



# The University of Texas at Austin Dell Medical School

## Search for the Chair of Internal Medicine Dell Medical School at The University of Texas at Austin Austin, Texas

### THE SEARCH

The Dell Medical School at The University of Texas at Austin seeks a talented, highly creative leader to serve as the Chair of the Department of Internal Medicine. As part of one of the nation's leading research universities, the Dell Medical School is pursuing innovative strategies to redesign healthcare delivery and achieve excellence in research and education. In a rapidly growing region, the Chair will join a world-class, visionary leadership team that is committed to redesigning academic medicine and healthcare delivery from its foundations, launching new models of education and training, and pursuing excellence in biomedical and public health research and innovation. Dell Medical School is committed to doing this through partnership and collaboration within The University of Texas at Austin (UT Austin), as well as the broader University of Texas System, Colleges and Schools.

The Department Chair will report to the Dean and Senior Vice President for Medical Affairs [Claudia F. Lucchinetti, MD](#), and provide strategic leadership, oversight, program development, and executive management of the [Department of Internal Medicine](#). The Chair will build upon the existing department as a central component of a world-class institution for teaching, research, and clinical care by developing collaborative partnerships and innovative programs, particularly in subspecialty areas, and by continuing to recruit an outstanding faculty and staff. The Department has the unique opportunity to partner with world-class research and educational programs on the adjoining UT Austin campus to develop effective methods of translating discoveries into clinical practice.

The [Dell Medical School](#) occupies new facilities on the UT Austin campus, just blocks away from the State Capitol Building. There is additional research space at the Dell Pediatrics Research Institute, adjacent to Dell Children's Medical Center. Inpatient teaching hospitals affiliated with the School include Dell Seton Medical Center (a Level 1 trauma center) and Seton Medical Center Austin. Other teaching hospitals are the Ascension Seton Shoal Creek at Austin, treating a wide range of mental illnesses, and the Dell Children's Medical Center, a 248-bed free-standing full-service pediatric hospital with level one trauma designation and a full complement of pediatric subspecialties. Clinical services are organized using a mixed, integrated model with University, Seton, and private community physicians participating in patient care.

The University of Texas at Austin is advancing a bold healthcare strategy to lead in health and healthcare transformation — an important step in realizing its vision as the world’s highest-impact public research university. Building on the University’s reputation for excellence, its unique strengths, and the successes of Dell Medical School and UT Health Austin, The University of Texas System is making a major investment in the community by launching [The University of Texas at Austin Medical Center. Announced in August 2023](#), The University of Texas at Austin Medical Center will be anchored by a new, state-of-the-art specialty hospital, further leveraging the deep and varied strengths of the University. MD Anderson, the nation’s number one ranked cancer hospital, will expand its Houston footprint to Austin by building and operating a new, comprehensive cancer center, while UT Austin will build and operate its new specialty hospital.

MD Anderson is a major addition to a growing network of partners connecting to the vibrant UT ecosystem, leading to dynamic interactions and powerful collaborations among clinicians, researchers, educators, innovators, investors, and entrepreneurs. Dell Medical School expects to grow by nearly 350 physicians over the next seven years to meet the needs the new Center will create. About half of these will be in Internal Medicine, a significant opportunity for the new Chair to recruit leaders, faculty, and staff who will shape the department, School, and healthcare delivery in Austin and Central Texas for years to come.

As Austin emerges as the next major hub of life sciences innovation, UT Austin, MD Anderson, and Dell Medical School will catalyze collaboration, discovery, and entrepreneurship by co-locating campus innovators, industry partners, startups, and the investment community in the University’s newly constructed Innovation Tower, adjacent to campus and Austin’s downtown. This marks a major step forward in UT Austin becoming a leader in health and healthcare transformation in one of America’s most vibrant, future-focused, fastest-growing cities — all powered by the might of The University of Texas System. The new Chair will be an integral leader during this defining time of expansion for Dell Medical School, UT Austin, and the region.

This is an exciting and unique opportunity to continue to build a world-class Internal Medicine Department in a growing academic medical center in a thriving city. With innovation and patient care at its core, Dell Medical School requires a collegial leader who can successfully work in a rapidly changing setting. Reporting to the Dean, the new Chair of Internal Medicine will also work closely with the Chief Administrative Officer, Chief Operating Officer, VP for Medical Affairs/Chief Business Officer, Vice Deans, Associate Deans, Assistant Deans, Department Chairs, and DMS Center and Institute Directors.

