



# AUGUSTA UNIVERSITY MEDICAL COLLEGE OF GEORGIA

## **Chair, Department of Surgery**

### **THE OPPORTUNITY**

Job ID 252014  
Position #20005626

MCG is conducting a national search for a distinguished physician leader to serve as the next Chair, Department of Surgery. The successful candidate for Chair of Surgery will be a nationally recognized, academic surgeon with strong leadership skills, a reputation for surgical excellence, and record of achievement in clinical work, education and administration. The successful candidate will have demonstrated a leadership style that is focused on the success of the faculty in all of their endeavors; commitment to the Chair's role in institutional, as well as departmental leadership; deep understanding of the role of culture in organizational success; and a willingness to be both strategic and tactical in achieving department objectives. The next Chair must be passionate about seeking consensus, but not afraid to make difficult decisions or lead change. Serving as an advocate and trusted steward of the Department, the new Chair will lead restorative change and expansive growth to usher in a new and exciting era.

The Chair will be an energetic visionary leader, who articulates clearly the unparalleled potential of the Department, and who leads in a way others will follow. The new Chair will work judiciously to address faculty turnover and increase satisfaction and retention. Critically, they must demonstrate transparency, a deep sense of professionalism, commitment to diversity and inclusion in all its forms, an unwavering ethical compass, and strong support for interdisciplinary and inter-professional collaboration.

Independent of the Chair's personal experience and productivity in research, the Chair will actively work to cultivate, broaden and leverage the scholarship of the faculty, actively seeking out and promoting opportunities provided by the exceptional resources at MCG and Augusta Health. The Chair will demonstrate passion for the mentorship and development of faculty and fellows, including multidisciplinary efforts that will assure successful relationship building and alignment of a variety of stakeholders.

Ensuring the highest level of patient satisfaction, quality and safety, the Chair will demonstrate commitment to the clinical service needs of the Department, Augusta Health and academic mission of the MCG. The Chair will work to streamline workflow and efficiency of the operating rooms, as well as maximize utilization of the operating rooms at the ambulatory surgery center. And working in conjunction with leadership, the new Chair will work to capture marketshare and stop outmigration by expanding programmatic offerings to new and/or existing communities for improved access to patients across the continuum.

## RESPONSIBILITIES

- Responsible for education, clinical, and research missions of the department.
- Lead efforts in building cross-disciplinary programs.
- Support and develop departmental education and research programs.
- Oversee recruitment, retention and professional development of departmental faculty
- Cultivate relationships locally, statewide and nationally
- Oversee departmental administrative and budgetary operations

## REQUIRED QUALIFICATIONS

- Medical degree (MD, MD/MPH, MD/MBA, MD/PhD) or equivalent
- Board certified in Surgery or their appropriate surgical subspecialty
- Eligible for licensure in the state of Georgia
- Eligible for a faculty appointment at the Associate or Professor level in the Medical College of Georgia
- A highly respected active practitioner
- Possess dynamic leadership skills and administrative expertise
- Lead in a manner that supports and contributes to the success and unity of the Department, the school, the campus community and Augusta.
- A proven track record of progressive leadership experience within a matrixed institution and the ability to integrate comprehensive surgical services to meet the needs of the growing clinical enterprise.
- Articulate a compelling vision for the future of the Department within a highly regarded academic medical center and to the community in general.
- Demonstrate expertise at building strong internal and external relationships, with a track record of working collaboratively with academic partners, physicians, physician leaders and diverse management teams and/or affiliated partnerships to support the implementation of clinical programs and quality initiatives.
- Be a “systems thinker” who demonstrates an understanding, innovative thinking, and an expertise with various operating entities of an integrated healthcare system including both ambulatory and inpatient operations.
- Be a consensus-oriented individual who displays “respectful courage” and is highly influential in their ability to encourage people forward.
- Understand the organizational landscape and is able to anticipate the critical issues, opportunities, and threats in the foreseeable future.
- Demonstrate the ability to drive the implementation of strategic and annual operating plans that ensure people, systems, and processes are coordinated, integrated and aligned.
- Demonstrate experience in aligning, expanding and sustaining innovative quality, safety, and performance improvement initiatives that achieve superior clinical quality, favorable financial outcomes, and high patient/physician/employee satisfaction.
- Contribute to the improvement of surgical care delivery by the advancement of the Department’s role in the transformation and evolution of a regional and state-wide health strategy.
- Develop and mentor the academic careers of faculty/fellows and be skilled in the recruitment of outstanding new faculty to build high performing, cohesive teams and cultivate a pipeline of next generation leaders within the Department.
- Collaborate across institutions in the continued development of the clinical enterprise to foster and uniquely broaden multidisciplinary clinical education and research innovations.

- Promote an environment of accountability and continuous performance improvement by establishing and monitoring concrete performance measures to drive achievement of targeted outcomes.
- Support MCG's goal to recognize the value of all employees, embrace diversity and contribute to a positive, collaborative culture that leads to commitment to the organization's success.
- Display impeccable values, ethical standards, and high emotional intelligence.

