

# UCI School of Medicine

## Chair, Department of Radiation Oncology

The University of California, Irvine School of Medicine (UCI School of Medicine), in partnership with Korn Ferry, invites nominations and expressions of interest for the position of **Chair, Department of Radiation Oncology**.

Rich in history and tradition and dedicated to advancing medical knowledge and clinical practice through scholarly research, education, and high-quality clinical care, UCI School of Medicine shines on the world stage as an enterprising champion of innovation and discovery. Home to over 1,900 faculty and 24 departments, ranging from basic science, clinical and translational research, to medical and surgical specialties, the School of Medicine nurtures the development of medical students, resident physicians, and scholars in the clinical and basic sciences, and supports the dissemination of research advances for the benefit of society. UCI School of Medicine is ranked among the top 50 medical schools in the nation for research by U.S. News & World Report, and UCI Medical Center, UCI School of Medicine's academic teaching hospital, has been ranked among the nation's best hospitals by *U.S. News & World Report* for 23 consecutive years.

As UCI School of Medicine continues to grow and make scholarly, clinical, and physical advancements, the recruitment of a new Chair of the Department of Radiation Oncology is imperative for the institution, especially as it relates to innovating, developing, and translating new treatments and cures for cancer. A national search is underway.

With a commitment to providing leading-edge, compassionate clinical care, pioneering new therapies for patients, ushering the latest treatments from the laboratory to the clinic, and training the next generation of leaders in the specialty, the Chair of the Department of Radiation Oncology will serve as the departmental leader, carrying out all operations, management, and financial performance of the Department. They will guide the growth and development of the Department's leading-edge clinical care and educational and research programs, while fostering an environment of collaboration, integrity, trust, and transparency within the Department, as well as between the Department, UCI School of Medicine, and UCI Health at large. In addition, they will be expected to continue to shape the Department for national recognition through the recruitment, development, and retention of high-impact clinicians and researchers as well as through fostering a collaborative training environment with strong mentorship.

Further, the Chair will be the critical steward for an organizational climate and culture which supports and values diversity, equity, inclusion, and belonging.

The successful candidate will be expected to lead in a manner that contributes to the success of the mission of the Department of Radiation Oncology, the School of Medicine, and UCI at large, and exemplifies qualities of excellence, integrity, compassion, belonging, and trust. Experience and professional qualifications required for the Chair include:

- A track record of successfully achieving results through compelling leadership, strategic capability, vision, and effective culture building.
- Academic rank of Associate or Full Professor.
- Academic credentials consistent with the stature of this position, including a strong track record of success in clinical care and extramurally funded research.
- Substantial experience as a faculty member in a distinguished academic or comparable

- medical setting. An established record of effective, strong, and collaborative leadership.
- The capacity to formulate and articulate a shared vision, to persuade a wide range of audiences of its value, and to engage others in its implementation.
- Strong track record of leadership in an academic medical center. Proven experience in providing leadership, oversight, and strategic direction in an academic medical center.
- Excellent organizational skills and analytical ability.
- Strong ability to work collaboratively with leaders of various backgrounds and interests.
- Competency navigating the multiple and oftentimes competing priorities of the tripartite educational, research, and service missions of a complex academic medical center.
- A foundation in financial management with the ability to make sound judgments; ability to develop and implement the budget effectively, aligning resources with strategic priorities.
- Solid vision for building a top-ranked Department of Radiation Oncology.
- Ability to recruit outstanding new faculty in basic, clinical, and translational research as well as retain UCI School of Medicine's strongest faculty.
- Demonstrated commitment to and knowledge about diversity, equity, and inclusion as critical components of academic excellence.

**Personal Characteristics/Attributes:**

- Outstanding interpersonal and communication skills.
- Exhibits a style that supports change and innovation, with an ability to delegate yet maintain overall control.
- Commitment to the educational, research, and service missions of the Department, UCI School of Medicine, and UCI Health.
- Strong executive presence and a leadership style that is humble, authentic, inspirational, and aspirational; politically astute with a high level of emotional intelligence.
- A highly effective communicator and listener at all levels of an organization as well as within the community.
- A leader capable of enterprise level thinking with a genuine appreciation for consultation and collaboration. Personal style that fosters and supports innovation.

We desire applicants who have evidence of commitment to or strong potential for commitment to the advancement of diversity, equity, and inclusion for underrepresented minority students and groups (Black/African-American, Latino(a)/Chicano(a)/Hispanic, and Native American). UCI is a Minority Serving Institution (MSI), a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). These federal designations align with UCI's aspiration to be a national leader and global model of inclusive excellence. We seek faculty who are committed to diversity as well as diverse faculty who will be role models for our students.

Reporting to the Dean of the School of Medicine, the ideal candidate will have earned an MD, MD/PhD, or equivalent, be board certified in radiation oncology, and be eligible for medical licensure in the state of California. In addition, a strong record of research accomplishments, productivity, and peer-reviewed extramural funding, and a track record of program development and faculty and trainee recruitment and development is highly desirable. Further, candidates must be eligible for a faculty appointment at the Associate or Full Professor level in the Health Sciences or Clinical X Series at the University of California, Irvine

**Criteria for the Professor in the Health Sciences Series:**

Health Sciences Clinical Professor series faculty engage in scholarly or creative activities which derive from and support their primary responsibilities in clinical teaching and professional and

service activities.

**Criteria for the Professor of Clinical "X" Series:**

The incumbent will be expected to conduct substantial and meaningful research; teach residents and medical students; have clinical care responsibilities; and perform public and University service. Excellence in teaching, clinical expertise, or research is an essential criterion for appointment in this series. Priority will be given to candidates with a proven track record of academic productivity, as demonstrated through high- impact publications, thematic-based research, and/or grant funding.

The salary range for this position is \$825,882 to \$951,754. The [posted UC salary scales](#) set the minimum pay determined by rank and/or step at appointment. See [Professorial Series \(Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank\) and Professor of Teaching Series – Health Sciences Compensation Plan](#) . This position includes membership in the [health sciences compensation plan](#), which provides for eligibility for additional compensation.

Korn Ferry is assisting UCI School of Medicine with this important recruitment. Initial application materials must include a detailed curriculum vitae, a letter of interest that highlights the applicant's personal vision and relevant leadership experience, as well as a statement of contributions to diversity. To ensure full consideration, applications should be submitted electronically in confidence, to: <https://recruit.ap.uci.edu/JPF08945>

As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs – With Updated Interim Amendments](#). All Covered Individuals under the policy must provide proof of receiving the COVID-19 Vaccine Primary Series or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, Religious Objection, and/or Deferral based on pregnancy or recent COVID-19 diagnosis and/or treatment) no later than the applicable deadline. All Covered Individuals must also provide proof of receiving the most recent CDC-recommended COVID-19 booster or properly decline such booster no later than the applicable deadline. New University of California employees should refer to [Exhibit 2](#), Section II.C. of the [SARS-CoV-2 \(COVID-19\) Vaccination Program Attachment](#) for applicable deadlines. All Covered Individuals must also provide proof of being up-to-date on seasonal influenza vaccination or properly decline such vaccination no later than the applicable deadline. Please refer to the [Seasonal Influenza Vaccination Program Attachment](#). (Capitalized terms in this paragraph are defined in the policy.) Federal, state, or local public health directives may impose additional requirements.

*The University of California, Irvine is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy. A recipient of an NSF ADVANCE award for gender equity, UCI is responsive to the needs of dual career couples, supports work-life balance through an array of family-friendly policies, and is dedicated to broadening participation in higher education.*