



**CHAIR AND DEPARTMENT EXECUTIVE OFFICER, DEPARTMENT OF INTERNAL MEDICINE  
UNIVERSITY OF IOWA  
ROY J. AND LUCILLE A. CARVER COLLEGE OF MEDICINE  
Iowa City, Iowa**

**THE SEARCH**

University of Iowa Health Care ([UI Health Care](#)) seeks a dynamic, experienced, and distinguished executive to serve as its next Chair and Department Executive Officer (Chair/DEO) of the [Department of Internal Medicine](#). UI Health Care represents the integrated healthcare enterprise of the University of Iowa, which includes [UI Hospitals & Clinics](#), [UI Carver College of Medicine](#), and [UI Physicians](#). UI Hospitals & Clinics is one of the largest university-owned teaching hospitals in the United States and sits adjacent to the [Iowa City Department of Veterans Affairs Medical Center](#). The faculty and staff of UI Health Care conduct biomedical research that has led to some of the most important discoveries in the treatment for cancer, heart attack, stroke, eye disease, hearing loss, genetic diseases, birth defects, and many other conditions. Through its educational mission, UI Health Care trains the next generation of global leaders in patient care, medical research, and education.

Located within the Carver College of Medicine, one of the top public medical schools in the country, the Department of Internal Medicine has a distinguished record in research, education, and clinical care. Today, with over 360 primary faculty and more than 650 total faculty and 125 advanced practice providers in nine subspecialty divisions, approximately 190 residents and fellows, 60 postdocs and students, and nearly 600 professional and clerical support staff, the department is the largest department within the University of Iowa and is crucial to the fiscal, educational, and scientific health of UI Health Care. Its faculty includes national and international leaders in many subspecialty and research areas who brought in \$96.8 million in external funding in fiscal year 2022 (including \$39M from the NIH). Sixty-one members of the faculty hold secondary appointments outside the department in recognition of their efforts in research and/or teaching. Twenty members of the department have served 30 terms as presidents of 17 regional and national professional societies, including the American Society for Clinical Investigation, American Heart Association and the Association of American Physicians and one faculty member is a Howard Hughes Medical Investigator.

The successful candidate for Chair/DEO will be a creative leader and an accomplished administrator who understands the changing healthcare environment and is able to leverage the department's strengths to advance and support excellence in the delivery of clinical care, research, education, and community engagement. This individual must have a collaborative orientation to nurture relationships across the institution and will need to demonstrate experience identifying and building innovative clinical and research programs. Stature in academic internal medicine, a record of effective administrative and fiscal leadership, excellent interpersonal skills, demonstrated experience promoting a diverse workforce, and positive interactions with students, staff, and faculty are all important qualifications. A complete list of the qualifications and characteristics desired in the Chair/DEO can be found at the conclusion of this document.

UIHC has retained Isaacson, Miller - a national executive search firm - to assist with this search. Inquiries, nominations, and applications should be directed to the firm as indicated at the end of this document.

### THE UNIVERSITY OF IOWA

[The University of Iowa](#) was founded in 1847 and is the oldest university in the state. It is home to 12 colleges and is an R1 designated research university, a member of the Association of American Universities, and a member of the Big Ten Conference. With over 30,000 students across over 200 majors and 100 graduate programs, the University of Iowa is recognized as one of the top public universities in the country. Of its graduate programs, 21 are recognized among the top 25 in the nation, including ten in the top ten in their categories. *U.S. News and World Report* consistently ranks the College of Nursing, College of Public Health, and the Carver College of Medicine among the top colleges and programs in the nation.

### THE UNIVERSITY OF IOWA HEALTH CARE

UIHC is the only comprehensive academic medical center in the state and the regional referral center, and it is consistently recognized as one of the best hospitals in the United States. In FY22, UI Hospitals and Clinics recorded 32,627 inpatient admissions and more than 1.3 million clinic visits at on-campus facilities as well as off-site facilities throughout the state. Hospital staff performed 35,400 major surgical operations, 186,199 minor surgical procedures, and 617 organ and tissue transplants. With over 10,000 employees, UIHC is one of the largest employers in the state.

UIHC is fully integrated with the Carver College of Medicine, allowing for the seamless coordination of research and clinical care. This has facilitated the creation of the [Holden Comprehensive Cancer Center](#), the [University of Iowa Heart and Vascular Center](#), the [Fraternal Order of Eagles Diabetes Research Center](#), the [Abboud Cardiovascular Research Center](#), and the [University of Iowa Organ Transplant Center](#), all of which offer cutting edge patient care and research to improve outcomes. UIHC is certified as a Level I trauma center for adults and children, operates a Level 4 Neonatal Intensive Care Unit, and is verified for burn care by the American College of Surgeons and the American Burn Association.

## CARVER COLLEGE OF MEDICINE

The Carver College of Medicine traces its roots to 1850, when the state officially recognized the Keokuk College of Physicians and Surgeons as the official medical department of the University of Iowa. Twenty years later, the department became the official university medical college for the state and was the first public institution to admit women, signaling a commitment to diversity that resonates through the campus to this day.