## **MEDICAL COLLEGE OF GEORGIA**

The Medical College of Georgia (MCG) is the 13th-oldest continuously operating medical school in the United States and the third oldest in the Southeast. Among ten colleges and schools that comprise Augusta University, MCG, as its founding school and the flagship of the University System of Georgia, continues to thrive by providing exceptional learning experiences for physicians in training and other advanced-degree health sciences professionals. MCG ranked among the best schools in 2021 by US News & World Report in two areas, #68 Primary Care and #84 Research.

MCG began classes in 1829 with seven students and three faculty members. Almost 200 years later, MCG has grown to 230 medical students with 3,121 total faculty across 23 academic departments, and approximately 135 sites. With a faculty-student ratio of 7:1, it is the state's leading provider of physicians of the four Georgia-based medical schools.

The Medical College of Georgia's educational experience is anchored by the main campus in Augusta, as well as three regional clinical campuses for third and fourth year students and a second four-year campus in Athens, Georgia in partnership with the University of Georgia. The state's medical school also offers clinical training in more than 350 sites across the state providing students experience in the full spectrum of medicine, from tertiary/quaternary care hospitals to small-town solo practices. MCG and its teaching hospitals provide postgraduate education to nearly 500 residents in 51 different programs. Approximately 50 percent of MCG graduates remain in Georgia to practice, well above the average retention rate of 39 percent. One in five Georgia physicians have either attended MCG or completed their residency at MCG/AU Health.

## **DEPARTMENT OF SURGERY**

The Department includes nine surgical subspecialties and has more than 35 faculty and fellows. Together they provide outstanding tertiary and quaternary care to the residents of Georgia and beyond. Surgical volume for 2019 total over 5,600 for adult and 2,100 for pediatric cases. An overriding goal of the department is to provide the highest quality health care and the foundation for lifelong learning and success for trainees and students. They strive to continue to improve educational methods and their senior educators are nationally recognized.

The nine subspecialties are:

- Cardiothoracic Surgery
- Minimally Invasive Surgery
- Pediatric General & Thoracic Surgery
- Plastic Surgery
- Surgical Oncology
- Transplant
- Trauma/Critical Care
- Vascular
- Urology

The Department provides state of the art care using technologically advanced equipment and innovative programs, including:

- Cardiac OR Robotic Suite
- Adult & Pediatric Cardiac Surgery
- Hybrid & Interventional Cardiology Procedures
- Advanced Minimally Invasive Surgery
- Hepatobiliary Surgery
- Kidney and Pancreas Transplants
- Robotic Surgery for Urology, Oncology and Otolaryngology
- Craniofacial Surgery
- Functional Neurosurgery
- Neurosurgical Endovascular Intervention
- Sophisticated EP Procedures with CT Surgery Support
- Trauma Center for Adults & Pediatrics

## **LOCATION**

Augusta University  
Our Health Sciences Campus:  
1120 15th Street, Augusta, GA 30912

## **SHIFT/SALARY/BENEFITS**

This position is fiscal year based and works year-round.

The intended work commitment or full-time equivalent (FTE) for this position is 1.0 and considered full-time.

Compensation arrangements are competitive and commensurate with both experience and achievement.

Comprehensive benefits include medical, dental, vision, 13 paid holidays, vacation leave, sick leave, generous retirement plans, tuition waiver, wellness options, and much more!

Also, our full-time employees who have been employed with us successfully for more than 6 months can be considered for the Tuition Assistance Program.

Rank and salary are determined at the time of hire and are based on a variety of factors including but not limited to experience, education, credentials, specialty, training, etc. while also considering internal equity and market data.

Advancement through the faculty ranks at Augusta University is only through the annual Promotion and Tenure process in which faculty may apply if eligible (typically five-year increments). For more information on ranks, please review the Augusta University Promotion and Tenure Guidelines:

[https://www.augusta.edu/hr/faculty-support-ser/procedures/augusta\\_university\\_promotion\\_tenure\\_guidelines\\_feb\\_2020.pdf](https://www.augusta.edu/hr/faculty-support-ser/procedures/augusta_university_promotion_tenure_guidelines_feb_2020.pdf)

## **HOW TO APPLY**

To be considered an applicant for this position, you must apply online at [Chair, Department of Surgery](#).

Applications should include a detailed curriculum vitae and a letter of interest that highlights the applicant's personal vision and relevant leadership experience uploaded as one PDF.

The search committee will begin reviewing candidates immediately and will continue until the position is filled. Interested candidates are encouraged to submit materials prior to January 1, 2023. Nominations and inquiries may be submitted to [executivesearch@augusta.edu](mailto:executivesearch@augusta.edu).

## **CONDITIONS OF EMPLOYMENT**

All selected candidates are required to successfully pass a Background Check review prior to starting with Augusta University.

If applicable for the specific position based on the duties: the candidate will also need to have a credit check completed for Positions of Trust and or approved departmental Purchase Card usage.

For Faculty Hires: Final candidates will be required to provide proof of completed academic degree(s) as well as post-secondary coursework in the form of original transcript(s). Those candidates trained by a foreign institution will also be required to provide an educational/credential evaluation.

All employees are responsible for ensuring the confidentiality, availability, and integrity of sensitive [patient, student, employee, financial, business, etc.] information by exercising sound judgment and adhering to cybersecurity and privacy policies during their employment and beyond.

Augusta University is proud to be an equal opportunity employer welcoming applicants from underrepresented groups, including individuals with disabilities and veterans.