



**Vice Chair of Clinical Operations and Quality, Dotter Department of Interventional Radiology
Oregon Health & Science University
Portland, Oregon**

THE SEARCH

Oregon Health & Science University (OHSU) seeks applications and nominations for the inaugural Vice Chair of Clinical Operations and Quality in the Department of Interventional Radiology. Housed within the School of Medicine at OHSU, the state's only academic medical center, the Dotter Department of Interventional Radiology holds a historic reputation as one of only three freestanding interventional radiology departments in the country. The Vice Chair of Clinical Operations and Quality will provide clinical leadership to the department, supporting continued excellence in evidence-based and person-centered care with an emphasis on continuity and access.

The Dotter Department of Interventional Radiology is comprised of a four sections; Body Interventional Radiology, Interventional Neuroradiology, Metro Interventional Radiology, and Research, with a diverse faculty group of 24 physicians (5 of whom are affiliated with interventional neuroradiology), 4 advanced practice providers, 3 registered nurses, 11 residents, 2 fellows, as well as technologists and clinical staff, who deliver high-quality, complex care to a growing patient population in the surrounding Portland area. The Department is also home to the historic Dotter Institute, established in 1990 as a multidisciplinary clinical, research, and educational division of OHSU. As the preeminent provider of choice for interventional radiology and interventional neuroradiology, serving as a beacon of both internationally recognized research and locally delivered advanced clinical care, the Department of Interventional Radiology is poised to attain still greater success in accordance with its mission of advancing the field of interventional radiology through a tradition of excellence and innovation.

Reporting to the Chair of Interventional Radiology, the Vice Chair will work collaboratively toward impact in complex, adaptive systems by optimizing the framework for seamless clinical operations, enhancing quality efforts, and integrating with the research and education components of the Department. The Vice Chair will play a critical leadership role during a time of growth in the Department, working to optimize current clinical services and collaborating creatively with key constituents internal and external to OHSU. A collaborative specialty by nature, the Vice Chair will work in partnership with key internal and external healthcare leaders and stakeholders to strengthen the clinical arm of the Department's tripartite mission of education, research, and clinical care.

The Vice Chair will have earned an MD, DO, MD/PhD, or DO/PhD, hold board certification in Interventional Radiology/Diagnostic Radiology, and be eligible to obtain a medical license in the state of Oregon. Clinical

leadership experience, eligibility for appointment as an associate or full professor, and active participation in national professional societies is expected.

OHSU 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.

OREGON HEALTH AND SCIENCE UNIVERSITY

From its modest start in 1887, [Oregon Health and Science University](#) has grown into a world class academic health center comprised of five schools: Dentistry, Medicine, Nursing, Pharmacy, and Public Health; two hospitals: OHSU Hospital and Doernbecher Children's Hospital; 60 research centers and institutes, and numerous medical practices in the greater Portland area. The Portland VA Medical Center is connected to OHSU structurally by a sky bridge and functionally by shared staff and trainees, research, and educational opportunities. OHSU is the state's only comprehensive public academic health center and the only institution in Oregon that grants doctoral degrees in dentistry, medicine, nursing, and health-focused engineering.

OHSU's history and current initiatives demonstrate a deeply felt commitment to community service, improving the health and well-being of people in and around Oregon, and educating Oregon's healthcare providers of the future. OHSU cares for more than 300,000 patients annually and logs over 1.2 million visits annually. It is the region's primary resource for many highly specialized or tertiary care cases. Patient care services include dozens of general and specialty clinics and diagnostic laboratories. OHSU also provides more than 200 community health programs in rural and urban areas throughout Oregon. The net value of OHSU's contributions to the community in fiscal year 2021 totaled over \$500 million.

Thriving research on the same campus ensures excellence in the delivery of patient care. OHSU is currently conducting over 600 clinical trials to accelerate the translation of research from basic science lab discoveries into treatments that directly benefit patients. The University had attracted over \$572 million in award dollars for research over the past year to fund promising studies to add to the body of knowledge about disease prevention, detection, and treatment. OHSU has faculty members who are Howard Hughes Investigators, members of the National Academy of Sciences and National Academy of Medicine, and fellows of the Royal Academy of Sciences and the American Academy of Nursing.

OHSU School of Medicine

[The OHSU School of Medicine](#) is a vibrant community of educators, students, scientists, clinicians, and others working side-by-side to heal, teach, discover, and serve in a uniquely collaborative and collegial environment. OHSU faculty members are recognized nationally and internationally for pursuing new knowledge in a breadth of investigative areas ranging from molecular biology and cancer to heart disease, behavioral science, and public health issues.