Today, the Carver College of Medicine provides exceptional education, research, and patient care for the region through a fully integrated health care organization and collaborations with colleges across campus. The college is the only allopathic medical school in Iowa. It operates some of the most recognized and successful programs in the country, including family medicine, primary care, internal medicine, and rural medicine programs, along with a well-regarded research record that includes the [Iowa Institute for Biomedical Imaging](#), the [Iowa Institute for Human Genetics](#), the [Iowa Neuroscience Institute](#), and the [University of Iowa Institute for Clinical and Translational Science](#). In FY23, Carver College of Medicine received over \$295 million in external funding, including \$142.8 million in NIH support.

The college includes more than 1,300 full-time faculty who teach 600 medical students and 160 associated medical science students. Its faculty includes two Howard Hughes Medical Institute Investigators, two members of the National Academy of Sciences, and 14 members of the National Academy of Medicine. Faculty also teach basic science classes to more than 5,000 undergraduate students from other UI colleges. In addition, more than 1,000 residents, fellows, and graduate students are trained in a range of specialties and sub-specialties.

## THE DEPARTMENT OF INTERNAL MEDICINE

The University of Iowa Department of Internal Medicine was established more than 150 years ago. Twelve permanent chairs have guided its growth in research, patient care, teaching, and service. Today the department is known nationally for innovations in education, providing medical students, residents, and subspecialty fellows alike with the skills and wisdom necessary to excel. The department's educational leadership has introduced novel rotation schedules for the residency program that have been adopted by other academic departments around the country. Other notable achievements include a transition to internship program, a longitudinal point-of-care ultrasound curriculum, the development of novel technologies to provide real-time feedback to learners, and various distinction tracks to tailor the educational experience to the interests of its residents, including one focused on addressing disparities in health equity. The department developed the VA Scholars Program, a collaboration with the Iowa City Department of Veterans Affairs Medical Center, to train the next generation of health professionals to improve healthcare through innovations, quality improvement, and patient safety.

The department is recognized as a center for discovery, advancing the field's understanding, diagnosis, and treatment of disease. The department prides itself on having a large group of productive and well-

funded physician-scientists and PhD faculty and its recent successes in mentoring young faculty to career development grants. The department promotes scientists at all career levels and has built an infrastructure to support scholarly activities, collaborations, and grant submissions. Breakthroughs include the identification of the CFTR-gene responsible for the development of cystic fibrosis and new approaches in the management of diabetes like the use of electromagnetic waves replacing insulin injections. Newer areas of interest include health services research with an emphasis on social determinants of health, in particular rural health. These activities are embedded in the highly collaborative and collegial research culture in the Carver College of Medicine.

Internal Medicine at Iowa is also a leader in patient care, providing top-rated compassionate healing to thousands of people from around the world every day. The department strives to be an essential member of the global community, partnering with others and leading in efforts to ease health disparities in the LGBTQ Clinic, the first and still most comprehensive in the state of Iowa, and in the 30-year-old HIV/AIDS Clinic, which boasts the greatest transmission suppression rates in the country. The pulmonologists in the UI Health Care Lung Transplant Program have worked alongside surgeons to perform more than 200 lung transplants with 5-year survival rates double the national average.

## **THE ROLE**

The Chair/DEO will lead all aspects of the department's enterprise and serve as the spokesperson for the faculty, representing the department in interactions with the college, UI Health Care, and practitioners throughout the state and nationally. Responsibilities include faculty recruitment and appointments; educational, clinical, and research programs; fiscal planning and management; and short- and long-term strategic planning. In addition, the Chair/DEO is expected to be a collaborative leader at an institutional level. UIHC is a physician-led enterprise and Chair/DEO leadership extends across research, clinical and educational domains beyond the departments.

## **OPPORTUNITIES AND CHALLENGES**

To successfully lead the UI Department of Internal Medicine, the new Chair/DEO will be expected to address the following opportunities and challenges:

*Craft a strategic vision for the growth of Internal Medicine in concert with departmental, institutional, and community goals.*

The Chair/DEO will have the opportunity to set a strategy for the continued growth and expansion of clinical care, education, and research. The UI Department of Internal Medicine is a cornerstone of the Carver College of Medicine and is poised for even greater success in the future. In concert with academic and hospital leadership, the Chair/DEO will create a compelling vision for the future of the department, building on existing strengths and exploring new opportunities. The Chair/DEO will provide input in the

design of new inpatient and ambulatory spaces, as well as serving on key committees to steer the future of the Carver College of Medicine and University of Iowa Health and Clinics.

*Support academic productivity, including funded research and teaching.*

As members of the largest department at the Carver College of Medicine, Internal Medicine faculty play a pivotal role in sustaining the academic productivity of the college. The Chair/DEO will be responsible for ensuring the continued success of the department's sixteen fully accredited fellowship programs, as well as looking for opportunities to increase and support funded research. The department supports the full spectrum of bench to bedside research, with a growing footprint in health services and population health research. The Chair/DEO will support their faculty as they advance and maintain a strong infrastructure to support clinician educators and scientists.

