



UNIVERSITY
OF MINNESOTA

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**Director, Division of Geriatrics, Palliative, and Primary Care Medicine,
Department of Medicine
University of Minnesota Medical School
Minneapolis, Minnesota**

THE SEARCH

[The University of Minnesota Medical School](#) (UMN MS) seeks a driven and innovative leader to serve as the founding director of the [Division of Geriatrics, Palliative, and Primary Care Medicine](#) (GPPC) in the [Department of Medicine](#) (DOM). The division director will have the opportunity to leverage the strong clinical, education, and research infrastructure of UMN MS to build the division into a national leader in geriatric and palliative and primary care medicine.

As the population in the United States ages (in Minnesota alone, the population of older adults will double between 2010 and 2030), the need for robust age-friendly healthcare grows. As evidence of its commitment to providing the best care for elderly patients, the DOM has established the Division of GPPC to provide high quality, complex care, perform research relevant to advancing geriatric care, and to train the next generation of providers. The division is home to primary care providers, including geriatricians, palliative care physicians, health psychologists, academic internists, and PhD researchers. Outside of the division, there are also geriatric and palliative care providers in the Department of Family Medicine and Community Health and School of Nursing, and in other divisions and departments across MHealth Fairview. In addition, UMN has a strong presence in basic and translational geroscience research, education, and community engagement, including the Institute on the Biology of Aging and Metabolism in the Medical School, the Center for Healthy Aging and Innovation in the School of Public Health, and the Minneapolis VA Geriatrics Research Education and Clinical Center among others.

Reporting to Dr. Elizabeth (Betsy) Seaquist, MD, chair of medicine, the division director will set a vision for expanding age-friendly complex care throughout the state. The director will consolidate clinical expertise in managing complex older patients into this division, utilizing new resources to grow the division while leveraging the tremendous expertise and work already present on the campus to advance all missions of academic medicine. The director will be a recruiter, mentor, collaborator, and advocate, nurturing a dedicated and active faculty and staff and supporting

them as they advance in their careers. The director will continue advancing the diversity, equity, and inclusion initiatives in the division, DOM, and UMN MS.

UMN MS retained Isaacson, Miller, a national search firm, to assist in the search for the next director of GPPC. All inquiries, applications, and nominations should be directed in confidence to the search firm as indicated at the end of this document.

THE UNIVERSITY OF MINNESOTA MEDICAL SCHOOL

UMN MS was founded in 1888 and is responsible for training 70% of Minnesota's physicians across its two campuses. UMN MS is one of the largest medical schools in the United States, offering medical, graduate, and undergraduate degree programs and conducting \$226 million in sponsored research in 2020. With 10 centers and 27 departments, UMN MS boasts strong research programs across basic and translational areas while conducting over 500 clinical trials. The medical school is a national leader in primary care physician training, rural physician training, and Native American physician training. Clinicians practice at sites across the greater Minneapolis metro region, including M Health Fairview, the University of Minnesota Medical Center, the University of Minnesota Masonic Children's Hospital, and University of Minnesota Cancer Care, among others.

UMN MS is led by Dean and Vice President for Clinical Affairs Jakub Tolar, MD, PhD. Dr. Tolar is an international expert in recessive dystrophic epidermolysis bullosa, and he maintains his research program on hematopoietic stem cell transplantation as a treatment for rare genetic diseases. Dr. Tolar previously served as the Executive Dean of the Medical School and the Director of the Stem Cell Institute. Dr. Tolar also serves as the Campus Public Health Officer, the Board Chair for the University of Minnesota Physicians, and he is the Co-Lead for the M Health Fairview Joint Clinical Enterprise.

M Health Fairview

M Health Fairview is a partnership between the University of Minnesota, University of Minnesota Physicians, and Fairview Health Services that launched in 2019 to develop an academic health system. This enterprise brings together clinical innovation and training from UMN MS and Fairview's extensive roots in community medicine, providing access to cutting edge care across the state. M Health Fairview has over 34,000 employees (including over 3,000 providers) with more than 100 specialties in ten hospital and medical centers and numerous clinics across Minnesota. M Health Fairview uses a service line model with dyad leadership representing UMN MS and Fairview to ensure alignment between academic and community practice. It is co-led by Dean Jakub Tolar and Fairview CEO James Hereford.

