



Division Chief of Pediatric Psychology

Connecticut Children's

Hartford, Connecticut

Leadership Profile

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Summary

Connecticut Children's and the Connecticut Children's Specialty Group (CCSG) seek a Division Chief of Pediatric Psychology to lead the division as the organization establishes a clinically integrated network for pediatric care. The integration of behavioral health to the clinically integrated network is a foundational strategy in the strategic plan for the system and the new chief will have the support of the President of the CCSG in advancing a vision for behavioral health across the system. As the senior psychologist at Connecticut Children's, the Chief will also develop a strategic vision that will be the basis of future program development in clinical care, research, and education. The Chief will oversee academic, clinical, and training activities, and will collaborate with colleagues across the enterprise to integrate behavioral health with pediatric primary care in the community while continuing to advance robust partnerships with pediatric specialists.

We seek an enthusiastic collaborator to lead the Pediatric Psychology Division as Connecticut Children's develops a population health-based healthcare system. The ideal Division Chief will have a vision to meet the needs of children and families across the State by increasing access to services, creating innovative new programs, and enhancing the clinical and research strengths of a dedicated and engaged staff.

The Opportunity

This is an opportunity for a clinically superb pediatric psychologist and master educator to redefine the role of psychology in the continuum of pediatric care. The Chief will be a dynamic, sophisticated, and collaborative leader, drawn to join Connecticut Children's at a time of expansion and transformation. The Chief will join new leadership at the institution's senior-most levels dedicated to enhancing the considerable strengths of Connecticut Children's, building a culture of transparency, and advancing centers of excellence. The Division Chief of Pediatric Psychology will shape the future of operational and academic initiatives in pediatric psychology and will create an environment for pediatric psychologists to thrive. S/he will strengthen relationships across divisions of the hospital, with members of the integrated network, and will develop and strengthen connections to partners across the State of Connecticut to fulfill the mission of improving the physical and emotional health of children through integrated family centered care, research, education and advocacy.

Reporting to Juan Salazar, MD, MPH, Chair of Pediatrics and Executive Vice President of Academic Affairs at University of Connecticut (UConn) School of Medicine (SOM) and Physician in Chief at Connecticut Children's, the Division Chief will collaborate with colleagues at the SOM, and across the enterprise, and with Child Health and Development Institute of Connecticut, Institute of Living (IOL), The Village for Children and Families, and other key partners. Connecticut Children's is a training site for the APA-accredited internship and post-doctoral training programs at the Institute of Living. Currently there are two pediatric fellowship programs in Pain Medicine and Consultation-Liaison Services. Additionally, the Division trains three pre-doctoral interns in inpatient and outpatient settings through the IOL programs.

Connecticut Children's seeks an energetic leader who will be drawn to the opportunity to build on the strengths of a talented and engaged team, and will embrace the challenge of extending access to the skill and expertise of Connecticut Children's pediatric psychologists by deepening and expanding relationships with partners in Hartford and throughout the regional network.

Connecticut Children's faculty are proud of the high quality of professional life they enjoy. This differentiates the Connecticut Children's environment from that of many academic medical centers, and explains the longevity and optimism expressed by long time faculty, as well as Connecticut Children's recent successes in recruiting outstanding division chiefs.

The Organization

Connecticut Children's

Connecticut Children's is a nationally recognized pediatric health system that includes a clinically integrated network of pediatric providers dedicated to the development of best practices and shared strategies to improve outcomes and provide the best quality of coordinated care for children and families. Located in Hartford, CT, Connecticut Children's is the only freestanding pediatric hospital in the State and is a powerful and growing presence in communities across Connecticut and Western Massachusetts. Offering a full range of pediatric services for patients from birth to 22 years old, Connecticut Children's provides quality care to children and families through its hospitals in Hartford and Waterbury, specialty care centers in Danbury, Fairfield, Farmington, Glastonbury, Hartford, Shelton, and Westport, and a growing number of other practice locations.

The Connecticut Children's system encompasses Connecticut Children's Medical Center, a tertiary referral center and the primary teaching hospital for the University of Connecticut School of Medicine, Department of Pediatrics; Connecticut Children's Specialty Group; and state of the art research facilities and support. Connecticut Children's also has a teaching partnership with the Frank H. Netter MD School of Medicine at Quinnipiac University.