*Recruit, retain, and mentor an excellent and diverse faculty and staff.*

The new Chair/DEO will grow the department, recruiting externally and internally to build a roster of providers that reflect the diversity of the patient population. Beyond recruiting faculty, the Chair/DEO will serve as a mentor, helping faculty pursue their passions. The University of Iowa operates numerous initiatives that support diversity, equity, and inclusion, including expanded mentorship opportunities, access to education on the topic, and maintaining a commitment to recruiting people with diverse experiences and backgrounds. The Chair/DEO will be not just an advocate, but a driving force in supporting diverse faculty and staff throughout the health system and university.

*Continue to enhance the clinical productivity of the department, while ensuring excellence in clinical outcomes.*

The department has a strong record of clinical productivity, but opportunities remain to improve clinical efficiency and outcomes. The Chair/DEO will work with division leaders to apply best practices in each division to maximize outcomes and efficiency. As the tertiary provider for the state, UIHC serves the most complex patients in the state. The Chair/DEO will also work closely with hospital leadership to ensure that appropriate resources are available to provide excellent patient care and experience while being mindful of the broader institutional needs.

*Promote an atmosphere of collaboration, teamwork, and collegiality.*

The University of Iowa prides itself on a collaborative, collegial style, and the Chair/DEO will embody these qualities when interacting with colleagues. As the largest department in the Carver College of Medicine, Internal Medicine interacts with numerous other departments clinically and is an important component of numerous multi-disciplinary centers. The department maintains a strong research presence, and team science and collaboration are hallmarks of University of Iowa research. The Chair/DEO will need to balance

multiple, often competing, priorities and perspectives, and the ability to listen, communicate, delegate, and make decisions effectively will be critical in the success of this role.

*Work to continue building upon the strong connections between the University of Iowa and its surrounding community.*

As the state's only academic medical center, UI Health Care plays a vital role in the Iowa community. The new Chair/DEO will continue developing programs and initiatives that speak to the needs of the state's population, as well as working to reduce barriers to care. This may include expanding population health initiatives, establishing multi-disciplinary clinics, and growing needed sub-specialties within the practice. The Chair/DEO will also be active in the community, building relationships with community providers and serving a key role in publicizing the great work being done at the university.

In addition, UI Health and the Department specifically have a devoted community of patients, alumni/ae and donors and the new Chair/DEO will also be expected to provide leadership in furthering these relationships.

## **QUALIFICATIONS AND EXPERIENCE**

Required qualifications are:

- Certification by the American Board of Internal Medicine and licensure or eligibility for licensure in the state of Iowa.
- Progressive administrative leadership experience in an academic medical center environment and a department of internal medicine or medicine.
- National recognition for achievement in clinical, educational and/or research pursuits that would warrant a tenured appointment.
- Record of accomplishment for developing a research infrastructure and extramural funding.
- Excellent strategic skills, administrative experience, and financial acumen.
- A minimum of five years demonstrated leadership achievement in a large volume, high-performing, contemporary department with comparable complexity to the University of Iowa Department of Internal Medicine.
- Demonstrated experience promoting an inclusive culture in the workforce and academic environment.
- Excellent communication skills and demonstrated interpersonal skills, allowing for transparency, respect, effective problem resolution, and ethical decision-making.

Desirable qualifications include:

- Strategic thinker who thinks creatively in a dynamic marketplace and within healthcare; demonstrates flexibility to change direction in response to market dynamics.
- A leader who mentors and promotes talent and empowers the administrative team and the vice-chairs to represent the needs of the department.
- An open and direct communication style with a collegial presence that encourages consensus building, collaboration, and cooperation.
- Comfortable in the public domain with the ability to engage the community through philanthropy to support education, research, clinical, and service missions.
- A leadership style that assists others before oneself and holds others accountable to agreed-upon objectives.
- A strong advocate for the department who negotiates well across all levels of the organization to support the department's objectives.

### **To Apply**

The University of Iowa has retained Isaacson, Miller - a national executive search firm - to assist the Search Committee for the Chair of Internal Medicine in its identification and review of candidates.

Applications, including a cover letter and resume, should be submitted online:

<https://www.imsearch.com/open-searches/university-iowa-carver-college-medicine/chair-internal-medicine>

**Stephanie Fidel, Partner**  
**Amy Segal, Partner**  
**Samuel Ruth, Senior Associate**  
**Isaacson, Miller, Inc.**

*The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will receive consideration for employment free from discrimination on the basis of race, creed, color, religion, national origin, age, sex, pregnancy (including childbirth and related conditions), disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, or associational preferences.*

*Successful candidates will be required to self-disclose any misconduct history or pending research misconduct investigation including but not limited to sexual misconduct in prior employment and provide a related release and will be subject to a criminal background and credential check.*