedic Surgery
University of Louisville School of Medicine**

THE SEARCH

The University of Louisville School of Medicine invites nominations and applications for the position of Professor and Chair of the Department of Orthopaedic Surgery.

The University of Louisville School of Medicine is a vibrant institution with a proud heritage as one of the most comprehensive medical facilities in the southeastern United States. The school traces its beginnings to 1833, when the Louisville Common Council set up a committee to investigate the possibility of establishing a medical college in the city. Today, the University of Louisville School of Medicine, under the leadership of Dean Toni M. Ganzel, MD, MBA, FACS, continues to educate some of the nation's finest medical practitioners. In fact, it has graduated more doctors than any other institution in the State. With its excellent teaching and research facilities, newly endowed chairs and strong leadership, the University of Louisville School of Medicine holds a future brimming with promise, built on a past distinguished by excellence.

The Department consists of 40 active surgeons, 35 residents, and 9 fellows; 5 outpatient clinics; and more than 3,500 surgical cases annually. The talented faculty has received specialized training in orthopedic surgery and are nationally and internationally recognized leaders and educators. Many are dedicated to the study of medicine for the purpose of making advancement in orthopedic care and understand that their research, discoveries and leading-edge therapies impact lives every day. Reporting to the Dean of the School of Medicine, the Chair will be responsible for the planning and guidance of clinical efforts within the UofL Health system, a fully integrated academic health system with five hospitals, four outpatient medical centers, and nearly 200 physician practice locations. UofL Health is the third largest healthcare provider in Kentucky and is focused on delivering outstanding clinical care, providing cutting edge research, and offering a supportive educational environment to learners. The Chair will integrate the academic and clinical groups to create a cohesive department, invest in recruiting and developing faculty, expand education and research opportunities, and manage and grow department resources. Successful candidates will have a proven record of operational leadership, strong teaching, clinical, mentoring and research skills, as well as demonstrated administrative experience, academic excellence and the ability to add intellectual diversity with cultural richness. Candidates

should be committed to furthering excellence in patient care, faculty development, funded research, and education of residents and fellows.

The University of Louisville is assisted in this recruitment by Isaacson, Miller, a national executive search firm. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

THE UNIVERSITY OF LOUISVILLE

Founded in 1798 as one of the nation's first city-owned, public universities, the University of Louisville (UofL) is a vital ecosystem that creates thriving futures for students, the community and society. UofL is one of only 69 universities in the United States to earn recognition by the Carnegie Foundation as both a Research I and a Community Engaged university and is proud to be ranked among the nation's best institutions for African American and LGBT+ students, as well as a designated Military Friendly school. The institution is a producer of top scholars, including 148 Fulbright Scholarships awarded since 2003 - more than all other Kentucky public institutions combined - and has earned international acclaim for groundbreaking discoveries in areas including transplantation, cancer research, cardiac care and spinal cord research. This dynamic tapestry of diverse perspectives makes UofL a place where potential is unleashed and positive change for humankind is fueled.

UofL enrolls more than 22,000 students and offers undergraduate degrees in more than 50 fields of study, master's degrees in over 75 areas, and doctoral degrees in over 35 disciplines. The university also is accredited to grant professional degrees in medicine, dentistry, and law. UofL contributes significantly to the economic, cultural and intellectual life of the Louisville community. The city itself also serves as a classroom for UofL students, who benefit from internships and partnerships with Fortune 500 companies, as well as a wide range of community service opportunities. The magnitude of UofL's achievements reach beyond Louisville into every corner of Kentucky and across the nation. The alumni network is over 150,000 strong, with Cardinals living all over the Commonwealth of Kentucky, the United States, and around the world. UofL has educated about 30 percent of Kentucky's physicians and attorneys and over 40 percent of its dentists.

The University of Louisville's mission is to pursue excellence and inclusiveness in its work to educate and serve its community through 1) teaching diverse undergraduate, graduate, and professional students in order to develop engaged citizens, leaders, and scholars, 2) practicing and applying research, scholarship, and creative activity, and 3) providing engaged service and outreach that improve the quality of life for local and global communities. UofL's Belknap Campus is home to eight of its twelve academic schools and colleges: the College of Arts and Sciences, the College of Business, the College of Education and Human Development, the J.B. Speed School of Engineering, the Graduate School, the Brandeis School of Law, the School of Music, and the Kent School of Social Work. The Health Sciences Center is located in downtown Louisville's medical complex, and is home to the schools of Medicine, Nursing, Dentistry, and Public Health and Information Sciences, along with University of Louisville Hospital and UofL Health - Jewish Hospital. The UofL Health enterprise includes an additional three hospitals, four medical centers, the Frazier Rehab Institute, Brown Cancer Center and nearly 200 physician practice locations.

