

Leadership Profile

Director of Athletic Medicine

July, 2021



**PRINCETON
UNIVERSITY**

**University Health Services (UHS)
at Princeton University**

Princeton, NJ

Opportunity

Princeton University seeks an innovative student-centered leader with a reputation for outstanding clinical care to serve as Director of Athletic Medicine. This is an opportunity to lead and shape a vital, multidisciplinary service, committed to a holistic approach to the health and well-being of all levels of student-athlete at an NCAA Division I institution. The Director of Athletic Medicine will be a change agent with a vision for better integrating and aligning the interests of University Health Services and Athletics. The Director will have the opportunity to build relationships with student-athletes, athletic trainers, coaches, and stakeholders across the University who share a dedication to the thriving of students and the wider Princeton community.

Reporting to the Director of Medical Services, the Director of Athletic Medicine will be a key member of the Medical Services leadership team. The Director of Athletic Medicine will oversee the Athletic Medicine unit within University Health Services and will provide services as a UHS physician, with special attention to the student-athlete population. The Director of Athletic Medicine maintains a close and effective working relationship with the Athletics Department and its staff. The Director also works collaboratively with other units within UHS as well as members of the Princeton community to provide excellent care and service to all of Princeton's student-athletes.

The Organization

Princeton University

Princeton is a world-renowned research university with a vibrant community of scholarship, research, and teaching that seeks to live up to its informal motto, "In the Nation's Service and the Service of Humanity." The University has a profound commitment to undergraduate education with a low student-to-faculty ratio and a curriculum that emphasizes learning, creativity, innovation, and collaboration with a program of liberal arts in the humanities, arts, social sciences, natural sciences, and engineering. Princeton similarly has a strong commitment to graduate education where students become part of a community of scholars in one of the world's leading universities. Each year, faculty members receive numerous national and international honors recognizing their scholarship and research. The current faculty includes 10 Nobel laureates.

Princeton enrolls 5,267 undergraduate and 2,946 graduate students, employs 7,000 benefits-eligible staff members, and has 1,289 faculty members who are world-renowned scholars and teachers inspired by their research and driven to help all students grow as thinkers and world citizens. The campus consists of more than 10 million square feet in over 200 buildings on 600 acres and is located in central New Jersey. Ninety-eight percent of undergraduates and 70% of graduate students live in University housing. The Princeton University Library and the Princeton University Art Museum hold extensive, world-renowned collections.

Overview of University Health Services at Princeton University

A fully accredited facility, University Health Services at Princeton University provides responsive, high quality clinical, preventive, and consultative health services to over 8,000 Princeton undergraduate and graduate students and their dependents, and occupational health services to Princeton University faculty, staff, and employees. An integrated, evidence-informed model guides all UHS practices and services. UHS leverages clinical encounters and prevention efforts into meaningful opportunities for University community members to learn about and adopt healthy living practices. UHS also supports a public health approach that prevents or responds rapidly to illness outbreaks and injury, and advances, preserves, or restores students' capacity to take full advantage of their education.

The mission of University Health Services (UHS) at Princeton University is to enhance learning and student success by advancing the health and well-being of Princeton's diverse community. The mission supports the University's purpose

by using current knowledge of health and human development to guide responsive, high quality clinical, prevention, and consultation services.

The values of University Health Services are Respect & Compassionate Care; Integrity & Service Excellence; Collaboration & Innovative Solutions; & Engagement & Lifelong Learning.

UHS believes that being an inclusive and culturally responsive community is foundational to being a vibrant, relevant organization. UHS hires individuals of all backgrounds and builds on its staff's diversity--recognizing, valuing, and appreciating the perspectives, talents, and energy of all. UHS invites its employees to contribute in this regard, and aspires to develop the mindsets, knowledge, and abilities of all to build equitable and inclusive systems, teams and culture.

