

POSITION DESCRIPTION

CHAIR

**DEPARTMENT OF COMMUNITY AND FAMILY
MEDICINE**

**UNIVERSITY OF MISSOURI-KANSAS CITY
SCHOOL OF MEDICINE**

www.med.umkc.edu

Kansas City, Missouri

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UMKC SCHOOL OF MEDICINE

The University of Missouri-Kansas City School of Medicine officially opened in 1971 with a unique approach to medical education. Based on an integrated curriculum, the School of Medicine admits students into the program directly from high school. Students graduate with their Baccalaureate-Doctor of Medicine (baccalaureate/M.D.) from the same institution in as little as six years. The curriculum integrates the liberal arts, and basic and clinic sciences within a team approach to learning. A smaller number of students are admitted with a baccalaureate degree into the MD-only program and into a combined MD/Oral Surgery program. Nearly 3,000 physicians have since received their M.D.s from the UMKC School of Medicine. Currently there are 600 medical students enrolled in the School.

The School recently added graduate degree programs to its educational offerings. A new Masters Degree in Bioinformatics is offered in collaboration with the Schools of Biological Sciences and Computing and Engineering. This masters degree program has three tracks, one of which is in clinical research. This track is open to students, residents, fellows, and junior faculty to enhance their skills in design and interpretation of clinical research and is seen as part of the critical infrastructure to promote clinical and translational research. Further information is available at <http://www.med.umkc.edu/MSB/>.

The School of Medicine is located about ten miles north of the Truman Medical Center Lakewood campus in the heart of Kansas City's historic Hospital Hill district. The Children's Mercy hospital, the Western Missouri Mental Health institution and the urban Truman hospital campus are within a mile of the medical school. Other affiliate hospitals in the system include St. Luke's near Kansas City's Country Club Plaza district and the VAMC located in Eastern Kansas City, Missouri.

Truman Medical Centers is a two-hospital, not-for-profit, health system. It has received a top clinical quality rating from the University Health Systems Consortium (UHC) and was awarded the designation of a "Top 5 Academic Medical Center" by UHC in 2005.

The growth of the School of Medicine extends to graduate medical education, in which the School now offers 38 ACGME-sponsored residency and subspecialty residency programs.

The Liaison Committee on Medical Education, a national body representing the Association of American Medical Colleges and the American Medical Association, has endorsed the School of Medicine and its academic philosophy. The School of Medicine is fully accredited by the LCME.

Of the more than 2,700 living graduates from the UMKC School of Medicine, 49% are currently practicing in Missouri and adjacent counties of Kansas and Illinois. Among the 2007 graduating class, 48% entered a primary care field. 37% of the class has remained in Missouri to obtain their residency training.

Most of the full-time faculty physicians belong to the multispecialty not-for-profit physicians practice plan, University Physician Associates (UPA). The UPA administration provides group practice management activities.

The Department of Community and Family Medicine is one of 12 departments within the School of Medicine reporting to the Dean, Betty Drees, M.D. Dr. Drees was appointed Dean in 2003 after serving as interim Dean for two years. She continues to serve as a Professor of Medicine in the Section of Endocrinology.

The firm of Alexander, Wollman & Stark has been retained to assist in the search for the new Chair for Community and Family Medicine.

THE DEPARTMENT OF COMMUNITY AND FAMILY MEDICINE

Strategically based at TMC Lakewood, the Department has the unique opportunity to practice a full spectrum of Family Medicine. The faculty serves as the primary care physicians for both an inpatient and outpatient population. The residents and fellows are exposed to a breadth of patient management that is not seen in most academic programs. Currently, the faculty numbers 26 physicians who hold specialties in Family Medicine, Obstetrics and Gynecology, Internal Medicine, Pediatrics and Psychiatry.

