



# COLLEGE OF MEDICINE

*The* UNIVERSITY of OKLAHOMA HEALTH SCIENCES

**Search for the Chair of the Department of Internal Medicine and Clinical Chief of Medicine  
The University of Oklahoma College of Medicine and OU Health  
Oklahoma City, Oklahoma**

## The Search

The University of Oklahoma College of Medicine and OU Health seeks a dynamic and innovative builder to serve as the next Chair of the Department of Internal Medicine (DOIM) and Clinical Chief of Medicine. This Chair will have the unique opportunity to grow the DOIM with few limitations, engaging in substantial recruiting while expanding the research and clinical enterprises. The Chair will be able to significantly expand the reach and impact of the DOIM, a critical player in the health of the state's population, with strong support from new and engaged leadership at both the college and health system levels, in addition to significant support from the university and the state.

The University of Oklahoma [College of Medicine](#) (OUCOM) is the largest component of the [University of Oklahoma Health Sciences Center](#) (OUHSC) and is the academic arm of [OU Health](#), the state's largest and flagship comprehensive academic health system. The health system and clinical group practice work in concert with the College of Medicine's educational and research missions. OUCOM as part of the Health Sciences Center is on a growth trajectory with an ambitious [strategic plan](#) aimed in part at leveraging its strengths to become a top-tier academic health center, enhancing national recognition, bolstering Oklahoma's healthcare and public health workforce, improving health outcomes and quality of life for many Oklahomans, and reducing health disparities across the state. The state of Oklahoma consistently ranks among the lowest in population health in the United States; thus, achieving this mission will save lives. The Chair will be an impactful contributor and partner in advancing these critical goals.

[The Department of Internal Medicine](#) consists of approximately 205 faculty across 11 divisions. The Chair reports to the Executive Dean of the University of Oklahoma College of Medicine and has a matrixed report to the President and Chief Executive Officer of OU Health, reporting to the former for matters related to overseeing the advancement and execution of the academic missions in education and research, and to the latter for enhancing, developing, and ensuring the quality and effectiveness of clinical programs. The Chair will be charged with strategically aligning patient needs with clinical and research growth potential, ensuring the DOIM is fully prepared to fulfill both its clinical and academic missions seamlessly. The Chair will possess strong scientific judgment and expertise in attracting, recruiting, and retaining leading figures in clinical practice and research. They will prioritize mentorship across faculty,

students, staff, residents, post-doctoral researchers, and fellows, fostering a culture of excellence in clinical practice, research, and education. The Chair will inspire and guide faculty development, leveraging OUHSC's robust core facilities, collegial environment, and endless opportunities for innovation and growth to attract top recruits. They will also enhance the Department's visibility and reputation on national and international platforms.

The Chair will be a dynamic and bold leader. They will have a collaborative leadership mindset and exemplify the highest degree of integrity and professionalism as a role model within the Department. The successful Chair will exhibit outstanding communication skills and a deep commitment to education, research, and clinical care to effectively lead and grow a phenomenal group of faculty, students, residents, and staff who have an alignment of mission and purpose.

Applicants for this position should be board-certified physicians in Internal Medicine, be eligible for appointment within the Department, and have a substantial record of leadership and achievement in clinical, research, and education oversight. The University of Oklahoma College of Medicine has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

### **About the University of Oklahoma**

Founded in 1890, the [University of Oklahoma](#) (OU) in Norman, Oklahoma, is the state's premier institution of higher education and a leading research university. It spans three campuses and boasts a student body of 31,000 enrolled in 170 academic programs. With a significant commitment to research, OU expends \$416.6 million annually on research initiatives, driving a \$2.05 billion enterprise focused on transforming lives through scholarship and impactful research across Oklahoma.

### **About the University of Oklahoma Health Sciences Center (OUHSC)**

Located in Oklahoma City, [OUHSC](#) is one of the nation's few academic health centers with seven professional colleges onsite, including [Medicine](#), [Allied Health](#), [Dentistry](#), [Nursing](#), [Pharmacy](#), [Public Health](#), and [Graduate Studies](#). With an annual budget of \$900 million, OUHSC employs over 800 full-time faculty and 4,000 staff. It educates and trains nearly 4,000 students and 1,000 residents, post-docs, and fellows across more than 70 undergraduate and graduate degree programs.

