

The University of Arizona's College of Medicine (<https://phoenixmed.arizona.edu/>) is seeking applications for the position of **Chair, Family Community & Preventive Med (Associate/Full Professor NTE,TE,T) COM-Phoenix.**

### **Position Highlights**

The Chair will be responsible for all planning, policy, operations, and oversight of academic, research, and clinical programs of the department. The Chair will have financial authority over the state-appropriated budget assigned to the department, extramural research funding received, philanthropic funding, and other financial matters for the Department in accordance with applicable University policies and practices. In strategic consultation with leadership from UAHS, COM-P, Banner University Medical Group (BUMG) and Banner- University Medical Center Phoenix (B-UMCP), the Chair will direct the recruitment and retention of department division chiefs and faculty who will report to the Chair. The Chair will have program oversight and management responsibility for all departmental residency, fellowship, and undergraduate medical educational programs.

This position reports directly to the Dean of the College of Medicine - Phoenix for all academic activities. Consistent with the Academic Affiliation Agreement (AAA) between the University of Arizona and Banner Health, the Chair will have a matrix reporting relationship to the Chief Executive Officer of the Banner University Medical Group (BUMG) and CEO of Banner – University Medical Division Phoenix for all clinical activities conducted at B-UMCP.

Consistent with the College's foundational principle of collaboration, the Chair will work in close collaboration and partnership with other Chairs at the College of Medicine - Phoenix, University of Arizona Health Sciences (UAHS) Deans, Department Heads, BUMC-P Institute clinical service physician executive leaders, and with the College's clinical partners. The Chair engages and interacts frequently with the University of Arizona academic leadership and support units, the University of Arizona Foundation, Banner – University Medicine leadership, key external stakeholders, and community officials.

### **Duties & Responsibilities**

#### **Characteristics and competencies:**

- An open and direct communication style and a collegial presence that encourages consensus building, collaboration, and cooperation.
- A politically astute and skilled negotiator with a collaborative approach.
- An emotionally intelligent leader who embraces challenges and can effectively manage conflict.
- An excellent manager who motivates and empowers others to perform to the highest standards while holding them accountable.
- A commitment to enhancing racial, ethnic and gender diversity in the student body, residents, and faculty.
- Uncompromising standards of integrity and professionalism.
- An ability to take a larger institutional view, to work collaboratively with other Departments and Centers which are integral to the Family, Community and Preventative Medicine faculty's success.
- An interdisciplinary mindset that sees the unique opportunities of a fully integrated academic health science and medical center.
- Ability to position the Department to meet the challenges and opportunities inherent with health reform.

#### **The Chair will have the following principal duties and responsibilities:**

As the chief academic and administrative officer for the Department of Family, Community and Preventative Medicine, provide leadership that promotes professional development of existing faculty members and attracts highly motivated and exceptional faculty, staff, and students to the Department. The Chair will ensure that the Department is recruiting the best faculty and staff to meet its strategic goals among the following areas:

**Faculty Affairs.** The chair is responsible for recruitment, management, compensation, and retention of faculty in consideration of UA, UAHS, College, and B-UMG strategic plans and initiatives in balance of the multiple, tripartite mission of the University.

Educational and training programs. The Chair will collaborate with Academic Affairs and other educational offices at the College to ensure the department and his/her faculty are advancing the mission of the medical student, graduate student, and graduate medical education teaching programs. The Chair is responsible for maintaining liaison with other clinical and/or basic science departments to foster an integrated teaching environment for the College. As the educational leader of the Department, ensure an excellent teaching program for the students, residents, and fellows who are receiving education and training within the Department.

**Research programs.** The Chair has the responsibility to encourage and support research creativity and productivity within the department, across the College and UAHS and with the College's key partners. In strategic partnership with leadership stakeholders, the Chair will build targeted research programs with emphasis on attaining national recognition as measured by level of external, peer reviewed funding. The Chair will foster a culture of interdisciplinary research through collaboration with the numerous affiliated departments and centers.

**Patient care programs.** The chair will collaborate with BUMC-P leadership to be the clinical role model and leader of the department's clinical activities. The chair works with the Dean and the B-UMG CEO to coordinate the clinical activities of the department. The chair is responsible for maintaining appropriate standards of care appropriate to the discipline and working effectively to improve clinical quality.

**Finances and budget.** The Chair is responsible for ensuring the fiscal accountability and sustainability of the department working with the College's Business Affairs Office.

**Diversity and inclusion.** The chair is responsible for encouraging and supporting diversity among a Department's constituents, creating an environment of professionalism, respect, tolerance, and acceptance and work in partnership with the College's Office of Diversity and Inclusion.

**Advancement/Philanthropy.** The chair is expected to participate fully in College and UAHS strategic planning and implementation of fundraising efforts designed to expand the Health Sciences overall donor base and increase philanthropy and gift funding levels.

#### **Minimum Qualifications**

- Qualified candidates must hold an MD or equivalent medical degree.
- Board Certified in Family and or Preventive Medicine.
- Eligible for medical licensure in Arizona.
- Actively engaged in clinical care and education.
- National/international reputation as a respected and accomplished clinician, educator, and/or clinical translational researcher.
- Substantial and progressive leadership achievement in an academic medical center.
- Demonstrated understanding of finances in healthcare administration and academic medicine.
- Track record as a creative and strategic thinker who can envision and manage for the future.
- Ability to recruit, retain and mentor junior faculty and support senior faculty in their research, teaching, clinical and administrative endeavors.
- Experience in the workings of a Department of Family, Community and Preventative Medicine related to research initiatives, faculty affairs, operations, key hospital interactions, graduate and undergraduate education and fund raising.
- Ability to build and lead teams, and to develop strong ties and connections with external constituencies and individuals.

To apply, visit <https://arizona.csod.com/ux/ats/careersite/4/home/requisition/4695?c=arizona>

#### **Documents Needed to Apply**

Curriculum Vitae (CV) and Cover Letter

At the University of Arizona, we value our inclusive climate because we know that diversity in experiences and perspectives is vital to advancing innovation, critical thinking, solving complex problems, and creating an inclusive academic community. As an Hispanic-serving institution and a Native American/Alaska Native-serving institution, we translate these values into action by seeking individuals who have experience and expertise working with diverse students, colleagues, and constituencies. Because we seek a workforce with a wide range of perspectives and experiences, we provide equal employment opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. As an Employer of National Service, we also welcome alumni of AmeriCorps, Peace Corps, and other national service programs and others who will help us advance our Inclusive Excellence initiative aimed at creating a university that values student, staff and faculty engagement in addressing issues of diversity and inclusiveness.



THE UNIVERSITY  
OF ARIZONA