Connecticut Children's Medical Center

Opened in 1996 in Hartford, Connecticut, Connecticut Children's Medical Center is an academic, free standing, non-profit, 187-bed academic medical center which offers comprehensive, world-class health care to children and adolescents in a patient- and family-centered environment with a focus on research, education and advocacy. The home of the pediatric residency program and 11 pediatric medical and surgical subspecialty fellowships for the UConn SOM, Connecticut Children's is the major clinical venue for attending physicians, pediatric and surgical residents and fellows, and medical students. With many clinical departments known for outstanding care, Connecticut Children's is consistently placed in the Top 50 nationally in *U.S. News & World Report's* Best Children's Hospital rankings. Connecticut Children's neonatology program outranked its local competitors in the survey, ranking in the Top 25 nationally among more than 1,500 NICUs across the country.

Connecticut Children's has continued a positive earnings trend over the past several years driven by strong clinical operations and philanthropy, as well as contributions on a consolidated basis from other business lines and subsidiaries. The organization is well positioned to continue to invest in the behavioral health programs and resources that are prioritized in its HealthCompass 2022 strategic plan, including quality, patient experience, systems, innovation and growth. Connecticut Children's maintains a solid balance sheet with low debt, steadily growing liquidity, and positive capital reinvestment.

Connecticut Children's vision for Behavioral Health

Connecticut Children's is preparing to invest in integrating behavioral health care across the system, including the Connecticut Children's Specialty Group, the medical center, and the clinically integrated network. With the support of Dr. Glenn Focht, President of the Connecticut Children's Specialty Group and system lead for Behavioral Health, the Division Chief will develop an initial strategic vision to expand outpatient psychology services embedded within subspecialty and primary care practices. This vision will be the basis for future program development in clinical care, research, and education. The Chief will also build on relationships with key stakeholders across Connecticut Children's in acute, chronic, and primary care settings, and in partner organizations, including the Child Health and Development Institute of Connecticut (CHDI), Institute of Living (IOL), and The Village for Families and Children.

A Model for Innovative Clinically Integrated Pediatric Care – the Foundation for a Pediatric System of Care

CT Children's has developed an innovative model of deploying its neonatologists to community-based hospitals in its network, reducing the need for babies and families who do not need the specialized resources and support of the academic medical center to travel to Hartford.

Connecticut Children's has established the largest newborn delivery services network in the state of Connecticut based on the number of hospitals for which it provides neonatology care. In addition to Connecticut Children's two NICUs located in Hartford and Farmington, Connecticut, the Medical Center also provides newborn delivery services at 9 hospitals. Given the results of this program for community based primary care physicians and hospitals, convenience and peace of mind for families, it is likely that this model of pediatric integrated care will be expanded to other clinical programs.

This national presence and Connecticut Children's willingness to encourage innovative approaches to care delivery, along with partnerships and support for research, have contributed to very successful physician recruitment in recent years, including new Division Chiefs, who are nationally or internationally recognized for their pioneering research and world-class patient care. Some of Connecticut Children's newest additions include James Moore, MD, PhD, Division Chief of Neonatology and telemedicine authority; Ching Lau, MD, PhD, Division Head of Center for Cancer and Blood Disorders and international leader in Precision Oncology; Emily Germain-Lee, MD, Division Head of Endocrinology and international authority in Albright Hereditary Osteodystrophy (AHO) and Osteogenesis Imperfecta (OI), two rare genetic bone disorders; and David Weinstein, MD, Mms an internationally renowned pediatric endocrinologist and expert on Glycogen Storage Disease.

UConn School of Medicine and Research Facilities and Resources

The University of Connecticut (UConn) School of Medicine (SOM), is the major clinical venue for attending physicians, pediatric and surgical residents and fellows, and medical students in the UConn SOM Departments of Pediatrics, Pediatric Surgery, Pediatric Urology, and other surgical subspecialties. Based in Farmington, Connecticut, UConn Health is home to the UConn SOM, School of Dental Medicine, John Dempsey Hospital, UConn Medical Group, UConn Health Partners, University Dentists, and a thriving research enterprise. With approximately 5,000 employees, UConn Health is a major economic driver in the region, generating nearly \$1 billion annually in gross state product. It is closely linked with UConn's main campus in Storrs through multiple, cross-campus academic projects.