TMC Lakewood is surrounded by vibrant suburban community flavored by its rural heritage. A 314-bed facility, TMC Lakewood is comprised of 102 acute care beds, 212 long term care beds, including a 20 bed Alzheimer's Unit. Annually there are just over 5000 admissions, 89,000 outpatient visits, and 1100 deliveries. As part of the strategic effort to make Lakewood the center of choice for primary care, the most recent capital campaign has resulted in \$100,000,000 of physical improvements over the last seven years. Current renovation of the Lakewood Birthing Center will be completed in 2010-11, creating 19 state-of-the art labor and delivery areas that will be family friendly, and providing private rooms for all patients. Inpatient services at TMC Lakewood include general medical/surgery, intensive care, mental health, medical rehabilitation, pediatrics, orthopedic surgery, and obstetrics and gynecology all of which family medicine staffs with support from subspecialty fields. Ambulatory services are provided in thirty-two general and specialty clinics, including the emergency department and outpatient mental health and substance abuse treatment. The Community and Family Medicine Residency Program and the Gerontology Fellowship, Sports Medicine Fellowship and Surgical Obstetrics Fellowship provide the vast majority of inpatient and outpatient visits at Lakewood -which has more hospital outpatient visits per annum than any other Kansas City medical facility.

Department Research

The commitment by the Dean to build a research presence within the department is demonstrated by the recent faculty addition of Diane Harper, MD as Vice Chair for Research for the Department of Community and Family Medicine. Dr. Harper is well known for her work in HPV and her national stature in research and prevention. She has been charged with building the collaborative research efforts in the department and has already established a presence at Truman Hospital Hill with her work and research across departments. UMKC and Truman Medical Center have earned the designation of a National Center of Excellence in Women's Health. One of just 21 institutions in the nation to have won this designation, they are focused on improving healthcare for women and Dr. Harper has begun to bridge the excellent work already being done with the clinical and research efforts in Family Medicine. The UMKC Institute for Human Development is an applied research and training center for human services. It exemplifies the University's goals of academic excellence and a campus without borders by helping people, agencies, and communities reach their fullest potential. The Institute can be a link for the department to improve not only research opportunities, but to increase the understanding of how to foster human development in preventing disease and illness. The opportunity to grow a greater clinical and research presence at Truman Hospital Hill will be a charge to the new Chair.

Residency Program and Fellowships

TMC Lakewood is home base for the UMKC Family Medicine Residency program, which is widely acknowledged as one of the most comprehensive Family Medicine programs in the country. It is the only residency program in the country with three fellowships. There are opportunities to pursue Master's degrees in a variety of fields including bioinformatics, clinical trials, and business administration during the residency or fellowship years. It is also one of the largest Family Medicine programs, with 38 residents and three fellowships. (Over the past 20 years, the program has had more graduates than any single Midwest residency.) Family Medicine is the only residency at the Lakewood location of UMKC. This provides residents extraordinary training and experience in all aspects of primary care. The residency program is the first and only AOA Certified dually accredited program in the region.

Geriatric Medicine is a 12 month ACGME accredited fellowship that accepts three fellows per year. Sports Medicine is a 12 month ACGME accredited fellowship that accepts two fellows per year. Surgical Obstetrics covers both OB and Women's Health issues and accepts two to three fellows per year.

Medical Student Education

The Department of Community and Family Medicine has a strong role in medical student education. George Harris, MD, a senior faculty member, serves as the Assistant Dean for Year 1 and 2 programs, and coordinates the early clinical experiences for student with community physicians. The Family Medicine Clerkship is a required one-month rotation for students in their fourth year of the six-year curriculum, and all students do a one-month preceptorship with a rural family medicine physician in Missouri in their fifth year.

THE OPPORTUNITY

In today's economic climate, healthcare has a multi-fold challenge. Medical schools face the challenge of training tomorrow's doctors while facing rising costs with diminishing reimbursement and support by the state and federal governments. UMKC School of Medicine, with its unique educational program, is positioned to make a significant difference in addressing these issues and creating solutions that will better serve their students, patients and community. The partnership with the Truman Medical Centers will allow the vision for building the future of the practice of high quality medicine to become a reality. The recognized need for a primary care focus will be the central impetus in creating a strategy for the growth and expansion of clinical care. The Department of Community and Family Medicine will be positioned to take the lead in directing that growth. The opportunity exists to make TMC Lakewood the most comprehensive center for family health management throughout eastern Jackson County and the surrounding area. The already excellent reputation for the programs in family medicine, children's healthcare, the new birthing center and a strong geriatrics program, positions TMC Lakewood well to do this.