With the largest portfolio of National Institutes of Health (NIH) funding in the state, OUCOM grew its research portfolio by more than \$4 million last year, to \$64.4 million. Currently ranked 72<sup>nd</sup> according to the Blue Ridge Rankings, OUCOM aims to rank in the top 60 in the next five years and in the top 50 within 10 years.

## About OU Health

Established in 1910 by founding partners OUHSC and the University Hospitals Authority and Trust, OU Health, in its current form, was incorporated as a locally owned nonprofit corporation in 2018. OU Health is the state's only comprehensive academic health system of hospitals, clinics, and centers of excellence. With 10,000 employees and more than 1,300 physicians and advanced practice providers, OU Health is home to Oklahoma's largest doctor network, [OU Health Physicians](#), with nearly one million patient visits per year.

OU Health serves Oklahoma and the region with the state's only dedicated free-standing children's hospital, [Oklahoma Children's Hospital](#). OU Health also hosts the state's only National Cancer Institute (NCI)-designated cancer center, the OU Health [Stephenson Cancer Center](#). OU Health's flagship adult hospital, [OU Medical Center](#), serves as the state's only Level 1 trauma center and includes the [Harold Hamm Diabetes Center](#); the renowned [Dean McGee Eye Institute](#) is also on the campus. A community hospital, [Edmond Medical Center](#), is also part of OU Health. OU Health also has clinical affiliations with [Oklahoma City Veterans Affairs Medical Center](#) and other major hospitals and clinics across Oklahoma.

Beginning in this role in March 2022, Dr. Richard P. Lofgren, MD, MPH, FACP, is the inaugural President and Chief Executive Officer of OU Health. As President and Chief Executive Officer of OU Health, Dr. Lofgren leads the overall health system, reporting directly to the OU Health Board of Directors. He is responsible for the strategic vision, clinical and operational direction, strategic growth, quality and safety, financial performance, and ongoing integration of OU Health. Dr. Lofgren is a board-certified internal medicine physician and administrator with nearly 40 years of experience in healthcare with a particular interest in healthcare delivery redesign, operational efficiencies, performance improvement, and applied health services/quality research. He is a national thought leader within academic healthcare and is an expert in health system transformations and redesign, with a proven track record as a CEO of uniting hospitals, clinics, and centers into a single enterprise with a single purpose.

## About the College of Medicine (COM)

The [College of Medicine](#) (COM) is the largest entity within the University of Oklahoma Health Sciences Center and forms the cornerstone of OU Health. The COM boasts a distinguished faculty of nearly 1,350 members, including almost 1,000 full-time faculty and 218 endowed chairs and professorships. It comprises 17 clinical departments, four basic science departments, and numerous centers and institutes dedicated to advancing research and clinical initiatives across diverse medical fields.

In addition to its main campus in Oklahoma City, the College operates a branch campus in Tulsa, which hosts eight clinical departments and the unique [School of Community Medicine](#) track. Together, these campuses offer Oklahoma's Doctor of Medicine (MD) degree program, a highly competitive Physician Assistant (PA) program, an innovative MD/PhD dual-degree option, opportunities for MPH coursework, and a comprehensive array of graduate medical education (GME) residency and fellowship programs.

The COM distinguishes itself through its significant impact and commitment to Oklahoma's healthcare landscape. It enrolls more than 650 medical students annually, with approximately 165 students per class, ensuring that at least 75% of each entering class consists of Oklahoma residents. This commitment to local talent retention is exemplified by Oklahoma retaining 49.6% of its medical graduates.

Furthermore, the COM plays a vital role in training healthcare professionals through 83 specialty and subspecialty programs, accommodating 766 residents and fellows. Notably, Oklahoma retains 51.4% of physicians who complete their residencies within the state, demonstrating COM's exceptional contribution to bolstering the local healthcare workforce, which exceeds the national average retention rate of 47.6%. Over 80% of Oklahoma's healthcare professionals are OU grads.