In addition, UHS embraces an organization-wide commitment to quality and performance improvement. UHS aspires to be an organization in which all employees devote themselves to individual and systemic efforts to improve what they do so that all clients are well-served. Consistent with this direction, UHS hires individuals who are engaged, strive for excellence, and support continuous quality improvement efforts.

Princeton University Athletic Medicine

Princeton University Athletic Medicine (PUAM) includes multiple health care providers, all of whom are employees of University Health Services (UHS), with the mission of providing the highest quality of healthcare to the student-athletes at Princeton University. The growing PUAM team is currently comprised of 13 full time certified and licensed athletic trainers (one of whom is also a licensed physical therapist), 2.6 board certified sports medicine specialists (including an orthopedic consultant), and a sports dietitian, as well as access to other health care providers. PUAM is responsible for providing medical services for the 37 Division I sports and Club Rugby at Princeton University. Student-athletes at Princeton University have health care services available to them at UHS/McCosh Health Center, as all students have, which includes an urgent care facility, 24-hour Infirmery Service (during the academic year), Counseling and Psychological Services, Global and Community Health, and Sexual Health and Wellness. In addition, student-athletes have access to the training room facilities, Caldwell Field House and Dillon Gym, where athletic training, physical therapy and other services are available. The PUAM staff is committed to maintaining and improving the health and well-being of the student-athlete and looks forward to working with each student-athlete during their participation at Princeton. These services are supervised and coordinated by the Director of Athletic Medicine. In addition, a wide range of medical and surgical specialists are available for consultation, and these services are arranged by the Team Physicians / UHS physicians.

The Position

Reporting to the Director of Medical Services, the Director of Athletic Medicine will serve as a medical consultant and clinical educator for the athletic training staff and provide supervision and oversight to two sports medicine fellows during their rotations at Princeton. S/he/they will oversee Athletic Medicine Services and lead a strong, multidisciplinary team comprised of physicians, athletic training and physical therapy staff, a clinical services associate (RN) and a clinical sports dietitian.

The next Director of Athletic Medicine will be drawn to the culture and environment of Princeton and will:

- Articulate, convey and represent the highest standards of clinical care that takes a holistic approach to the health and well-being of student athletes
- Develop, foster and uphold an organizational culture of teamwork and collaboration.

- Inspire and motivate others, through strategy, innovation, and effective change management.
- Work with a culturally and professionally diverse community and build collaborative relationships with an array of constituents and partners.
- Demonstrate strong management and interpersonal skills, including quality improvement, communication, and personnel management.
- Be decisive, creative, and solution-oriented.

PRINCIPAL DUTIES AND RESPONSIBILITIES

Clinical Care

- Provides services as a UHS physician. These include general urgent care, appointments, inpatient care and on-call coverage.
- Provides care to student athletes as well as provides emergency services as a sideline physician for high-risk sports. Sideline care often requires highly complex clinical decision-making in emergency situations. The care of student athletes includes performing and supervising pre-participation physical examinations, injury and illness evaluations, referrals to consultants and procurement of additional diagnostic tests when necessary.
- Determines eligibility as well as return-to-play status. This is an essential component of the position and requires independent judgment as well as the capacity to integrate multiple outside opinions with respect to a variety of medical conditions. These determinations will sometimes require consultation with risk management, legal counsel, and/or other relevant departments of Princeton University.
- Provides athletic medicine and education services to non-varsity athletes, including club sports, recreational athletes and graduate students, as well as others with sports medicine needs.
- Commits to clinical quality improvement work in order to maintain the highest standard of evidence-based care throughout the service

Leadership, Administration and Strategy

- Develops and implements policies and procedures related to the health and wellbeing of student-athletes.
- Works collaboratively with the Head Athletic Trainer in hiring, management, support, scheduling, performance review of Athletic Training staff.
- Works with the Athletics Department to foster collaborative work with respect to policy and protocol development, including issues such as emergency action planning and scheduling.
- Develops and implements policies to sustain growth and development of the Athletic Medicine program.
- Oversees Physical Therapy services for undergraduate and graduate students.
- Coordinates with the Athletics Department regarding health and wellness efforts for student-athletes, including a student-athlete wellness leaders program (“SAWLs”) and a clinical team dedicated to student-athletes and mental health concerns (Tiger Performance and Wellness or “TigersPaw”).
- Ensures that event coverage for practices and competitions is provided by the Athletic Training and team physician staff as indicated; oversees scheduling of team physicians
- Prepares an annual report on Athletic Medicine for University Health Services.
- May participate in Ivy League Sports Medicine meetings and initiatives.