TMC Lakewood will be at the forefront of healthcare delivery as we face a changing healthcare environment with the growing need for better management of care. This position presents an opportunity to utilize existing strengths and, with institutional support, create new resources to further increase the stature of the Department of Community and Family Medicine inside and outside the institution. Kansas City is the home of the American Academy of Family Physicians and the Society for Teachers of Family Medicine and the opportunity to take advantage of the support and resources of these organizations is tremendous.

The new Chair will need to be bold and creative, with a vision that encompasses joint strategic planning with their partner institutions allowing for continuing efforts in education, growth of clinical productivity, and the advancement of scholarly activity to meet the academic mission of the School of Medicine. Taking advantage of the well-established residency and fellowship programs, the new Chair will have the opportunity to advance these programs into even more progressive and robust experiences. The

opportunity to recruit and mentor new faculty to meet the ever growing need for primary care medicine will allow the new Chair to shape the department for the future.

A strong and visionary leader, working in a collegial capacity, will be able to accomplish the following:

- Create and implement the strategic plan to establish the role of Community and Family Medicine as the leader of primary care management for the full life cycle.
- Create a greater clinical presence at TMC Hospital Hill.
- Continue to foster the professional development of a loyal and hard-working faculty.
- Recruit talented new faculty members.
- Create and manage annual divisional budgets.
- Increase and expand primary care network.
- Increase clinical volume and efficiency.
- Encourage and build high quality scholarly activity in the area of clinical and translational research.
- Participate in a collegial and cooperative institutional leadership structure based upon mutual respect and cooperation.
- Work with educators in the Department to develop the educational methods of the future for primary care education, including mentoring of clinical competencies across the spectrum of student, resident and fellow education.

THE POSITION

The Chair of Community and Family Medicine reports, for academic affairs, directly to the Dean of the School of Medicine. The department's full-time faculty primarily operates at Truman's Lakewood Medical Center with accountability for clinical affairs to the President and CEO of Truman Medical Center, John Bluford, TMC Lakewood COO, Harold Siglar, and the Chief Medical Officer, Mark Steele, M.D. The Chair will be expected to lead the Department in a manner that exemplifies the core values of open communication, fairness, respect and the need for diversity.

The Chair's responsibilities will include the following:

- Creating and implementing a vision and strategic plan for the department in concert with the vision and goals of the School of Medicine, UPA and TMC.
- Leading and managing the Department in its multiple activities including clinical service, community outreach, teaching, research, academic and clinical planning, development, financial matters and faculty and non-faculty personnel matters.
- Attracting and recruiting new faculty in areas of the Department that require improvement and expansion.

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- Serving as a mentor for faculty members, and developing annually a personal development plan with each faculty member.
- Assuring the highest quality of care and service to patients and referring physicians, while building clinical volume and leading patient satisfaction initiatives.
- Building a greater presence and visibility for the department in the eastern Jackson County area as well as downtown Kansas City.
- Maintaining and improving the residency and fellowship programs and adjusting for the changing future needs in primary care, enhancing student educational programs, and participating in teaching activities.
- Participating in practice activities as allowed by other responsibilities.
- Working with the Hospital Administration and UPA leadership to achieve cost effective service.
- Enhancing relationships with the community-based institutions in their clinical and academic programs.

PROFESSIONAL QUALIFICATIONS

- Board Certification in Family Medicine.
- A recognized national leader with successful experience in an academic department in a leadership position such as Chair, Associate Chair, or Division or Section Director.
- A record of outstanding accomplishments and scholarship that would qualify for the rank of Professor.
- The ability to define and articulate a vision for the Department that complements the vision for the School of Medicine and Truman Medical Center.
- The ability to encourage and foster scholarly activities.
- Outstanding clinical and teaching abilities.
- The ability to recruit, mentor, and develop the careers of faculty members.
- The experience and ability to manage the administration and finances of the Department.
- An understanding of the need to market to all constituencies by providing service excellence.

PERSONAL CHARACTERISTICS

- Strong and collaborative leadership style with the interest and ability to lead by example.
- A passion for teaching and infusing the next generation of primary care physicians with a thirst for excellence.
- Excellent communication skills.
- Excellent interpersonal skills.
- An effective consensus builder, team leader and team player.
- Strong sense of integrity.
- Commitment to diversity.

KANSAS CITY OVERVIEW

Whatever your interests are, Kansas City will let you fulfill them. In this metropolitan area, whose flavor blends the best of a Midwestern town with a cosmopolitan city, there are countless intellectual, cultural and recreational activities to do and of course, some of the world's greatest bar-b-que.