Ian F. Dunn, MD, FACS, FAANS, was appointed executive dean of the University of Oklahoma College of Medicine beginning January 2024, where he also serves as Chief Academic Officer of OU Health. With a distinguished career spanning renowned medical institutions and pioneering contributions in neurosurgery, research, and healthcare leadership, Dr. Dunn brings a wealth of experience and vision to the College of Medicine. Dr. Dunn's journey to leadership at the college is marked by a pursuit of excellence. Prior to joining OU, he served as a trailblazing figure in neurosurgery and academic medicine. As an associate professor at Harvard Medical School and director of the Center for Pituitary and Skull Base Surgery at Brigham and Women's Hospital, Dr. Dunn gained national recognition for his expertise in complex brain tumors, particularly those in the skull base and pituitary region. He has published widely on these topics and on the role of genomic alterations in tumor natural history and has lectured around the world.

### **About the Department of Internal Medicine**

[The Department of Internal Medicine](#) is comprised of approximately 205 faculty and over 110 staff and research students distributed across 11 divisions: [Cardiovascular Diseases](#), [Digestive Diseases and Nutrition](#), [Endocrinology and Diabetes](#), [General Internal Medicine](#), [Geriatrics and Palliative Medicine](#), [Hematology-Oncology](#), [Hospital Medicine](#), [Infectious Diseases](#), [Nephrology](#), [Pulmonary](#), [Critical Care & Sleep Medicine](#), and [Rheumatology, Immunology, Allergy](#). In addition to these roles, the Division Chiefs, the Director for Patient Safety and Quality, the Vice Chairs for Education, Research, and Faculty Development, and the business administrator all report directly to the Chair. Over the past five years, 78 new faculty members have been hired, including individuals appointed to the newly established positions of Section Chief of Hospital Medicine and Vice Chief of Geriatrics and Palliative Care.

The Internal Medicine [Residency Program](#) has 62 residents and is complemented by the distinctive [Global Health and Social Justice Program](#). The Internal Medicine-Pediatrics (Med/Peds) Residency has 12 residents, and the Ophthalmology, Neurology, and Radiology residents rotate on the Department services throughout the academic year. The DOIM boasts an impressive 98% pass rate on the 3-year ABIM certification examination, underscoring its commitment to academic excellence and preparing residents for successful medical careers. There are also 10 fellowships in Cardiology, Infectious Diseases,

Gastroenterology, Hematology/Oncology, Nephrology, Pulmonary/Critical Care, Rheumatology/Immunology/Allergy, Hospice and Palliative Medicine, Geriatric Medicine, Endocrinology and Metabolism.

### **Key Opportunities and Challenges for the Chair**

The Chair will inherit the Department at a unique moment in which it is poised for extreme growth, and they must be entrepreneurial and adept at building and leading through change. They will be responsible for addressing the following opportunities and challenges:

#### **Lead a strategic vision for growth and innovation**

The OU College of Medicine is poised for a bright future, supported by its outstanding teaching and research facilities, fresh and inspiring leadership, and substantial financial backing. The incoming Chair will collaborate closely with division chiefs and leadership to build upon current strengths and guide strategic planning and organizational growth. Priority will be placed on recruiting top-tier talent to elevate the Department's capabilities, enhance national recognition, educate and train the next generation of physicians, boost research productivity, and grow the clinical enterprise. The Chair will ensure that the administrative structure of the DOIM sufficiently supports the tripartite mission.

#### **Support, recruit, and retain faculty**

The Chair will enable and empower division heads to recruit top talent. The Chair will strategically identify areas for faculty appointments to maximize growth potential and meet patient needs, ensuring the DOIM is well-equipped to fulfill its clinical and academic missions. The Chair will play a key role in mentoring faculty, ensuring all new and existing faculty have the ability to reach their individual and collective potential. In the face of such growth, the Chair will set the tone for the culture of the DOIM, placing emphasis on transparency and collaboration as a means to achieving its goals.

#### **Expand research productivity**

The research portfolio of the COM, including the DOIM, has been on an upward trajectory having doubled over the last five years. The incoming Chair must seize this momentum and continue to propel the research and scholarly activities of the Department. There are opportunities to scale clinical and translational research in particular. To support research growth, the Chair will focus on strengthening research support infrastructure and fostering interdisciplinary collaborations among divisions, departments, and other colleges and schools within OUHSC. They will leverage existing strengths in the Department's academic portfolio while identifying and cultivating new areas for growth by harnessing the financial strength of the system. This comprehensive approach aims to position the Department at the forefront of research excellence and innovation in healthcare.