Connecticut Children's Research Resources

The Department of Research supports the research activities of all principal investigators at CT Children's. The Department of Research is led by the Chief Research Officer, Glenn Flores, MD, FAAP, and comprised of an experienced, dedicated team of research personnel including experienced staff support for: statistical analyses; data management, grant writers, research scientists and associates; IRB applications and the like. The Department has offices at the SOM and on the Hospital Campus with conference rooms, office equipment, and staff support for physicians who need space for meetings, focus groups, and training sessions and work space.

There are numerous pediatric specialized centers and resources devoted to Connecticut Children's. They include: The Center for Behavior Health (CBH); the Asthma Center; the Office of Grants and Sponsored Programs; a central Clinical Trials Unit that manages 110 clinical trials and support 5-6 grants/year; and the CT Children's Human Research Protection Program.

Connecticut Children's Specialty Group

Connecticut Children's Specialty Group is a vibrant, dynamic, academic multi-specialty organization. Dedicated faculty and clinicians are committed to providing world class care to children and families while working closely in partnership with community based pediatric providers and PCPs. The group has thirty pediatric specialties and more than forty-five clinical programs serving children with complex illnesses and conditions. Its programs bring together specialists with colleagues across disciplines to serve patient needs using an integrated, multi-disciplinary approach to providing comprehensive care. Over the last two plus years Connecticut Children's has been working to bring care closer to families through work with partner health systems, the development of clinic locations across the state, and deployment of the *One Call* access program for referring physicians, practices, and families.

In addition to working to make the children of Connecticut healthier, Connecticut Children's programs serve patients who come from across the United States and the international community. Programs in specialties like rare bone diseases, oncology, neurology, glycogen storage diseases, and inflammatory bowel diseases are led by world experts who provide care, lead research, and work to identify effective treatments.

Advocacy

Connecticut Children's innovations extend well beyond the lab and clinical care settings into communities throughout the nation through our Office for Community Child Health (OCCCH) which takes an active, systematic approach to identifying community needs and developing initiatives to address them. The organization's record of implementing and scaling up innovative solutions in response to community needs is evidenced by many successful programs including developmental and behavioral health screening and surveillance, asthma management, obesity prevention, and care coordination. Two innovations that began at Connecticut Children's are now being replicated across the country. Help Me Grow® (HMG), a system for early detection and linkage to services for children at risk of developmental delays, began in Hartford and is now in twenty-five states. Easy Breathing, a primary care asthma management program, also began in Hartford and is now being used in nine states.

The Division

The Division of Pediatric Psychology at Connecticut Children's focuses on clinical/behavioral treatment for children and adolescents with chronic illnesses. The Division aims to integrate clinical care and research to align with the hospital mission of improving the physical and emotional health of children. Currently, there are eight psychologists in the Division, who are embedded in other clinical programs including Hematology/Oncology, Gastroenterology, Obesity, Rheumatology, Pain and Palliative Medicine, Primary Care, Consultative Liaison, and Sleep Medicine. Members of the division are actively involved in teaching and research. Areas of research interest include pain, stigma, obesity, web-based intervention, and virtual reality interventions.

The Division collaborates with the Center for Behavioral Health (CBH), which focuses on developmental and clinical psychology research, especially as it relates to child and adolescent health and pediatric care. Research conducted by CBH primarily takes place in settings such as Connecticut Children's medical clinics, schools, homes, and community organizations.

Connecticut Children's is a training site for the APA-accredited programs at the Institute of Living (IOL) for internship and post-doctoral fellowship training. The 2018-2019 training year includes 2 twelve-month Psychology Fellowships, in the Pain & Palliative Care Division and inpatient Consultation/Liaison. Fellows provide advanced clinical treatment and receive additional training in research. The Division trains 3 Psychology pre-doctoral interns each year in inpatient and outpatient settings through collaboration with The Institute of Living's APA-approved training programs. All psychologists in the Pediatric Psychology Division provide teaching and supervision to these learners, as well as participate in continuing education for medical providers and learners.