Kansas City, Missouri, is organized into a system of more than 150 neighborhoods. Downtown, the center of the city is currently undergoing major redevelopment. The downtown area has already undergone major development with the opening of the Power and Light District and of the Sprint Center. Downtown Kansas City is an area of 2.9 square miles. Areas near Downtown Kansas City include the 39th Street District, known as Restaurant Row, which features one of Kansas City's largest selections of independently owned restaurants and boutique shops. The District is a center of literary and visual arts and culture. Crown Center is the headquarters of Hallmark Cards and a major downtown shopping and entertainment complex. The Center is connected to Union Station by a series of covered walkways. Up the hill from Crown Center is Hospital Hill where the University Missouri-Kansas City Schools of Medicine, Pharmacy, Nursing and Dentistry are located as well as Truman Medical Center Hospital Hill and Mercy Children's Hospital.

The Country Club Plaza or simply "The Plaza," is an upscale, outdoor shopping and entertainment district. It was the first suburban shopping district in the United States, designed to accommodate shoppers arriving by automobile, and is surrounded by apartments and condominiums, including a number of high rise buildings. St. Luke's Medical Center, a major teaching affiliate of the School of Medicine and the flagship hospital of an 11 hospital health system, is located on The Plaza.

Kansas City offers much in the world of arts, including the internationally known Nelson-Atkins Museum of Art, the Kemper Museum of Contemporary Art, the Conservatory of Music which is recognized world-wide for programs in Music, Dance and Theater, and the Missouri Repertory Theatre; the last two are located on the UMKC Volker campus. The city is also home to the nationally recognized Lyric Opera Company, the Kansas City Symphony, the Kansas City based Alvin Ailey dance troupe (a feeder into the New York troupe), and the new Todd Bolender Center for Dance and Creativity.

Kansas City has more than 100 miles of spacious boulevards and parkways, over 200 urban parks, 49 ornamental fountains, 152 ball diamonds, 10 community centers, 105 tennis courts, five golf courses, five museums and attractions, 30 pools, and 47 park shelters, all overseen by the city's Parks and Recreation department. Sports enthusiasts will also enjoy the many collegiate and professional teams in the area, from the Roos Division I teams to professional football, baseball, tennis, outdoor soccer and the NASCAR race track. Residents also may take advantage of the Swinney Recreation

Center on the UMKC campus, which offers indoor tracks, swimming pool and fitness classes.

The parkway and boulevard system winds its way through the city with broad, landscaped medians that include statuary and fountains. Much of the system, designed by George Kessler, was constructed from 1893 to 1915. Cliff Drive, in Kessler Park on the North Bluffs, is a designated State Scenic Byway extending more than 4 miles with many historical points and architectural landmarks.

Swope Park is one of the nation's largest city parks, comprising 1,805 acres (2.82 sq. mi.), more than twice as big as New York's Central Park. It features a zoo, a woodland nature and wildlife rescue center, two golf courses, two lakes, an amphitheatre, day-camp area, and numerous picnic grounds.

The city is diversified in population. As of the 2000 census, there were more than 440,000 people residing in the central city with over 2 million in the Metropolitan area. The area demographics reflect a population of 55% white, 31% black, 7% Hispanic or Latino, with the rest a mixture of Native American and other races.

The Kansas City region includes more than 200 biotech companies which employ more than 20,000 people. Twenty universities exist throughout the region offering education through post-doctorate degrees. Three community college systems offer associate-level degrees around the region. In 2007, area public institutions spent \$531 million on research, and life sciences companies spent an estimated additional \$638 million in research efforts. The Midwest Research Institute and the Stowers Institute for Medical Research are considered the region's biotech crown jewels.

Kansas City and its greater metropolitan area offer an impressive number of choices of living styles from urban lofts, historic neighborhoods and established suburban communities. There are excellent public schools as well as a number of highly distinguished private schools. The quality of life in the greater Kansas City area is seen as a positive for young and old alike, but especially for young and growing families.

Alexander, Wollman & Stark is assisting in this critical recruitment. Please submit CV and letter of interest in confidence to alexwollstark@comcast.net or call Trisha Chogich at 703-973-7623