THE DEPARTMENT OF MEDICINE

The DOM at UMN MS is the largest department in the School of Medicine, with over 600 faculty, 300 staff, and over 250 residents and fellows. The DOM has 11 divisions, including cardiovascular; diabetes, endocrinology, and metabolism; gastroenterology, hepatology, and nutrition; geriatrics, palliative, and primary care medicine; hematology, oncology, and transplantation; hospital medicine; infectious diseases and international medicine; molecular medicine; nephrology and hypertension; pulmonary, allergy, critical care, and sleep medicine; and rheumatic and autoimmune diseases.

The DOM operates a large internal medicine residency program, which provides training at clinical sites throughout the Twin Cities metro region, including the University of Minnesota Medical Center, Regions Hospital in St. Paul, the Minneapolis VA Health Care System, the Center for International Health, HealthPartners Wabasha Clinic, and the Community-University Health Care Center in South Minneapolis. The DOM also operates 14 clinical and research fellowships and five T32 training grants. The department boasts a strong research profile, with over \$40 million in NIH funding and 99 grants. This includes 69 R grants, eight training grants, 14 K awards, two P and three U grants, and a DP2 award across 64 principal investigators.

THE DIVISION OF GERIATRICS, PALLIATIVE, AND PRIMARY CARE MEDICINE

The Division of GPPC was created when the former Division of General Internal Medicine was divided into two separate divisions, the other being hospital medicine. With 35 faculty members across primary care, health psychology, and academic leadership, the division is also home to departmental and other UMN MS leaders, including the Vice Dean for Diversity, Equity, and Inclusion, the Vice Chair of the Office of Faculty Affairs, and the Director of the Institute for Health Informatics. The Division of GPPC is focused on outpatient care for the most complex patients in the region. The division practices primarily at two locations: M Health Fairview - Minneapolis Clinics and Surgery Center and the [Community-University Health Care Center](#) in South Minneapolis. The division is projected to generate more than \$4 million in clinical revenue and \$1.7 million in academic revenue for the next fiscal year.

Numerous faculty in the Division of GPPC have actively embraced the educational mission, with many assuming leadership roles in teaching residents. Outside of the division, there is an ACGME-accredited [Geriatric Medicine Fellowship](#) currently housed at Hennepin Healthcare. The faculty operating the fellowship have appointments at the University of Minnesota and this fellowship could be expanded and/or moved to the University of Minnesota. The Department of Family Medicine operates the [Hospice and Palliative Medicine Fellowship](#), a one-year ACGME-accredited fellowship that has clinical locations throughout the Twins Cities. There are opportunities for the new division of GPPC to play an important role in that fellowship moving forward.

THE INSTITUTE ON THE BIOLOGY OF AGING AND METABOLISM

[The Institute on the Biology of Aging and Metabolism](#) (iBAM) is an interdisciplinary, trans-departmental research endeavor dedicated to advancing our understanding of the fundamental biology of aging. iBAM embraces geroscience, acknowledging that old age is the greatest risk factor for most chronic diseases, including diabetes, osteoarthritis, cancer, and Alzheimer's Disease, and therefore discovering approaches to therapeutically target fundamental aging biology as a means to treat common co-morbidities of old age. This preclinical center, led by Laura Niedernhofer, M.D., Ph.D., and Paul Robbins, Ph.D., received over \$10 million in new funding from the National Institute on Aging in FY21 and double that in 2022. With a collaborative research profile including biomarker and drug discovery research, clinical trials, and a T32 to support exceptional young scientists, iBAM is poised to serve as a strong partner for the Division of GPPC.