Applicants for this position should possess a medical degree from an accredited medical school, be board-certified in Internal Medicine, be eligible for appointment as a tenured full professor within the Department, be eligible for a Texas medical license, and have a substantial record of leadership and achievement in clinical oversight and academic medicine. Dell Medical School 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 at <https://www.imsearch.com/open-searches/university-texas-austin-dell-medical-school/chair-internal-medicine>

## ABOUT DELL MEDICAL SCHOOL

Dell Medical School is the first medical school in nearly 50 years to be built from the ground up at a top-tier U.S. research university. In 2020, Dell Medical School reached full accreditation by the Liaison Committee for Medical Education (LCME) and celebrated its first graduating class. Thirteen [departments](#) have been formed, along with 10 [centers and institutes](#). More information about Dell Medical School is available at <https://dellmed.utexas.edu>.

**Mission:** Revolutionize how people get and stay healthy by:

- Improving health in our community as a model for the nation;
- Evolving new models of person-centered, multidisciplinary care;
- Accelerating innovation and research to improve health;
- Educating leaders who transform health care; and
- Redesigning the academic health environment to better serve society.

**Vision:** A vital, inclusive health ecosystem:

- Vital: Vigorous, animated, full of life and energy, dynamic
- Inclusive: Open to everyone
- Ecosystem: The complex of a community and its environment functioning as a system

## The Department of Internal Medicine

The [Department of Internal Medicine](#) has robust clinical, educational, research, and community programs. The Department, led by the Dr. Lowell Henry Lebermann Endowed Chair in Internal Medicine, consists of 173 faculty—73 of which are Dell Medical School employed, 69 of which are employed by the Ascension Medical Group, and 34 of which are employed by other entities. Reporting to the chair are 11 division chiefs. Divisions include:

Division of Cardiology

[Division of Dermatology & Dermatologic Surgery](#)

[Division of Endocrinology](#)

[Division of Gastroenterology & Hepatology](#)

[Division of General Internal Medicine](#)

[Division of Geriatrics & Palliative Care](#)

Division of Hospital Medicine

[Division of Infectious Diseases](#)

Division of Nephrology

[Division of Pulmonology & Critical Care](#)

[Division of Rheumatology](#)

The Department has an outpatient clinical footprint at UT Health Austin (the Dell Medical School Faculty Practice), Ascension practices, the Central Texas VA, and CommUnity Care (a Central Texas FQHC). Inpatient services are provided at Dell Seton Medical Center and, to a lesser extent, Seton Medical Center Austin. Clinical revenue reached \$17.9 million last year.

The Department also houses a highly competitive, ACGME-approved residency program consisting of five preliminary positions and 21 categorical positions per year. There are also approved fellowships in Cardiovascular Disease, Clinical Cardiac Electrophysiology, Hospital Medicine Fellowship in Quality and Safety, Hospital and Palliative Medicine, Interventional Cardiology, Gastroenterology and Hepatology, and Pulmonary and Critical Care.

The Department has a growing research portfolio, with an expectation for significant growth over the next five-ten years. Current research in the Department is focused on late-stage translational, clinical, and health services research. Current external funding is \$9.3 million.

### **IDEAL CANDIDATE EXPERIENCE & ATTRIBUTES**

A strong visionary, inspirational leader who can artfully convey a long-term vision yet is equally skilled at operationalizing a detailed plan to achieve that vision; an “out-of-the box” thinker who is energetic but pragmatic and results-oriented.

- Interested candidates must be an MD and board certified in Internal Medicine.
- The final candidate must qualify for a faculty appointment within the Department of Internal Medicine at Dell Medical School and have a demonstrated commitment to education and research.
- A values-oriented leader who leads by example, significant experience as a clinical leader with an active practice and is recognized for clinical acumen and excellence.
- Highly approachable, inclusive, and compassionate; a record of promoting a culture of respect, integrity, collaboration, healing, teamwork, innovation, excellence, and financial stewardship. Exudes professionalism and personal demeanor characterized by humility, genuineness, sincerity, and a passion for the organization’s mission and objectives.
- Experience with working in a highly integrated, highly matrixed organization, clinically, scholarly, and academically. Works exceptionally well with colleagues in other medical and surgical specialty disciplines and demonstrates superior skills working well and partnering with faculty, providers, nursing, and other allied health staff across the care continuum.
- Adept at building and negotiating “win-win” relationships; politically astute yet not political with the ability to break down silos and ensure a collegial and productive work environment.
- Demonstrated track record and ability to drive results and hold faculty accountable for practice, quality, safety, service, and financial performance including developing, implementing, and achieving annual operating budgets and delivering positive financial performance on quality of earnings (i.e. direct operations).