Leadership

Dr. Lori Stewart Gonzalez was named interim president in December, 2021. A native of Rockcastle County, Kentucky, Gonzalez has served as UofL executive vice president and university provost since April 2021. Gonzalez previously served from 2015 until the spring of 2021 as the vice chancellor for academic, faculty and student affairs at the University of Tennessee Health Science Center in Memphis. Prior to that role, she held academic and administrative positions at Southern Illinois University at Carbondale, the University of Kentucky and Appalachian State University, where she served as provost and executive vice chancellor for three years.

In addition, she served as special advisor to the senior vice president for academic affairs at the University of North Carolina General Administration, the North Carolina public higher education authority.

Dr. Toni Ganzel, Dean of the School of Medicine, received a Bachelor of Science degree in Microbiology and a Doctor of Medicine degree from the University of Nebraska. She completed an internship in general surgery and a residency in Otolaryngology at the University of Nebraska Medical Center and also earned a master's degree in Business Administration in Medical Group Management from the University of Saint Thomas in Minneapolis. Dr. Ganzel joined the University of Louisville in 1983 as an Assistant Professor of Otolaryngology, later rising to Director of the division of Otolaryngology and full tenured professor.

In 2001 she was named Associate Dean for Student Affairs and in 2003 named Senior Associate Dean for Students and Academic Affairs. In May of 2013, Ganzel was appointed Dean of the School of Medicine. Under her leadership, the School of Medicine has developed a new strategic plan, transformed the curriculum and instructional facilities, centralized its faculty practice group, strengthened the research infrastructure, enhanced community engagement, enriched diversity and inclusion efforts, expanded faculty and staff development and initiated a comprehensive wellness program. In 2020, she received an additional appointment as Vice President for Academic Affairs. In this role, she oversees research at the Health Science Center and serves as the academic officer of the UL Health system.

Dr. Ganzel is certified by the American Board of Otolaryngology, is a Harvard Macy Scholar and is a Fellow of the American College of Surgeons and Executive Leadership in Academic Medicine (ELAM). She has held a number of leadership positions in academic and clinical medicine, including President of the Kentucky Society of Otolaryngologists, President of the Kosair Children's Hospital Medical Staff, Executive Council of the Association of Academic Departments of Otolaryngology, Chair of the Graduate Medical Education Committee of the American College of Surgeons, Chair of the Careers in Medicine Advisory Board for the American Association of Medical Colleges (AAMC), Liaison Committee on Medical Education (LCME) Chair Elect 2019-20 and Chair 2020-21, AAMC Council of Deans (COD) Administrative Board and COD Liaison to the AAMC Group on Institutional Planning. Honors and awards include Louisville Business First Healthcare Achiever of the Year, the Tower Women's Leadership Award, Commitment to Compassion Award and the LGBT Ally of the Year Award and Today's Woman Most Admired Woman in Education.

The City of Louisville

Located in the heart of Kentucky's largest metropolitan area, the Greater Louisville Metropolitan area has a population of approximately 1.3 million while the city of Louisville has a population of approximately 626,000. Founded in 1778, Louisville is one of the oldest cities west of the Appalachian Mountains and has a rich history that is still reflected in the growing metropolitan area. Today, the city is a vibrant center of cultural activity, boasting great foods, sports, beautiful parks and cultural events. Offering aspects of both a rural and urban location, Louisville takes great pride in supporting UofL and its Cardinals athletic teams.

THE DEPARTMENT OF ORTHOPAEDIC SURGERY

The Department is committed to serving as the comprehensive Orthopedic Center of Excellence for the region, improving human mobility and function through patient care, innovation, funded research, and education. Clinical production levels have been consistently high for decades and growing. UofL's main hospital is the only Level I trauma hospital in the region, receiving over 3,000 trauma admissions annually. Elective cases have increased in the system with the recent merger of the Jewish hospital system (2019) and junior faculty establishing practices. Faculty have more recently collaborated on a path to creating a limb rescue division. They have performed complex nerve transfers, muscle transfers, rotationplasties, complex extremity reconstructions after trauma and tumors, toe-to-hand transfers, and some procedures only performed at the UofL Health. Over the past four years, this has been an exciting development and has gained attention regionally.

Research efforts are growing, especially as a database is formed for the trauma care in the hospital in 2022. Three prospective studies are currently in place in the department, which is the most in two decades. Leatherman Spine produces substantial amounts of research each year and readily engage orthopaedic residents. Future research is anticipated in regards to robotic pin placement for hip trauma patients. There has also been significant development in Sports Medicine research bringing together athletics, engineering, neurosciences, orthopaedic surgery, and family medicine.

The Department offers a 5-year residency program that revolves around the vibrant medical community in downtown Louisville. It is distinguished by a well-rounded exposure to all subspecialties of orthopaedics, a strong educational curriculum, and a vast surgical experience. Residents have graduated responsibility with a broad and early operative experience and robust surgical volume at an Academic Level I Trauma Center. Residents also spend time at the Norton Leatherman Spine Center, a nationally renowned center that attracts patients from around the region and country, giving residents a chance to experience both basic and extraordinarily complex pathology. The final downtown tertiary referral center is Norton Children's Hospital which now boasts 4 fellowship trained orthopaedic surgeons. All within three blocks of each other, these centers of excellence deliver hands-on education and unique pathologies on a daily basis. In 2022, the Podiatry residency program formally integrated into the department and is approved for three residents per year.

