

UNIVERSITY OF KENTUCKY
COLLEGE OF MEDICINE
CHAIR OF THE DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

The University of Kentucky College of Medicine invites applications and nominations for chair of its well-regarded department of pathology and laboratory medicine.

THE OPPORTUNITY

The UK College of Medicine seeks a visionary chair with a successful record of achievement in academic medicine focused in pathology and laboratory medicine. Exceptional accomplishments as a clinician and academician are a must, as the chair's duties will include a clinical practice as well as ongoing academic activities.

The predominant criteria for appointment as chair include the proven ability to deliver excellent patient care while training future leaders in pathology and laboratory medicine. The successful candidate will be a nationally prominent academic leader and role model with an established record of excellence in clinical care, research, clinical education, and mentorship.

The successful candidate should demonstrate strong leadership skills as a listener, decision-maker, humanist, and serve as an effective advocate for the department and its faculty. The candidate should have experience developing collaborative initiatives and the personal characteristics needed to promote, foster, and facilitate the trust of colleagues and the broader University faculty. The successful applicant should demonstrate impeccable integrity and be an effective communicator. Prior extensive administrative experience as a department chair, division chief, or program director is preferred.

Professional Experience/Qualifications:

- MD, DO, MD/PhD, or equivalent
- National recognition as demonstrated through involvement in academic and professional societies at a national level
- Demonstrated leadership in administrative positions in medical school or an academic medical center setting
- Proven record of recruitment and retention of talent
- Board certification in pathology
- Eligible for medical licensure in Kentucky

The College of Medicine seeks qualified applicants who value its mission and share its commitment to creating an environment in which all members feel welcomed and valued. As an Equal Opportunity Action Employer, we strive to foster a community in which individuals of all backgrounds, identities, and perspectives can feel secure and welcome.

Interested applicants should apply through the job posting: <https://ukjobs.uky.edu/postings/534928>

Questions and inquiries can be directed to Stephen E. Strup, MD, FACS, chair of the UK College of Medicine Department of Urology (Stephen.Strup@uky.edu) and search committee chair. All applications will be handled in a secure, sensitive, and confidential manner.

Upon offer of employment, successful applicants must undergo a national background check and pre-employment drug screen as required by University of Kentucky Human Resources. The University of Kentucky is an Equal Opportunity University. Individuals with disabilities, minorities, veterans, women, and members of other underrepresented groups are encouraged to apply.

DEPARTMENT CHAIR ANTICIPATED DUTIES

This position is established in keeping with the mission statement of the UK College of Medicine.

MISSION STATEMENT

The College of Medicine promotes excellence in education, access to high-quality health care, and transformative research to improve the health and wellness of Kentuckians and beyond.

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SCOPE OF ROLE

The chair of the UK College of Medicine Department of Pathology and Laboratory Medicine will make vital contributions to implementing the organization's most critical strategies and will strive to achieve department excellence in a full range of quality measurements. The chair will serve as a liaison between the department and the enterprise, reporting directly to the dean of the College of Medicine. The chair will be directly involved with strategic planning and service development, as well as market development and outreach strategy. Planning for future growth and recruitment to accomplish department goals will be integral to the duties of the chair.

SPECIFIC RESPONSIBILITIES:

- Work collaboratively with leadership inside and outside of the department to create an infrastructure comprised of high-quality clinical care that incorporates scholarly and teaching activities.
- Cultivate and maintain professional relationships with clinical leadership, including physician groups, patients, and external entities to foster opportunities for revenue enhancement, enhanced customer service, and to positively impact core clinical measures.
- Define improved standards of department protocols, goals, and methods for implementation that reflect the department's vision for regional and national standing as a leader in academic medicine in pathology, as well as a respected service provider in Kentucky.
- Oversee quality management and provider performance, including physicians, fellows, and residents.
- Review and report on provider performance annually.
- Recruit and mentor those of character into a culture of respect, kindness, and professionalism, where teamwork, innovation, and work satisfaction thrive.

RESEARCH

As a position of oversight, the chair of pathology and laboratory medicine will ensure that department faculty work in conjunction with one another and with other groups across the college and campus, sharing research resources whenever possible. This will also include administrative, facilities, and mentoring support. The chair will work closely to maximize the net yield of each project and avoid segregation or duplication of work in multiple isolated units.