- Superior expertise and skill in developing, presenting, and implementing large-scale capital projects, across the care continuum of digital, outpatient, diagnostic, and inpatient facilities.
- Significant experience with philanthropic strategies and initiatives that cultivate a broad range of benefactors from both community to international donors.
- Significant leadership experience relating to clinical practice program development, expansion, and implementation.
- A proven track record of personal research excellence with skills supporting and building the research programs of colleagues.
- Significant prior experience selecting, onboarding, supervising, and retaining faculty and staff through active mentorship.
- Demonstrated commitment to the education mission and to actively provide mentorship with residents, fellows, and medical students to cultivate and advance the workforce of the future.
- Highly adept and at ease managing the day-to-day operational details with the ability to make strong and decisive decisions when needed; ability to conceptualize and analyze complex business opportunities and balance multiple priorities.
- Experience serving in a high-profile role and at ease speaking and presenting on a regular basis and on a national level to generate community-wide support.
- Demonstrated significant contributions in their field of expertise and is recognized as a national expert.

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#### TO APPLY

All inquiries, nominations, and applications, should be directed in confidence to:

Natalie Leonhard, Partner  
Ariannah Mirick, Partner  
Amy Gillespie, Associate  
Kendra Molee, Senior Search Coordinator  
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-texas-austin-dell-medical-school/chair-internal-medicine>

Electronic submission of materials is strongly encouraged.

*The University of Texas at Austin, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, or veteran status in employment, educational programs and activities, and admissions.*

## APPENDIX

### Collaborative Relationships

**The University of Texas System**, headquartered in Austin, encompasses 15 educational institutions across the state of Texas, of which nine are universities and six are health institutions. The system has a total student enrollment of over 216,000 students and employs more than 87,000 faculty and staff. The UT Board of Regents approved the creation of the Dell Medical School and allocated \$25 million for the development of the school and \$40 million for faculty recruiting.

**Seton Healthcare Family**, originally founded by the Daughters of Charity in Austin in 1902, is now the leading provider of healthcare services in Central Texas, serving an 11-county population of 1.9 million. The organization operates three major medical centers, three community hospitals, three rural hospitals, a behavioral health hospital, and several rehab/medical centers for well patients. Seton entered into a historic partnership with UT to increase the amount of medical education and research conducted in Central Texas.

**Central Health** was created in 2004 by a vote of Travis County residents to improve access to and delivery of quality health care to eligible residents of the county. Central Health is a separate political subdivision of the State of Texas and is governed by a nine-member volunteer Board of Managers. In partnership with Seton Healthcare Family, Central Health develops and maintains a network of health care services in an organization called the Community Care Collaborative to meet the needs of the underserved and ensure a single standard of care for all eligible residents. Central Health will purchase services from the Dell Medical School for the population it serves, resulting in \$35 million in annual revenue to support the medical school.

### The University of Texas at Austin

The University of Texas at Austin is one of the largest public universities in the United States and is the largest institution of The University of Texas System. Founded in 1883, the University has grown from a single building with eight teachers, two departments, and 221 students to a 350-acre main campus with 17 colleges and schools, about 24,000 faculty and staff, and more than 50,000 students. The University's reach goes far beyond the borders of the main campus with satellite campuses and research centers across Texas, including the J.J. Pickle Research Campus, the Marine Science Institute, the McDonald Observatory, the Montopolis Research Center, and the Brackenridge Tract. With an enrollment of 11,000 students and more than 3,500 master's and doctorate degrees awarded annually, the Graduate School is a national leader in graduate degrees awarded and one of the largest graduate schools in the nation. More than 8,700 bachelor's degrees are awarded annually in more than 170 fields of study and 100 majors. The University has one of the most diverse student populations in the country and is a national leader in the number of undergraduate degrees awarded to minority students.