The Orthopaedic trauma division has three OTA accredited fellowship positions, with 25 years of history training fellows, as well as the Podiatry fellowship program, which recently expanded to

two fellows. Leatherman Spine utilizes their university relationship to sponsor two spine fellows. There are also two ACGME accredited fellowships for adult reconstruction.

THE ROLE: OPPORTUNITIES AND CHALLENGES

The Chair leads the scientific, clinical, and educational programs of the Department of Orthopaedic Surgery. The Chair is responsible for overseeing business operations and strategy to ensure the department achieves its mission of serving as the comprehensive Orthopedic Center of Excellence for the region, improving human mobility and function through patient care, innovation, and education. The department consists of 40 active surgeons, with the Chair providing clinical oversight of 10 faculty.

Key opportunities and challenges for the new Chair include the following:

Integrate academic and clinical groups to create a cohesive department

The Department consists of a motivated and diverse set of talented surgeons in the SOM and the community. The Chair will be charged with uniting these groups, developing an integrated strategy to transform it into a multispecialty service to provide full service to the community and deliver education to medical students, residents, and fellows. The Chair will also seek to knock down traditional siloes between departments and divisions, continuing the work of incorporating the department within the structure and mission of the SOM.

Recruit, retain and develop faculty and staff to grow the department

The formation of the UofL Health System and recent recruits have aimed to expand clinical subspecialties that practice at the University (Traumatology and Oncology). The Chair will work to align the UofL community group to build out the department and recruit full-time faculty in sports medicine, shoulder, foot & ankle, adult reconstruction, hand, and pediatrics. Besides recruiting world-class orthopedic staff opportunities, the Chair will provide career guidance and mentoring to the faculty and staff, recognizing the unique goals of their departmental members and providing advanced educational opportunities and opportunities for advancement.

Expand the residency program and advance the educational mission

The Department boasts top-ranked residency and fellowship programs, and the depth and breadth of talent and experience of faculty lends itself to advanced teaching and research opportunities. The current program is accredited for 25 residents, with an interest to expand in the coming years. The Chair will build upon this strong tradition and create the structures and systems to achieve these growth goals, fostering collaborative learning opportunities in a dynamic integrated health system.

Create an environment to support emerging research

Research efforts are growing, and the currently ongoing studies represent the most in two decades. Future research is anticipated in regards to robotic pin placement for hip trauma patients, as the Department has the first known surgeon in the country to place pins robotically.

The Department has also explored development in Sports Medicine research, and the Chair will look to continue to invest in collaborations between athletics, engineering, neurosciences, orthopaedic surgery, and family medicine.

Manage and grow department resources

The University is currently evaluating its funds flow and it is expected it will be undergoing a substantial overhaul in Academic Year 2023. University finances have remained largely positive, and maintain a balance of over three million dollars. An endowment helps support the Chair role, and the remainder of academic support comes from Norton Hospital. A clinical contract for Level I trauma coverage is held, which is used for some level of additional academic support. While the department has prided itself on very lean academic and clinical operations staff, the Chair will be creative and persuasive in advocating for department resources, with a focus on making more robust and equal contracts for the faculty. There is also significant opportunity to increase community engagement and support for the Department.

THE SUCCESSFUL CANDIDATE

While no one person will embody all of them, the successful candidate will exemplify many of the following qualifications and attributes:

- A distinguished record of clinical and academic achievement; an MD or equivalent and board certification is required;
- Excellent interpersonal skills to build and maintain relationships with faculty, administration, trainees, and medical, nursing, and technical staff.
- A commitment to transparency and an inclusive management style.
- Demonstrated experience in recruiting and retaining top faculty, fellows, and residents through active mentorship.
- Financial budgeting and resource management skills.
- Demonstrated commitment to valuing and actively promoting diversity.
- Demonstrated ability to function effectively and collaboratively in a complex, fast moving, dynamic environment with multiple stakeholder groups.
- Excellent interpersonal, written, and oral communication skills.
- Exceptional planning and organizational skills, superb follow-through, and timely task completion.
- Personal qualities that include creativity, flexibility, adaptability, and unquestionable integrity.

TO APPLY

The University of Louisville has retained Isaacson, Miller, a national executive search firm, to assist the search committee in its identification and review of candidates. Inquiries, referrals, and resumes accompanied by a cover letter will be held in strict confidence and should be sent electronically to:

Daniel Rodas, Partner
Katherine Stellato, Managing Associate
Isaacson, Miller
www.imsearch.com/8352

The University of Louisville is an Affirmative Action, Equal Opportunity, Americans with Disabilities Employer, committed to diversity, and in that spirit, seeks applications from a broad variety of candidates.