The School of Medicine prepares students and trainees annually for a dynamic healthcare and biomedical research environment to advance health for all and serve where needed, from urban to rural settings in Oregon and beyond. In 2022, the School of Medicine trained nearly 900 residents and fellows, 1,256 students, and 943 trainees. The school is comprised of 2,632 faculty members and over six thousand employees. In FY2022, the School of Medicine netted \$473 million in patient care revenue and \$393 million in sponsored project research awards. The school has a \$1.14 billion budget.

Housing over thirty centers and institutes and twenty clinical departments, the school also houses six basic science departments, which include Behavioral Neuroscience; Biomedical Engineering; Cell, Developmental and Cancer Biology; Chemical Physiology and Biochemistry; Molecular and Medical Genetics; and Molecular and Microbiology and Immunology. For more on the School of Medicine, see the addendum at the end of the document.

RESEARCH

Over the last decade, OHSU's research programs have expanded tremendously, achieving eminence in many areas. Departments in the School of Medicine and numerous centers and institutes receive approximately \$393 million in research funding annually. In 2022, The Blue Ridge Institute for Medical Research ranked OHSU 29th nationally in the total number of NIH awards received through the School of Medicine. Its strong relationships with industry and academic partners – Oregon State University, Pacific Northwest National Laboratory, Portland State University, University of Oregon, and VA Portland Health Care system - enable productive collaborations that support innovative technology platforms, complement faculty expertise, and enhance research programs across the school and fuel biomedical discovery in the Northwest and beyond. For more on research being conducted at OHSU and its School of Medicine, please [visit the link](#).

In addition to its clinical activities, the Dotter Institute operates the Dotter Memorial Research Laboratory, a 10,000-square-foot onsite research facility dedicated exclusively to research and innovation in Interventional Radiology and image-guided therapies. The Department's faculty members have been active in laboratory and clinical interventional research and participate in projects of researchers from other OHSU departments and other institutions in the US and abroad. Both laboratory and clinical research have been directed toward improving existing tools and developing and testing new techniques of interventional therapy. Much of this research has been done in partnership with medical device companies. Participation in national randomized prospective clinical trials is important to the Department's clinical research.

EDUCATION

The School of Medicine at OHSU offers MD, PhD, MD/PhD degrees, and master's level degrees in science, public health, and physician assistant studies. Currently, nearly 600 medical students, 700 graduate students, and 900 residents and fellows are enrolled in these programs.

OHSU offers training in interventional radiology through several pathways, including the integrated IR residency, the independent IR residency, and the independent IR residency with Early Specialization in Interventional Radiology (ESIR). The Department of Interventional Radiology is home to 11 residents in its ACGME-accredited interventional radiology training program and 2 fellows in its CAST-accredited interventional neuroradiology program. The program provides supervised clinical experiences, seminars, lectures, and research opportunities designed to expand the resident's clinical skills and provide a broad scientific basis for growth. Faculty strive to provide this training in a diverse, inclusive, and collegial educational environment in which all trainees' well-being and professional development are prioritized in alignment with the University's mission of healing, teaching, and discovery.

The Department's educational efforts focus on teaching residents, clinical and research fellows, experienced interventionalists, and referring physicians. The Department's educational programs also are

geared toward interventional technologists and nurses, the lay public, and healthcare company representatives. For more on education and training programs in the department, please [visit the link](#).

CLINICAL CARE

As the only academic medical center between Seattle and Sacramento, patient volumes at OHSU continue to grow year over year. OHSU patients benefit greatly from a multi-pronged emphasis on delivering excellent clinical care, providing state-of-the-art education, and conducting ground-breaking research.

Capitalizing on the proud tradition of providing excellent clinical imaging and patient care, the Department continues to grow with the goal of sustaining its reputation as a premiere national program in interventional radiology. Currently, the Department has three clinical sections: body interventional radiology, neurointerventional radiology, and the Metro group. All sections support the goals of further defining OHSU and the department's mission, including optimizing the quality of clinical care, incorporating new advanced techniques in practice, developing close working relationships with clinical services, and improving training programs to continue providing quality teaching for residents and fellows.

To better address the state's health needs, OHSU has embarked on an ambitious growth strategy through partnerships and affiliations with community hospitals across Oregon. The Department of Interventional Radiology supports this strategy through the work of the Metro section, creating a partnership with Legacy Health to deliver care throughout their six hospitals, children's hospital, and clinics, working to ensure effective clinical integration and quality care throughout greater Portland.