The Chair will have the unique opportunity to collaborate with Centers of Excellence such as the NCI-designated Stephenson Cancer Center, Dean McGee Eye Institute, Harold Hamm Diabetes Center, Reynolds Oklahoma Center for Aging, Oklahoma Shared Clinical and Translational Resources, and several NIH-supported Centers of Biomedical Research Excellence. These collaborations will help expand the Department's research portfolio through joint recruitment of new faculty members. Benefits of such joint recruitments include access to more resources, larger start-up packages, additional positions, stronger ties to existing areas of interest, specialized facilities and equipment, and the development of training grants and other institution-based projects.

### **Strategically grow the Department's clinical footprint**

The new Chair will lead efforts to expand and strengthen the Department's clinical enterprise, aiming to enhance healthcare services across Oklahoma. By leveraging existing programs of excellence, the Chair will ensure OU Health is the provider of choice, delivering unparalleled quality of care and solidifying its reputation in healthcare delivery. Much of the state's poor public health metrics can be attributed to a lack of access to care; thus, growing the scale of existing services, as well as creating new services to meet patient needs, is of vital importance. There is an ever-increasing need for hospitals and ambulatory care centers to meet patients where they are, and the Chair must understand how the DOIM can strategically plan to do just that.

### **Ensure innovative, bold, and relevant training**

As the most comprehensive academic medical system in Oklahoma, the University of Oklahoma College of Medicine trains leaders in both private practice and academic Internal Medicine, boasting a program that offers a strong balance of inpatient medicine, critical care, and ambulatory training, supported by a network of 10 fellowship programs. Due to the moderate size of the Internal Medicine Residency program, residents receive personal attention and outstanding training in a wide variety of clinical settings and patient populations. The DOIM also supports an Internal Medicine-Pediatrics (Med/Peds) Residency, where residents train in three hospitals (University of Oklahoma Medical Center, Oklahoma Children's Hospital, and the Veterans Affairs Medical Center), all located within a four-block radius and connected via indoor walkways. The Chair will ensure the provision of appropriate resources to support innovative and progressive residency training programs and will promote the health and well-being of residents and fellows, adhering to open-door principles of transparency and communication within a welcoming training environment. Above all, the Chair will be committed to educating Oklahoma providers and promoting health equity, serving the diverse needs of Oklahomans.

### **QUALIFICATIONS AND CHARACTERISTICS**

Candidates must have qualifications commensurate with an academic appointment at the University of Oklahoma College of Medicine. In addition, the ideal candidate will possess the following qualities and qualifications:

- MD, MD/ PhD, or equivalent clinical doctoral degree with board certification and license eligibility in Oklahoma;
- Administrative leadership experience in an academic medical center environment;
- Demonstrated commitment to excellence in recruiting, retaining, and developing faculty;
- Record in scholarly achievement and prior success in obtaining extramural funding;
- Experience supporting and growing research and scholarship;
- 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;
- Effectiveness in a complex system of distributed leadership and experience working in a highly matrixed environment;
- Proficiency in managing and engaging with stakeholders within an intricate political environment;
- Commitment to clinical excellence, accessibility, and expansion;
- Strong acumen and judgment in managing financial resources and the ability to develop and implement budgets effectively, aligning resources with strategic priorities;
- Experience promoting a welcoming culture in the workforce and academic environment;
- Commitment to addressing health disparities; and
- Demonstrated vision, a results-oriented approach, the highest level of integrity, and evidence of timely and principled decision-making.

#### **OKLAHOMA CITY, OKLAHOMA**

To explore Oklahoma City, please visit: <https://www.okcchamber.com/>

#### **APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-oklahoma-health-sciences-center-college-medicine/chair-medicine>. Electronic submission of materials is strongly encouraged.

**Ariannah Mirick, Partner**  
**Randi Herrick, Partner**  
**Erin Schwass, Senior Associate**  
**Isaacson, Miller, Inc.**

*The University of Oklahoma, in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions,*

*employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.*

***Why You Belong at the University of Oklahoma:***

*The University of Oklahoma fosters an inclusive culture of respect and civility, belonging, and access, which are essential to our collective pursuit of excellence and our determination to change lives. The unique talents, perspectives, and experiences of our community enrich the learning, and working environment at OU, inspiring us to harness our innovation, creativity, and collaboration for the advancement of people everywhere.*

***Mission of the University of Oklahoma:***

*The Mission of the University of Oklahoma is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society.*