

**Tufts** Medical  
Center

**Tufts** | School of  
UNIVERSITY | Medicine

## **Chair of Dermatology**

**Tufts Medical Center  
Tufts Physicians Organization  
Tufts School of Medicine  
Boston, MA**

### **Position Specification**

July 2016

## **Summary**

Tufts Medical Center (Tufts MC) and the Tufts School of Medicine (TUSM) have initiated a search for the Chair of Dermatology. The best candidate will be an academic physician executive who brings a reputation as an outstanding clinician and teacher, known for leadership, clinical innovation and academic excellence. The new Chair will have the critical organizational and management skills required to lead a department in a major tertiary medical center.

## **The Opportunity**

As leader of the Department of Dermatology, the Chair will report to the CEO of the Tufts Physicians Organization, the CEO of the Tufts Medical Center, and the Dean of the Tufts University School of Medicine. This organizational arrangement reflects the value and standing of the Department of Dermatology at the Tufts MC and the TUSM.

The Tufts MC and the Dermatology faculty is committed to sustaining a long tradition of clinical excellence and teaching. Clinical research is an important function, as is the continued growth of its successful clinical trials program. S/he will contribute, as a Chair and physician-executive, to establishing effective new ways to achieve outstanding clinical performance and high-value clinical services in this time of extraordinary change in the healthcare environment. This individual will be an academic dermatologist, who is an exemplary clinician, educator and scholar. The Chair will advance the institutions' mission to contribute to advancing new and innovative treatments and for recruiting faculty who are committed to clinical care, teaching and academic rigor. S/he must be an effective administrator, with management experience and leadership capability demonstrated by accomplishments in an academic healthcare enterprise. Moreover, s/he must have demonstrated a passion for embracing change and leading others to achieve goals consistent with the mission and values of the Tufts MC.

## **Key Responsibilities of the Chair of Dermatology**

At this time of significant and continuous change in academic medicine, the Department's new Chair should be an inspirational academic leader and outstanding physician. S/he should be prepared to ensure that the dermatology training program continues its reputation for excellence as a teaching program for dermatology residents and medical students; provides a superb environment for faculty teaching and clinical practice; and ensures access to all referring physicians and departments at the Medical center and outside referring physicians.

The Chair should be a physician who places a high value on clinical care and on developing innovations in the business of dermatology care in relation to the Department of Dermatology's access requirements and relationships to referral sources, both internal and external. The Department is well-positioned to grow in scale and significance. The next Chair is expected to assume an important role within the affiliated health systems in organizing optimal dermatology care for adults and children from Tufts MC's affiliates throughout the region.

S/he will provide leadership for the academic mission of the Department of Dermatology, which involves several other Tufts-affiliated teaching hospitals across the region.

The ideal candidate will:

- Have the ambition, inspiration, and experience to build the practice infrastructure so that the physician effectiveness and patient experience is satisfying and rewarding and the patient experience exceeds expectations
- Contribute significant experience with the business side of practice
- Have personal charisma, presence and interpersonal skills
- Recruit and attract new dermatology faculty members, to provide a professionally rewarding experience for faculty and expand the scope of Department services consistent with the vision of the Chair and the referring physicians
- Be an experienced communicator accustomed to utilizing influence rather than authority over multiple interdependencies
- Determine what is important to referring physicians and develop an action plan with the faculty to address those priorities
- Have a distinguished academic career in which teaching has been a priority
- Have built a program or division elsewhere and will understand the challenges and the rewards
- Provide leadership in representing Tufts MC dermatology with affiliates and new partners of Tufts MC
- Have a strong record in clinical research and clinical trials
- Have a substantial record of publications

## **Critical Success Factors**

Success during the first year will be measured by the Chair's accomplishments relative to the following priorities:

- Recruit additional faculty to meet the clinical requirements for care, teaching, and staff satisfaction needs
- Assess the strengths and gaps in the Department in the clinical, academic, educational and service realms, and collaborate with the Hospital CEO, the CEO of the Physicians Organization and the Dean to identify and address the top priorities
- Execute a plan to improve access for patients from referring providers

## **Organization Overview**

### **Tufts Medical Center**

The Tufts Medical Center's origins date back to 1796 when the Boston Dispensary was established as the first permanent medical facility in New England, and one of the first in the United States.

Tufts MC is affiliated with the New England Quality Care Alliance (NEQCA), a network of more than 1,800 physicians throughout Eastern Massachusetts. The largest medical group within NEQCA is the Tufts Medical Center Physicians Organization (PO) which employs the faculty of the Department of Dermatology.

Tufts MC is still located in its original downtown Boston site. It continues its historic mission, never losing the perspective of being a community-based, world class adult and pediatric teaching and research hospital. It remains true to its mission statement which reads in part: “We dedicate ourselves to furthering our rich tradition of health care innovation, leadership, charity and the highest standard of care and service to all in our community.”