[Charles T. Dotter Department of Interventional Radiology](#)

In the late 1950s, Charles T. Dotter, M.D., known as the "Father of Interventional Radiology," served as chair of the Department of Diagnostic Radiology at the OHSU School of Medicine. As chair of the department, he began his quest to diagnose and treat blockage in blood vessels with X-ray-guided techniques. In 1964, on the 11th floor of OHSU Hospital, Dr. Dotter performed the world's first angioplasty procedure and spawned the practice of image-guided interventions. The scope of Dr. Dotter's contributions to vascular and interventional radiology is vast, including the development of the modern grid-controlled x-ray tube, flow-directed balloon catheterization, double-lumen balloon catheterization, and the safety guidewire. In addition to transluminal angioplasty, Dr. Dotter introduced the concepts of percutaneous arterial stenting and stent grafting. For all his accomplishments, Charles Dotter was nominated for the Nobel Prize in medicine in 1978.

Made possible by a large donation by Cook Medical after Dr. Dotter's death in 1985, the Dotter Interventional Institute was created as a freestanding division in the OHSU School of Medicine in 1990. Josef Rösch, M.D., who joined Dr. Dotter in 1970, was the institute's first director, followed by Frederick Keller, M.D., Cook Professor of Interventional Therapy, OHSU School of Medicine, who led from 1993 to 2012. John Kaufman, M.D., M.S., has led since then. In addition to angioplasty, OHSU has pioneered many other commonly used interventional tools and techniques, including the TIPS procedure. Hundreds of thousands of people are treated each year with procedures originated at OHSU. In 2017, the Dotter Institute of Interventional Radiology was elevated to departmental status, becoming The Charles T. Dotter Department of Interventional Radiology, the second independent, free-standing interventional radiology department at a medical school in the United States.

Today, the department provides care for patients from the OHSU Hospital, Doernbecher Children's Hospital, Portland Veterans Affairs Medical Center, and Hillsboro Medical Center. Additionally, the Department of Interventional Radiology supports patients throughout the local community and state through the Metro section with off-site partnerships with Legacy Health.

Patients throughout Oregon and the northwestern United States are regularly sent to the Charles T. Dotter Department of Interventional Radiology to manage complex vascular and nonvascular diseases. Among the highly specialized clinical programs in the department are the [IVC Filter Clinic](#), [the HHT Center of Excellence](#), and the [Thyroid Nodule Clinic](#). The neurointerventional radiology section is also a member of the Stroke Team, supporting the [OHSU Brain Institute Stroke Program](#) in treating stroke and related disorders. The Department plans to continue to build on its reputation of offering the most advanced treatment options in interventional radiology to the people of Oregon.

ROLE OF THE VICE CHAIR OF CLINICAL OPERATIONS AND QUALITY

The Vice Chair will be responsible for clinical oversight of the Department, including inpatient, outpatient, and ambulatory clinical activities; efficient operational functioning and excellence of clinical care; and serving as the medical director for interventional radiology, interfacing with other hospital stakeholders. The Department is comprised of 24 faculty, eleven residents, and two fellows across three clinical groups, body interventional radiology, neurointerventional radiology, and the Metro group. Leading by example, the Vice Chair will set the tone for and expectation of interprofessional collaboration within the department based on sustained principles of mutual respect and a culture of learning. The Vice Chair will further leverage these strengths and strong relationships across the University, the health system, and external partners to further solidify the Department's standing as a catalytic and synergistic force at OHSU. Critical to the success of the Department is the Vice Chair's visible commitment to and implementation of strategies that are in alignment with OHSU's mission of achieving excellence across all its missions in an active learning environment that is highly collaborative, supportive of innovation, and inclusive for all.

OPPORTUNITIES AND CHALLENGES

In overseeing the clinical affairs of the Department, the Vice Chair will address the following key opportunities and challenges:

Collaboratively drive and execute a clinical vision for the Department that prioritizes access, quality, and safety

The next Vice Chair will seek to work collaboratively with departmental and other clinical leadership to clearly articulate a vision for Interventional Radiology that aligns with the values of the Department, OHSU, and the communities it serves. The Vice Chair will lead with the highest integrity and provide steady, engaged, and transparent clinical leadership to support the Department through a time of abundant change and galvanize the Department's clinical faculty and staff in further developing a sense of cohesion, unity, and a common mission. The next Vice Chair will lead through inspiring intellectual curiosity and establishing thoughtfully implemented institutional priorities throughout the sections in the Department.

Optimize, promote, and innovate clinical processes

The Vice Chair will apply existing expertise in operational decision-making to ensure efficiency, modernized workflows, systems, and effective communication. The implementation of clinical workflow improvements will require a strong understanding of current industry trends and astute financial acumen to make such advancements possible. The Vice Chair will, at all times, lead the Department toward sustainable processes and collaborations and work to develop and maintain comprehensive clinical protocols and approaches that ensure rigorous standards, continuous quality improvement, and assurance in the delivery of care. The next Vice Chair will seek to improve continuity of care to enhance clinical activity, team efficiency, and patient satisfaction, addressing all quality issues and developing ongoing initiatives to improve and enhance the experience of both internal and external stakeholders to OHSU. Above all, the Vice Chair will provide realistic and solutions-oriented ideas to address the needs of the Department to remain a nationwide leader and a provider of choice in interventional radiology.