SPECIFIC RESPONSIBILITIES:

- Provide oversight for the research portfolio of the department.
- Facilitate faculty mentoring in research.
- Facilitate an environment of collaborative research and conduct, including maintaining records of accomplishments and facilitating acquisition of external funding.
- If applicable, continue their independent or collaborative research in line with the goals of the department and publish in peer-reviewed literature as an author and/or co-author.

EDUCATION

The chair of pathology and laboratory medicine will work with each unit to provide the necessary tools and resources to allow the highest level of education and training to occur. The driving objective is to best integrate all medical practices for a complete educational experience.

SPECIFIC RESPONSIBILITIES:

- Provide oversight for the educational portfolio of the department.
- Participate in, and advocate for, quality teaching programs for residents and fellows within the department.
- Support the development of residency programs and their directors.
- Grow subspecialty fellowship programs as applicable.
- Mentor faculty in various professorial series and oversee practice development and productivity of the department.
- Oversee CME activities within the department.

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CLINICAL CARE

The chair of pathology and laboratory medicine, in conjunction with the section chiefs and other department leadership, will be responsible for directing provider assignments and coverage of clinical needs. The position will also address budget priorities within the various units, including recruitment priorities and outreach decisions. This individual will coordinate with the leadership of ambulatory clinics, inpatient services, emergency services, surgical departments, and procedural units, among others. The chair will review the overall departmental budgets and actively participate in the annual enterprise budget meeting.

SPECIFIC RESPONSIBILITIES:

- Provide oversight for the clinical portfolio of the department.
- Provide excellent clinical care.
- Participate in in-house/consult service, as needed.

IDEAL CANDIDATE EXPERIENCE AND ATTRIBUTES:

- Strong, visionary, inspirational leader who can artfully convey a long-term vision for the department, yet is equally skilled at implementing a detailed plan to achieve that vision.
- Highly approachable and compassionate; a record of promoting a culture of innovation, collaboration, teamwork, respect, and honesty; a professional and personal demeanor characterized by integrity, graciousness, humility, genuineness, empathy, and sincerity; and a passion for the organization's mission and objectives.
- Exceptionally team-oriented; skilled at working well and partnering with providers across the care continuum to identify, build, and negotiate "win-win" relationships; politically astute yet apolitical with an ability to break down silos and ensure a collegial and productive work environment.
- Highly adept and at ease managing the day-to-day operational details with the ability to make strong and decisive decisions when needed, while at the same time creating unity within our department.
- Able to conceptualize and analyze complex business opportunities and to understand the business of medicine and apply that knowledge to appropriately manage the financial aspects of a department.
- Strong clinical skills and ability to continue to practice their field of expertise while serving as chair
- Actively develop the department's mission, strategies, and practices to promote a supportive workplace.

DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

The UK College of Medicine Department of Pathology and Laboratory Medicine is a continually growing department currently comprised of over 40 faculty and 12 administrative staff members. In addition, the department collaborates closely with over 300 laboratory scientist staff members employed by UK HealthCare who work jointly to support our mission.

CLINICAL SERVICES

The department provides outpatient, inpatient, and emergency clinical care services at the three UK HealthCare Lexington hospitals (Chandler, Good Samaritan, and Kentucky Children's). There are professional services contracts with several regional hospitals and clinics. The department provides round-the-clock, multi-subspecialty attending-level coverage for emergency and trauma as well as for inpatients.

Clinical leadership is provided by a team of four (4) vice chairs, CLIA director, several section chiefs, and other department leaders in collaboration with the department administrator and the department chair. The vice chairs lead the department's focus on the following priority domains: education; clinical operations, research, and basic science research.

The UK Division of Anatomic Pathology is organized into three services; surgical pathology, cytopathology, and autopsy pathology. Surgical pathology is further divided into 10 clinical sections by subspecialty, each led by a section chief:

- Genito-Urinary Pathology
- Breast Pathology
- Cardiovascular and Thoracic Pathology

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- Neuropathology
- Musculoskeletal Pathology
- Pediatric Pathology
- Head and Neck Pathology
- Pulmonary Pathology
- GI/Liver Pathology
- Hematopathology

Laboratory Medicine is divided into five sections, each led by a section chief. These include:

- Clinical Chemistry
- Microbiology
- Transfusion Medicine
- Hematology
- Cell and Molecular Pathology

For fiscal year 2022-2023, the department produced over 110,000 wRVUs and the lab performed approximately 4.5 million in-lab tests.