Connecticut Children's maintains a relationship with the Department of Psychology at the University of Connecticut at Storrs, and provides opportunities for graduate students in Clinical Psychology to perform research or clinical practicum rotations at Connecticut Children's. The University of Connecticut at Storrs is home to the Institute for Collaboration on Health, Intervention, and Policy (InCHIP) (<https://chip.uconn.edu/>), a multidisciplinary research institute dedicated to the creation and dissemination of new scientific knowledge and theoretical frameworks in the areas of health behavior and health behavior change at multiple levels of analysis. Several members of the Division of psychology faculty are affiliate members of inCHIP.

Key Partners

The Child Health and Development Institute (CHDI) is a nonprofit organization whose mission is to ensure healthy outcomes for all children in Connecticut by advancing effective policies, stronger systems, and innovative practices. To accomplish this mission, CHDI identifies, demonstrates, supports, and promotes effective health care innovations that will result in sustainable change. CHDI works in partnership with providers, policymakers, academic institutions and state agencies, and has three main areas of focus: physical health, mental health, and early childhood. CHDI's parent organization, the Children's Fund of Connecticut, is a public charitable foundation working in coordination with CHDI, and CFC's parent organization is CT Children's Medical Center.

Founded in 1822, **The Institute of Living** was one of the first mental health centers in the United States, and the first hospital of any kind in Connecticut. Located on 35 acres landscaped by [Frederick Law Olmsted](#), The Institute of Living lies near the center of Hartford, Connecticut and became a Division of Hartford Hospital in 1994. One of the leading not-for-profit centers in the nation for comprehensive patient care, research and education in the fields of behavioral, psychiatric, and addiction disorders, the Institute of Living shares clinical and training resources with Connecticut Children's under leased agreement.

The Village for Families and Children serves more than 8,000 children and at-risk families throughout the greater Hartford region annually by providing a full range of behavioral health treatment and support services for children, families and adults – including parenting education classes, outpatient mental health therapy, substance abuse treatment, and foster care and adoption. Its 400 professional staff members include child psychologists, clinicians, social workers and parent educators.

The Position

Reporting to the Chair of Pediatrics, the Division Chief of Pediatric Psychology will provide strategic direction and leadership for the academic, clinical and training activities of the division. The Division Chief will work closely with colleagues within the Connecticut Children's network and partner institutions who care for children, adolescents and their families across the care continuum, with complex emotional, behavioral, and medical needs. The Division Chief will engage with learners at all levels, teaching and advocating for an integrated approach that treats the whole child.

As the academic leader of the Pediatric Psychology Division, the Division Chief is responsible for creating an environment for faculty and trainees to thrive. S/he is responsible for fostering faculty academic development and productivity which can lead to promotion in the School of Medicine.

The Division Chief will:

- In collaboration with Connecticut Children's leadership and colleagues, develop a strategic vision for the Pediatric Psychology Division that aligns with Connecticut Children's goals and core values in the context of the dynamic regional environment;
- Work with Division faculty on the implementation and measurement of the strategic vision;
- Support continuing progress in integrating behavioral health care with primary and specialty care;
- Lead the clinical team and staff to develop new processes to improve services and maintain a culture of clinical and operational excellence and collaboration;
- Offer inpatient consultation services where expansion and involvement of pediatric psychology services are essential, and work to enhance inpatient billing;
- Thrive in the role of being advocate and external face of the Division - representing the Division of Pediatric Psychology to members of the community, affiliates, professional associations and organizations, and the School of Medicine at the local, regional, and national level;
- Support efforts to seek new financial resources with grant applications, philanthropy, and industry to establish a clinical research program in the Division;
- Recruit new faculty and staff who are excited by the opportunities presented Connecticut Children's;
- Incorporate the Center for Behavioral Health into the Division's activities.

- Focus on achieving the highest levels of patient satisfaction and physician engagement;
- Explore opportunities to use the resources of the Connecticut Children's Center for Innovation to promote new programs, ideas, and services to coordinate care delivery and transitions to better meet the needs of children and families;
- Continue to develop and build on collaborative interdepartmental relationships in the Hospital.

The Candidate

The ideal candidate will be a superb, nationally recognized pediatric psychologist with a clinical and personal interest in behavioral health integration, a record of proactive leadership, a reputation for academic rigor, for advancing a culture of accountability, and for strong collaborative relationships with colleagues and all professional team members across the health system. S/he will be an excellent and persuasive communicator and relationship builder with a reputation for honesty, reliability, integrity, and mentorship. S/he will also have the vision, business acumen and temperament to form relationships with partners across the State and region.