The University of Texas at Austin's research strengths related to health sciences include biomedical engineering, nanoscience and nanotechnology, cell and molecular biology, immunology and infectious disease, neuroscience, advanced computing, computer science, computational biology and bioinformatics, chemistry, public health, sociology, psychology, health care delivery systems, health economics and law, and health care policy. The University has well-established professional schools of Nursing, Pharmacy and Social Work to prepare healthcare providers of the future to work collaboratively, and there is a growing biotechnology industry with a strong culture of entrepreneurship in Central Texas. There are more than 150 interdisciplinary research units and programs. Most are located at the UT Austin main campus, but some, such as the Texas Advanced Computing Center, are at the 476-acre J.J. Pickle Research Campus, located about 10 miles north of the main campus.

***What starts here changes the world.***

A big, bold embodiment of the Texas spirit, [The University of Texas at Austin](#) is ranked among the biggest and best research universities in the country. UT Austin is home to more than 52,000 students and 3,000 teaching faculty. Founded in 1883, the university has a long and rich tradition of accomplishment in a wide variety of areas, especially engineering, computer science, biology, and geoscience; a wide range of liberal and fine arts; and professions such as law, education, business, nursing, social work, architecture, and pharmacy.

The University of Texas at Austin combines first-class education with public accessibility and a spirit of public service. To be first class means having a reputation that puts The University of Texas in the top 40 universities in the world. It means breadth – 170 fields of study across 18 colleges and schools – and depth – producing more than 3,000 master's and 900 doctoral degrees each year.

The University is known throughout the world. The robust [brand](#) is represented by the Longhorn Silhouette, one of the country's most recognized university marks, and the "Hook 'em, Horns" gesture, selected by Sports Illustrated as the nation's top college hand sign. Also well-known is the University's motto, "[What starts here changes the world](#)," which is a source of pride for thousands of faculty, students, staff, and alumni.

UT Austin is the flagship of [The University of Texas System](#), which includes eight academic and six health universities statewide. Its reach goes beyond the borders of the main campus, with research units across Texas, including the [J.J. Pickle Research Campus](#) in North Austin, the [Marine Science Institute](#) at Port Aransas, the [McDonald Observatory](#) in the Davis Mountains of West Texas, and the [Lady Bird Johnson Wildflower Center](#) in South Austin. As a public university it takes seriously its charge to serve in numerous ways the entirety of the enormous state from which it draws talent and support. The state and the nation look to UT Austin for solutions to some of the biggest challenges including energy, national security, and health care. Working on public-oriented problems, whether through research or policy, is the University's obligation and privilege.

## **A Commitment to Excellence at Every Level**

UT Austin has received numerous [accolades](#) and consistently ranks highly on the national stage. More information on the various colleges that make up UT Austin can be found on the following websites:

- [Cockrell School of Engineering](#)
- [College of Education](#)
- [College of Fine Arts](#)
- [College of Liberal Arts](#)
- [College of Natural Sciences](#)
- [College of Pharmacy](#)
- [Dell Medical School](#)
- [Graduate School](#)
- [Jackson School of Geosciences](#)
- [Lyndon B. Johnson School of Public Affairs](#)
- [McCombs School of Business](#)
- [Moody College of Communication](#)
- [School of Architecture](#)
- [School of Information](#)
- [School of Law](#)
- [School of Nursing](#)
- [School of Social Work](#)
- [School of Undergraduate Studies](#)

## **Ascension Seton**

Seton Healthcare Family is a faith-based nonprofit healthcare system that serves all of Central Texas. The Daughters of Charity founded Seton in 1902 as a sign of God's unconditional love for all, and today Seton strives to expand access to high-quality, low-cost, person-centered care and services.

Seton operates more than 100 clinical locations. Seton is part of Ascension, the largest nonprofit health system in the nation and the world's largest Catholic health system. Ascension's Texas ministry is comprised of Seton in Austin and Providence Healthcare Network in Waco.

## **Dell Seton Medical Center at The University of Texas**

[Dell Seton Medical Center at The University of Texas](#), a 211-bed teaching hospital, opened in downtown Austin in 2017. It is a full-service hospital with 24/7 emergency care and Level I Trauma Center for adults. The medical center is a destination for specialty care - including heart and vascular health, stroke care, brain and spine conditions, radiology, and neurorehabilitation. Seton offer a wide range of minimally invasive procedures, imaging, lab tests and rehabilitation services, all on one campus. Built, owned, and operated by Seton Healthcare Family, a member of Ascension, the largest nonprofit health system in the

U.S. and the world's largest Catholic health system, the new facility accommodates more patients than its predecessor and can be expanded in the future. The medical center is the primary teaching hospital for Dell Medical School at The University of Texas at Austin. Seton, which has borne most of the costs for graduate medical education in Austin since 2005, is committed to continuing this support in partnership with UT.