THE CENTER FOR HEALTHY AGING AND INNOVATION

The University of Minnesota School of Public Health operates the [Center for Healthy Aging and Innovation](#) (CHAI), which advances interdisciplinary aging science, creates meaningful educational experiences in aging, leads the innovation in aging care and services, and establishes a strong community of leaders dedicated to healthy aging for Minnesotans and people across the country. Membership in CHAI includes over 80 community partners and more than 130 faculty and staff at the University of Minnesota and beyond, including basic/translational researchers, clinicians, and leaders in policy.

THE ROLE OF THE DIVISION DIRECTOR

Reporting to the chair of medicine, the division director will lead a dedicated academic faculty with excellence in managing complex patients. The director will have oversight of recruitment, mentorship, education, and research initiatives while working closely with service line leaders at M Health Fairview to deliver age-friendly care at all clinical locations. Drawing on their own achievements in research and education, the director will encourage and support scholarship within the division. In addition to these roles, the next division director will be expected to address the following opportunities and challenges facing the division:

OPPORTUNITIES AND CHALLENGES

Set a strategic vision for the division.

The Division of GPPC is the first geriatrics and palliative care program in the DOM. The division director will set the vision for the growth of the division within the greater strategic plan of the department and UMN MS. The director will oversee all missions of the division and pursue opportunities to expand the reach of UMN MS in the geriatrics, palliative care, and primary care spaces. With the swift increase in older adults, the division is an institutional priority and the director will be encouraged and supported to provide and enact a bold plan for the division.

Recruit and mentor faculty and staff.

The division of GPPC contains a diverse mix of faculty across primary care, geriatrics, palliative care, and health psychology. The division director will look to grow the division, recruiting externally and retaining residents and fellows. As residents in internal medicine turn more towards sub-specialization and hospital medicine, the division director will showcase the opportunities and increasing importance in complex care management to medical students and residents. The director will also serve as a mentor to faculty, staff, and students, guiding them as they pursue their individual passions. The division director will prioritize faculty development and use the resources available to them to protect time for scholarly activity in the group.

Serve as a leader and advocate for an age-friendly health system.

With population demographics shifting to a higher proportion of people over the age of 65, the health care system is at an inflection point in care delivery. The division director of GPPC will be a leading advocate for an age-friendly health system across in and out-patient settings. The division director will embrace the 4Ms Framework (What Matters, Medication, Mentation, and Mobility) as defined by the Institute for Healthcare Improvement and focus on treating the patient as a person. The division director will work with service line leadership to provide the proper physical, social, and emotional support for aging patients and delivering compassionate and excellent care that addresses each patient's unique needs.

Develop and support a robust research program in geriatrics and palliative care.

As research in aging and geroscience grows, the UMN MS is poised to take on a leading role in the discussion. With excellence in preclinical research in the field, including the Institute for the Biology of Aging and Metabolism, the M. Bud Grossman Center for Memory Research and Care and campus-wide initiatives like the Center for Healthy Aging and Innovation, the next division

director will seize the opportunity to build a research program targeting the translation of UMN MS research into clinical trials and interventions for patients. There are opportunities to expand upon health informatics work in the [Institute for Health Informatics](#) and the University of Minnesota is positioned to lead an NIA-sponsored Pepper Grant in the future.

Support the education mission of the division and department.

The division of GPPC is an important source of medical education for UME, GME, and CME learners. The faculty in GPPC strongly support the education and training mission of the division, and the director will match that ideology. The division director will work closely with colleagues in the Department of Family Medicine and at Hennepin Healthcare to grow fellowship programs in palliative and geriatric medicine and find additional ways to provide education opportunities to faculty and staff. The division director will also leverage the [Minnesota Northstar Geriatrics Workforce Enhancement Program](#) to provide geriatrics training opportunities to non-physician caregivers across the state.

Set and promote a culture of equity and inclusion in the division.