Health Promotion & Education

- Serves as clinical educator providing supervision to the Fellow in Sports Medicine Program.
- Provides education to athletes, coaches and administrators as it relates to health and safety issues.

- Works collaboratively with other departments within UHS as well as the Princeton campus to foster educational programs and research within the realm of sports medicine. Expected collaborations include working with other Directors, especially Health Promotion and Wellness (e.g. student-athlete wellness leadership program), Counseling and Psychological Services (e.g. mental health issues in athletes, sports psychology,) and its Eating Concerns Team.

Training & Professional Development

- Encourages and guides Athletic Medicine staff in their professional development.
- Works with the Head Athletic Trainer to develop and implement a plan of care for all full-time and per diem Athletic Trainers.

The Candidate

The ideal candidate will be an outstanding practitioner of Sports Medicine with a record of leadership and mentorship in a complex, busy, multidisciplinary environment. S/he/they will accept the NCAA-endorsed “Medical Model” as the ideal framework for Athletic Medicine and will have a record of proactive leadership coupled with an adaptive, open, responsive, and collaborative approach to working with colleagues in Athletics, University Health Services, and across the University. S/he/they will be an excellent and persuasive communicator with a reputation for fairness, flexibility, reliability, and for empowering staff. S/he/they will also have vision and visibility to inspire confidence and trust.

Essential Qualifications

- New Jersey license as a Medical Doctor or Doctor of Osteopathy or eligibility to obtain one
- Primary specialty in Family Practice, Internal Medicine, Emergency Medicine or Pediatrics
- Primary care board certification, sports medicine sub-specialty certification (CAQ)
- Experience as a Team Physician at the college/university level
- At least 4-6 years of relevant experience, including experience supervising others
- Cardiopulmonary Resuscitation (CPR) and Automate External Defibrillator (AED) certifications.
- Be knowledgeable in principles and methodologies (e.g., Plan-Do-Study-Act, Root Cause Analysis, measurement, data collection, and analysis) needed to support and lead Quality Improvement projects and activities and/or will attend UHS-based quality improvement basic training within first 6-months of hire.

Preferred Qualifications

- Advanced Cardiac Life Support (ACLS) or Advanced Trauma Life Support (ATLS) certification.
- Familiarity with total work systems (such as Institute for Health Improvement, Accreditation Association for Ambulatory Health Care, and Baldrige National Quality Program); and reviewing and analyzing data.

Critical Success Factors

Among the criteria used to evaluate the success of the new Director of Athletic Medicine in the first year are:

- Evidence of collaborative, trusting relationships with all University Health Services' areas, Athletic Medicine and Athletic Training staff, and the Athletics Department
- Progress toward revising policies and procedures that guide Athletic Medicine to better meet strategic goals of addressing overall health and well-being of student-athletes
- Progress toward creating a healthy environment where staff are mentored and supported to develop and thrive
- Alignment and clarity
- A pattern of engagement and communication with staff and colleagues through regular meetings and proactive updates

Compensation

An attractive compensation package will be constructed commensurate with the background and experience of the selected candidate.

For More Information

We welcome and appreciate referrals. Interested parties should send resume and cover letter to Princeton-DAM2334@zurickdavis.com. For additional information, please contact Lida Junghans, PhD at ljunghans@zurickdavis.com or 781.305.2947. All contact with our office will remain confidential.

Princeton University is an Equal Opportunity/Affirmative Action Employer and all qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status, protected veteran status, or any other characteristic protected by law.