Fortify and align resources to support clinical operations

The Vice Chair will work collaboratively to maximize clinical productivity and manage revenue and expenditures. The Vice Chair will ensure sufficient clinical bandwidth with increased clinical growth over time, decreasing burnout and guaranteeing enriched holistic care of patients and improved clinical outcomes and patient satisfaction. The Vice Chair will continue to facilitate a strong relationship between the OHSU hospital and clinics, the VA Portland Health Care System, Legacy Health, as well as potential future partnerships with other health systems in the greater Portland area. Significant opportunities exist to connect with other clinical units at OHSU to create timely, viable, and innovative clinical partnerships. The next Vice Chair will be critical in supporting these efforts. Working in conjunction with the leadership from other clinical disciplines, the next Vice Chair will identify new opportunities for collaborative clinical partnerships and develop creative strategies for bringing additional resources to the department and greater integration within the OHSU community. The next Vice Chair will work with the administrative team to develop a business model for each clinical operation that is forward-looking and ensures sustainable funding streams. The Vice Chair will organize clinical leadership to ensure the highest levels of access and quality of state-of-the-art clinical care.

Assist in the recruitment and retention of exceptional clinical faculty

With several new faculty members in the Department, the Vice Chair will play a critical role in supporting and mentoring the next generation of faculty. The Vice Chair will also be adept at attracting, recruiting, and retaining new faculty to continue to shape the Department's future, ensuring continued success through careful investment in and thoughtful mentorship of exceptional faculty and clinical practitioners. The Vice Chair will also be responsible for providing and encouraging a culture of mentorship among faculty members and students. As a key part of this effort, the Vice Chair will further establish and champion a culture of inclusivity and equity within the Department, fostering a working environment that will enhance the retention of faculty and clinicians, maximizing opportunities to provide updates, seek input, and enhance engagement, and supporting an environment that perpetuates a culture of transparency.

Promote and practice collaboration, communication, trust, and transparency

A tireless communicator and listener, the Vice Chair will be skilled at disseminating information across a complex organization, having candid conversations, creating space for the open exchange of ideas, and

leading the community in engaging one another authentically across issues of both difference and commonality. The Vice Chair will ensure that stakeholders across all sections are heard, but will balance consultation with timely decision-making, cultivating a culture that respects the many perspectives that exist on campus while also embracing opportunities and attending to challenges as they arise. In addition, the Vice Chair will promote, foster, and support a culture of safety and inclusion that prioritizes wellness, access, and social justice for trainees, faculty, staff, and patients within the Department.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate for the role will possess many of the following:

- MD, DO, MD/PhD, or DO/PhD, board certified in diagnostic radiology/interventional radiology and eligible for medical licensing in the state of Oregon and clinical privileges at OHSU is required;
- Understanding of, and enthusiasm for the tripartite mission of OHSU, along with knowledge of the culture of academic medical institutions;
- Experience in financial and operations management;
- Record of effectively managing people, growing and developing clinicians and other team members, a strong team orientation, along with a willingness to circulate widely and listen well;
- Collaborative leadership inclusive of shared strategy development and negotiation skill;
- The ability to promote collaboration among clinicians and partners from a wide variety of disciplines;
- The capacity to effectively lead and change culture within an academic community based on consensus-building, transparency, and candid communication;
- Proven support for medical education and training programs, including promoting exceptional teaching and learning in an interprofessional environment;
- The capacity to lead effectively within a complex, matrixed academic community;
- A fierce and demonstrated commitment to diversity and inclusion, including a history of success in working with diverse communities, building a diverse team, and establishing a culture of equity and inclusion;
- The highest standards and ethics and integrity, with a deep commitment to transparency and accountability in policy and strategy.

TO APPLY

OHSU has engaged Isaacson, Miller, a national executive search firm, to assist in the search. Nominations, inquiries, and applications (including CV and cover letter) should be sent in confidence to:

Patricia Hastie, Cati Mitchell-Crossley, Katie White, and Jasmine Miller

Electronic submission strongly recommended at:

<https://www.imsearch.com/open-searches/oregon-health-science-university/vice-chair-operations-department-interventional>

OHSU provides equal opportunities to all individuals without regard to race, religion, national origin, disability, age, marital status, sex, sexual orientation, gender identity or expression, military service, or any other status protected by law. This policy applies to all employment, education, and patient care related activities. Applicants with disabilities can request reasonable accommodation by contacting the Affirmative Action and Equal Opportunity department at 503-494-5148.

Please see the following website for more information on OHSU's commitment to diversity:

www.ohsu.edu/xd/about/vision/center-for-diversity-inclusion/