The department/clinical laboratory is accredited by multiple organizations including: CMS, CAP, AABB, FDA, ASHI, FACT, etc.

UK HealthCare currently uses the Epic Electronic Health Record and the Beaker Laboratory Information System.

As part of UK's strategic plan for growth and our mission to advance Kentucky, planning is underway to create service access across new ambulatory sites for our patients.

COLLABORATIONS AND OUTREACH

The UK College of Medicine Department of Pathology and Laboratory Medicine provides patient care to outreach areas outside of Lexington, and the collaborative efforts with various groups have a high level of community involvement and engagement. These arrangements also allow our partners to provide the highest quality of care to our patients in their own communities.

Currently, the faculty have professional services contracts with Kentucky Blood Center, UK St. Claire HealthCare, and State Public Health Laboratory. The clinical laboratory has numerous clinical contracts with regional providers.

RESEARCH

Faculty in the department of pathology and laboratory medicine are engaged in multiple research projects which span the range of interests of our large department. Faculty collaborate with members of other clinical and basic science departments in the College of Medicine, as well as with biomedical researchers in other colleges at the University. Faculty in multiple divisions serve as principal investigators or co-investigators on multiple sponsored research projects.

The department supports a large number of clinical trials which originate in other departments and centers, primarily the Markey Cancer Center and the Sanders-Brown Center on Aging. A select group of faculty provide FNA tissue procurement for patients in oncologic clinical trials.

EDUCATION

The University of Kentucky Anatomic and Clinical Pathology Residency Program is a four-year, ACGME-accredited training program that covers the full breadth of pathology. Residents obtain training in diagnostic anatomic pathology and clinical lab management. The program currently offers four positions per year for a total of 16 residents.

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The department supports three ACGME-accredited diagnostic pathology fellowships in surgical pathology, cytopathology, and neuropathology.

All clinical rotations occur at the University of Kentucky's Chandler Hospital, Kentucky Children's Hospital (KCH), and Good Samaritan Hospital. Chandler Hospital is a quaternary referral center inclusive of all clinical services and has Kentucky's only Level 1 trauma center, as well Kentucky's only National Cancer Institute (NCI)-designated Comprehensive Cancer Center. KCH has a large NICU and offers all inpatient and outpatient subspecialty pediatric care. UK Good Samaritan Hospital is a community-based hospital, though it now includes many of our clinical services. These two hospitals are about one mile apart (shuttle service or within walking distance), and both are located on the University's main campus.

Pathology is fully integrated into all four years of the medical school curriculum, starting with "Anatomy & Pathology" in the first year and culminating with a fourth-year elective in diagnostic pathology.

UNIVERSITY OF KENTUCKY COLLEGE OF MEDICINE

The College of Medicine, in its 64th year, produces highly qualified, caring physicians and biomedical scientists to serve the people of Kentucky and the nation. Beginning in the 2024-2025 academic year, the college was comprised of 811 medical students – 306 of whom are studying at regional campuses located in Bowling Green, Northern Kentucky, or Morehead; nearly 300 master's students and PhD students, as well as 98 postdoctoral scholars and fellows; 840 medical residents and fellows in ACGME-accredited programs; and 1,262 staff members. It is one of seven health-related colleges at the University (Dentistry, Health Sciences, Medicine, Nursing, Pharmacy, Public Health, and Social Work), encompassing a combined 25 basic science and clinical departments and more than 1,400 faculty members.

In 2018 and 2019, the college expanded its educational and research efforts, adding two new regional campuses in Bowling Green and Northern Kentucky with educational opportunities in alignment with those offered at its campus in Lexington. The college also houses its Rural Physician Leadership Program in Morehead, established in 2010 to address the Commonwealth's physician shortage by offering third- and fourth-year medical students a curriculum that emphasizes rural medicine.