The division director will be a champion for diversity, equity, and inclusion, working with the Medical School Vice Dean for Diversity, Equity, and Inclusion, Ana Núñez, MD, FACP. The division director will implement best practices in recruiting, hiring, mentorship, and promotion while setting a culture that promotes equity and inclusivity.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring a strategic vision for the growth of the division and an understanding and appreciation for all facets of the division. While no single candidate will have all the qualifications, the search committee seeks candidates with a well-rounded combination of the following abilities:

Essential Qualifications

- Medical degree (MD or equivalent) and board certification in a relevant field.
- Eligibility to work in the United States and ability to be licensed in Minnesota are required.
- Eligible for appointment at the rank of Associate Professor or Professor.
- Record of clinical excellence and understanding of geriatric, palliative, and complex patient care.
- Outstanding scholarship, including a track record of publications and extramural funding.
- Demonstrated record in supporting diversity, equity, and inclusion.

Preferred Qualifications

- Strong visionary, inspirational leader who can develop and communicate a long-term vision for the advancement of the division and is equally skilled at developing and operating a detailed plan to achieve that vision.
- Highly approachable and compassionate; a record of promoting a culture of innovation, collaboration, teamwork, respect, and honesty; professional and personal demeanor characterized by integrity, graciousness, sincerity, and a passion for the organization's mission and objectives.
- Exceptionally team-oriented; skilled at working well and partnering with providers across a large, complex organization and community.
- Highly adept and at ease managing the day-to-day operational details with the ability to be decisive, to conceptualize and analyze complex business opportunities, and oversee multiple projects.
- Demonstrated experience in recruiting, retaining, and mentoring a diverse and highly skilled cadre of faculty, staff, and students.

Interested candidates must submit a letter of interest and a current resume or curriculum vitae to be considered for the position. Confidential inquiries, nominations, and application materials should be directed to: www.imsearch.com/8679

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The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, familial status, disability, public assistance status, membership or activity in a local commission created for the purpose of dealing with discrimination, veteran status, sexual orientation, gender identity, or gender expression. This document is available in alternative formats upon request.

Appendix

UNIVERSITY OF MINNESOTA

The University of Minnesota was founded in 1851 and is an AAU and R1 public research university that is ranked among the world's most renowned institutions of higher learning and one of the most preeminent research universities in the United States. The University has scholars of national and international reputation and continues to advance discovery and innovation to improve the lives of Minnesotans and beyond. The flagship Twin Cities campus has the special distinction of being both a globally engaged R1 institution and Minnesota's land-grant university, and the Twin Cities campus is one of the few major land-grant research institutions situated in a major metropolitan area.

The University has an annual operating budget of \$4.2 billion a year and generates an economic impact of \$9 billion for the state of Minnesota. The University, the state's sixth-largest employer, has over 27,000 faculty and staff; it enrolls 65,000 students from 130 countries – 52,000 on the flagship Twin Cities campus, and has over half a million alumni living around the world. The University of Minnesota has schools and colleges in the fields of biological sciences; liberal arts; dentistry; design; education and human development; food, agriculture, and natural resource sciences; law; engineering; medicine; nursing; public affairs; public health; and veterinary medicine. The University averages over \$1 billion in research expenditures annually and is in the top 10 among public universities. The University of Minnesota is home to 19 members of the National Academy of Sciences and 13 members of the National Academy of Medicine. The University consistently advances the land-grant mission and is committed to integrating public engagement into the advancement of learning, research, and discovery.

The Board of Regents approved the system-wide strategic plan, [MPact 2025](#), in July of 2020. This plan reflects the system's deepened commitment to research, teaching, service, open access to opportunity, and forward-thinking innovations to advance the University's land-grant mission and impact the world.

UNIVERSITY LEADERSHIP

Joan T. A. Gabel is the 17th president of the University of Minnesota and its first woman president in the University's 167-year history. Gabel came to Minnesota after serving as the executive vice president for academic affairs and provost at the University of South Carolina. Previously, she served as dean of the University of Missouri's Trulaske College of Business for five years. While at Missouri, Gabel was named a "shining star" by the Wall Street Journal and is the recipient of numerous awards. Under her leadership, the U of M has undertaken its first system-wide strategic plan designed to serve students in the classroom and beyond; drive

research and solutions that impact the world; advance equity, diversity, and community; amplify the University's outreach and engagement efforts; improve fundraising; and cultivate efficiency and transparency.