Tufts MC has 415 beds and the Floating Hospital for Children has 94 beds hospital beds. Consistently at the forefront of medical and health policy research, Tufts MC is in the top 15 percent of independent institutions receiving federal research funding and conducts \$50 million annually in extramurally funded research. Tufts MC and the Floating Hospital offer 43 resident and fellowship programs with 451 residents and fellows. With \$908.7M in operating revenue, it employs over five thousand staff including five hundred employed physicians.

Tufts Medical Center has received significant recognition of excellence including:

- University Health System Consortium 4 Star AMC rating and – it is one of only 13 AMC’s honored out of 102 studied nationally
- 2015 winner of the University Health Consortium Bernard Birnbaum, MD Quality Leadership Award
- Meets or exceeds the national benchmark in 45 of 55 Hospital Compare Quality and Safety Measures
- Ranked in the top 10 percent of academic medical centers for the way Tufts MC physicians and nurses communicate with patients
- Awarded 4 stars by Hospital Compare for Patient Experience – Medicare
- Designated as a Level I Adult Trauma Center, Tufts Medical Center, and a Level I Pediatric Trauma Center, Floating Hospital for Children, by The American College of Surgeons and the Massachusetts Department of Public Health

### **Tufts University School of Medicine**

Tufts Medical Center, including the Floating Hospital for Children, is the principal teaching hospital for Tufts University School of Medicine. All full-time physicians at the Tufts Medical Center and the Floating Hospital hold faculty appointments at the Tufts University School of Medicine. The Tufts Medical Center and the Floating Hospital have 46 combined programs accredited by the ACGME.

### **Department of Dermatology**

#### **Clinical Care**

The Department of Dermatology is a team of physicians skilled in the diagnosis and treatment of a wide range of conditions, including psoriasis and psoriatic arthritis, skin cancer, contact dermatitis and hemangiomas and other congenital birthmarks. The Department offers a variety of cutting-edge therapies, such as biologic medications, intravenous infusion and phototherapy, as well as minimally invasive surgical and cosmetic procedures.

#### **Faculty**

There are currently five faculty members in the Department. The Chair will be able to recruit additional faculty to expand the number of faculty for clinical care, provide protected time for teaching, clinical trials

and research and add specialty expertise in areas of dermatology that s/he thinks are important for the Department.

### **Training and Education**

The Tufts Medical Center Department of Dermatology training program is ACGME-accredited for 9 resident positions: 3 per year of the three year program.

Faculty members are committed to teaching and clinical care. The Department's strong focus on clinical care, teaching, and research allows residents and fellows numerous opportunities for publication, while exposing them to new and investigational therapies that may not be available elsewhere.

The program has many strengths including:

- High patient volume
- Patient diversity (Asian, African American, Caucasian, Indian)
- Specialty clinics in infectious disease, psoriasis and psoriatic arthritis, pediatric dermatology and cosmetics
- Mohs surgeons who operate on site
- ACGME-accredited dermatopathology fellowship
- Fellowships offered in clinical research and contact dermatitis
- National recognition for clinical research in psoriasis and psoriatic arthritis, cutaneous oncology and contact dermatitis

### **Educational credentials and qualifications**

Candidates must have an M.D., or M.D./Ph.D. and American Board of Dermatology certification. They should also have a record of scholarly accomplishment and recognition in a dermatology discipline as evidenced by involvement in academic societies at a national level. Medical dermatology is preferred as the subspecialty discipline.

### **Compensation**

The compensation package will reflect the academic and clinical leadership role of an innovative and nationally recognized academic medical center in Boston and be commensurate with the role and responsibilities of the Chair of Dermatology.

### **For More Information**

We welcome nominations, confidential inquiries, and referrals. Interested parties, please send a cover letter and curriculum vitae to [TuftsMCDermChair2173@ZurickDavis.com](mailto:TuftsMCDermChair2173@ZurickDavis.com). For more information or questions, please contact **Lida Junghans**, PhD ([lida.junghans@zurickdavis.com](mailto:lida.junghans@zurickdavis.com)) or **Jacqueline Rosenthal** ([jrosenthal@zurickdavis.com](mailto:jrosenthal@zurickdavis.com)). All contact with **ZurickDavis** will remain confidential.

*Tufts Medical Center Physicians Organization is an Equal Opportunity Employer. Applicants and employees are considered for positions and are evaluated without regard to mental or physical disability, race, color, religion, gender, national origin, age, genetic information, military or veteran status, sexual orientation, marital status or any other protected Federal, State/Province or Local status unrelated to the performance of the work involved.*