### **Dell Children's Medical Center of Central Texas**

[Dell Children's](#), a Level 1 Trauma Center and a Level IV NICU, provides inpatient, PICU, NICU, and ER sites as well as required subspecialty and elective experiences. Dell Children's provides general and highly subspecialized pediatric care to a 46-county referral area.

### **Ascension Seton Medical Center Austin**

[Ascension Seton Medical Center Austin](#) is the area's largest medical-surgical acute care center and a full-service hospital with 24/7 emergency care and Comprehensive Level 1 Stroke Center. The medical center is a destination for specialty care - including heart and vascular health, stroke care, lung and esophageal cancers, maternity services, and women's health. The OB-GYN maternity care teams at the Birthing Center deliver a personalized birthing experience and advanced neonatal care for sick babies. We offer a wide range of minimally invasive procedures, imaging, lab tests, and rehabilitation services, all on one campus.

### **THE LOCALE—AUSTIN, TX: The Live Music Capital of the World**

Austin, the capital of Texas, is located in Central Texas along the Colorado River with three large lakes located within the city limits. It is the 11th most populous city in the United States and the third fastest growing large city in the nation. Austin is the anchor city of the Austin-Round Rock-San Marcos MSA, which had a Gross Domestic Product of \$86 billion in 2010.

Austin's economy is diverse and recognized as a major center for high tech. Engineering and computer science graduates from UT Austin provide a steady stream of employees to fuel Austin's technology and defense industry sectors. The region's rapid growth earned it the distinction as Forbes number one large city for jobs in 2012 and Forbes No. 14 city for "Best Places for Business and Careers." Austin's largest employers include the Austin Independent School District, the City of Austin, Dell, Inc., the U.S. Federal Government, Freescale Semiconductor, IBM, St. David's Healthcare Partnership, Seton Family Healthcare, the State of Texas, Texas State University, and The University of Texas at Austin. Austin is also emerging as a hub for pharmaceutical and biotechnology companies and is home to approximately 85 of them.

Residents of Austin, referred to as "Austinites," enjoy an immense array of art, culture, and leisure activities.

Austin's official slogan is "The Live Music Capital of the World," and the city has a vibrant live music scene with more music venues per capita than any other U.S. city. Austin's music scene centers around the many nightclubs on 6th Street and an annual film/music/interactive festival known as South by Southwest (SXSW). There are dozens of smaller theater venues around the city as well as public art and performances in area parks. Numerous museums exist, including the Lyndon Baines Johnson Library and Museum which houses documents and artifacts related to the Johnson administration, including LBJ's limousine and a re-creation of the Oval Office during his presidency.

For the outdoor and sports enthusiasts, Austin has an abundance of parks and recreation sites. Given the mild climate year-round, residents regularly enjoy walking, swimming, rock-climbing, kayaking, mountain biking, and hiking. Austin is known as the most bike-friendly city in Texas. There are over 80 miles of bike lanes in Austin and over two percent of commuters get to work by bike. Many Austinites support the athletic programs of The University of Texas at Austin known as the Texas Longhorns where they play home games in the state's second largest sports stadium that seats over 101,000 fans.

Austin is a very friendly and inviting place to live, work, and raise a family.

Austinites take great pride in protecting the natural environment, and the city is well known as a "clean air city" because of the city's stringent no smoking ordinances that apply to all public places and buildings, including restaurants and bars. In 2010, the FBI ranked Austin as the second safest major city in the U.S. Researchers at Central Connecticut State University ranked Austin as the 16th most literate city in the United States in 2008.

The Austin area has 29 public school districts, 17 charter schools, and 69 private schools. Numerous higher education institutions, in addition to The University of Texas at Austin, are located throughout the area including but not limited to St. Edward's University, Austin Community College, and Concordia University. There are ample housing options to meet every taste and level of affordability.

For additional information on The University of Texas at Austin and the City of Austin, please visit the following websites:

<http://www.utexas.edu>

<http://www.austinchamber.com/index.php>