In recent years the College of Medicine has put a heavy focus on research. In fiscal year 2024, total research funding exceeded \$225.8 million and a record-high 954 total research awards. . This has allowed, and will continue to allow, UK researchers to dedicate more time and resources to alleviate the health issues faced by Kentuckians.

DEAN, COLLEGE OF MEDICINE – CHARLES "CHIPPER" GRIFFITH, MD, MSPH

Charles "Chipper" Griffith III, MD, MSPH, became dean of the UK College of Medicine in July 2023, having served as acting dean for the two years prior. He is a professor of medicine with more than 30 years of unwavering commitment to the college's mission of training well-prepared physicians and scientists to improve health in the Commonwealth and beyond.

After graduating from the School of Medicine at Vanderbilt University in 1988, Dr. Griffith moved to Lexington to complete his residency at UK in internal medicine and pediatrics. In 1991, he became chief resident, before earning a master's degree in public health. In 1994, Griffith joined the health care enterprise at UK as a physician and the College of Medicine as an assistant professor, eventually earning tenure as a professor.

Since his arrival at UK in 1988, Dr. Griffith has cared for patients, taught students and residents, championed medical education throughout the region, and served in various leadership positions, including vice dean for education, senior associate dean for medical education, and associate dean for student affairs.

He is an educational scholar of national reputation having published multiple articles and received numerous awards for his teaching including the Association of American Medical Colleges/Alpha Omega Alpha Robert J. Glaser Distinguished Teacher Award in 2004, the most highly regarded medical school teaching award in the country.

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In 2006, the Clerkship Directors of Internal Medicine national organization honored him by renaming their educational research award the Charles H. Griffith Educational Research Award.

ABOUT UK HEALTHCARE

UK HealthCare, the University's health care enterprise, is an award-winning, nationally recognized health care system dedicated to patient-focused care. Its designation as a Level 1 trauma center and its reception of Magnet status means its team of more than 9,000 physicians, nurses, pharmacists, and other health care professionals is highly qualified to treat Kentucky's sickest patients. The hospital system, which includes more than 80 specialized clinics and 140 outreach programs, reported more than 37,000 discharges of patients and 1.9 million outpatient visits in fiscal year 2021. The system also includes a National Cancer Institute (NCI)-designated Comprehensive Cancer Center. UK HealthCare has been named the No. 1 hospital in Kentucky by U.S. News & World Report for the past nine years.

THE UNIVERSITY OF KENTUCKY

The University of Kentucky is a public, land grant university and Kentucky's flagship institution with a mission to serve the Commonwealth through excellence in education, research, creative work, service, and health care.

The University has repeatedly been named a "Great College to Work For" and is among only 22 universities in the country on Forbes' list of "America's Best Employers." Those who work here enjoy competitive employee benefits along with a variety of enriching arts and entertainment experiences including concerts, museum visits, and spirited athletics events. For more information about UK's campus, watch: <https://visit.uky.edu/virtual-visit>

LIVING IN LEXINGTON, KENTUCKY

Lexington is the second-largest city in Kentucky and home to a welcoming, open-minded, and diverse community full of Southern hospitality. The city is a blend of scenic beauty from its rural countryside to its vibrant nightlife with campus happenings and downtown attractions. It also maintains a thriving economy thanks to its abundance of various industries. Large worldwide companies such as Lexmark and Valvoline are headquartered in Lexington, and other major employers such as Amazon and UPS have large warehouses here. For more information and an engaging video overview, click here: <https://www.uky.edu/ofa/welcome-lexington>

Also known as the "Horse Capital of the World," the city is in the heart of the Bluegrass, surrounded by beautiful horse farms. The region's fertile, limestone-enriched soil and vast green grasslands are major components of its capability to raise title-winning horses.

While Lexington is large enough to host a variety of events and maintain a bustling downtown scene, it also holds several large parks and greenspaces. When it's time for a weekend escape, popular areas for outdoors activities such as Natural Bridge State Park and Red River Gorge trails are just a short drive away.

For additional information on the city of Lexington, visit: <http://www.visitlex.com/about/visitor-guide/> or watch: <https://www.visitlex.com/virtual-tours-lexington/>