Qualifications

- PhD or PsyD in Clinical Psychology
- Minimum of seven years of clinical practice.
- Mid-career Pediatric Psychologist with record of clinical and academic accomplishment commensurate with appointment to the University of Connecticut School of Medicine as an Associate or Full Professor in the Department of Pediatrics (non tenure).
- A personal commitment to maintain clinical expertise and current knowledge on developments and progress in some facet of Pediatric Psychology.
- Demonstrated achievements in mentoring and program development.
- Ability to partner with staff from all disciplines and with other operational leaders to promote a safe, high reliability operation and culture of safety, where physician and staff satisfaction and engagement are on a trajectory of continuous improvement.

Personal and Professional Attributes

- Charismatic, engaged, and effective leader with a vision for the Division of Psychology for the future at Connecticut Children's.
- Desire to expand access to the Psychology services of Connecticut Children's and a record of accomplishment that inspires confidence in his/her ability to succeed.
- Champion of innovation and improvement efforts.
- Confident, with initiative, and the ability to make decisions and take responsibility for them.
- Ability to deftly balance competing operational priorities, guide teams, and interprofessional leaders, and to rapidly resolve clinical and operational safety and quality challenges.
- Ability to model accountability, effective collaboration, resilience, and humor to unite a broad range of stakeholders in the Division, across Connecticut Children's, and with affiliates.

Critical Success Factors

Among the criteria used to measure success in the first year of the Chief's tenure will be:

- Success in developing a reputation among colleagues in the Division, across the Connecticut Children's system, with local partners and across the region for good listening, collaboration, and effective relationship building.
- Progress toward the development and implementation of a strategic vision for the Pediatric Psychology Division that aligns with Connecticut Children's goals and core values, including expanding access to its services across the clinically integrated network, and elevating the position of psychology within the institution and the CCSG.
- Measurable progress toward increasing operational efficiencies:
 - Centralizing and consolidating the unit
 - Increasing collaboration between clinical care and research
 - Improved clinical work flow
 - Enhancing inpatient billing
 - Establishing quality and outcome metrics and goals; and fair and consistent standards for all staff
- Academic productivity and increased national presence of the Division
- Effective recruitment, retention, and development of excellent staff and positive morale within the Pediatric Psychology Division.

Living in Connecticut

Connecticut features wide regional variations in its landscape, from rolling mountains and horse farms in the Litchfield Hills to coastal marshes and beaches, with great access to large scale maritime activities along the Long Island Sound. One can live within an easy commute to Connecticut Children's in an urban area or a more pastoral community.

Geographically, Connecticut is in the heart of the northeast corridor and offers a dynamic blend of attractions, activities and experiences. There is easy access to 96 miles of scenic shoreline; 169 cities and towns from urban centers to quaint small towns; 825 miles of marked trails for hiking, biking, and horseback riding run through 88 towns. Connecticut also features four seasons and a relatively mild northeast climate. New York City, Boston, Cape Cod and Newport, RI are all within about two hours of Hartford.

The public-school systems in most areas are excellent and there are the national private and public universities, among them Yale University, Wesleyan, Quinnipiac, Connecticut College, the Coast Guard Academy, UConn and the Connecticut State Universities. UConn was ranked 19th by *US News and World Report* among 173 public universities, affirming its commitment to excellence in academics, teaching, research, and service.

The Connecticut River, Thames River, and ports along Long Island Sound have given Connecticut a strong maritime tradition which continues today. The state also has a long history of hosting the financial

services industry, including insurance companies in Hartford and hedge funds in Fairfield County, and health care with several outstanding academic medical centers in New Haven and Farmington.

Compensation

An attractive compensation package including relocation assistance will be constructed that is competitive and commensurate with the background and experience of the selected candidate. Most significant is the opportunity to assume a key physician leadership role at Connecticut Children's at a time of innovation and growth of services and programs.

For More Information

We welcome recommendations, nominations, and confidential inquiries. Interested parties should send a resume and letter of interest to CCMCChiefofPedsPsych2259@zurickdavis.com . For additional questions, please contact **Lida Junghans** (lida.junghans@zurickdavis.com) or at 781.938.1975. All contact with our office will remain confidential.

Connecticut Children's is an Equal Opportunity Employer.