



University of Rochester Medicine

Chair, Department of Dermatology

August 2026

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WittKieffer

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The Opportunity

The University of Rochester School of Medicine and Dentistry (SMD) and UR Medicine seek an accomplished academic dermatologist to serve as the next Chair of the Department of Dermatology. This is an exceptional opportunity to lead a highly successful and nationally respected department within one of the country's premier academic health care systems. The next Chair will build upon the Department's strong foundation in research, clinical care, education, innovation and service while advancing its reputation as a destination program for faculty, researchers, patients and trainees.

UR Medicine is a growing and leading academic health center integrating patient care, education, and research across a broad regional healthcare network. The clinical enterprise includes eight hospitals, more than 1,400 beds, and an extensive network of ambulatory sites serving communities throughout western and central New York. With over \$6 billion in annual operations and more than \$200 million in research funding, UR Medicine is home to nationally recognized programs, including the NCI-designated Wilmot Cancer Institute, Golisano Children's Hospital, and the Clinical and Translational Science Institute.

The Department of Dermatology is recognized across the U.S. for its excellence in patient care, research, education and innovation. The Department includes 24 faculty members and seven nurse practitioners who provide comprehensive dermatologic services across eight clinical locations. Faculty expertise spans general dermatology, oncologic dermatology, dermatologic surgery, pediatric dermatology, dermatopathology, cosmetic dermatology, and inpatient dermatology. The Department generates more than \$15 million in annual clinical revenue, cares for approximately 40,000 patients annually, and maintains a robust research enterprise with over \$7.6 million in annual grant funding. Its residency, fellowship, and unique advanced practice provider training programs have established a strong reputation for developing future leaders in the field.

Reporting to the Dean for the SMD and CEO, UR Medicine, the Chair will provide strategic, academic, and operational leadership across all mission areas. The successful candidate will guide continued growth of the clinical enterprise across multiple affiliate sites, strengthen research programs, expand interdisciplinary collaborations, and foster an environment that supports excellence in education, innovation, and faculty development.

The successful candidate will be a distinguished academic dermatologist with a record of leadership, scholarship, program growth, community engagement, and faculty mentorship within a complex academic medical center. Candidates must possess the strategic vision, collaborative leadership style, and operational acumen necessary to advance a multifaceted department. An M.D. or equivalent degree, board certification in Dermatology, and qualifications for appointment to Professor at the University of Rochester are required.

Organization Overview

DEPARTMENT OF DERMATOLOGY

Established in 1981 with support from the Eastman Kodak Company, the University of Rochester Department of Dermatology is dedicated to advancing dermatologic care, education, and research. The Department's mission is to achieve excellence in understanding and treating skin disease through outstanding patient care, education, and discovery.

The Department has grown significantly over time to include **24 faculty members and seven nurse practitioners** who provide comprehensive dermatologic care with academic expertise across six divisions:

- Clinical Dermatology
- Pediatric Dermatology
- Cosmetic Dermatology
- Dermatologic Surgery
- Inpatient (Hospitalist) Dermatology
- Dermatopathology

RESEARCH

The Department has established a strong national research profile, ranking among the nation's leading dermatology departments in overall research funding. Annual grant revenue exceeds **\$7.6 million**, with additional investigator-led funding secured through collaborations across the University and external partners. The Department receives over \$1.2 million from the NIH.

Research strengths include:

- Seven basic science laboratories
- Robust translational and clinical research programs
- Fully renovated research space
- Extensive collaborations with Biomedical Engineering, Immunology Institute, Infectious Disease, Orthopedics, Rheumatology, Radiation Oncology, Surgery, the Wilmot Cancer Institute, and other disciplines.

The Department also houses a top-tier Clinical Trials Unit, serving as a national center for atopic dermatitis research and participating in nearly 50 clinical studies. The unit supports clinical investigation across a broad range of faculty interests and subspecialties.

EDUCATION

Education is a cornerstone of the Department's mission. Since 1981, the ACGME-accredited [Dermatology Residency Program](#) has trained more than 120 dermatologists who have gone on to make meaningful contributions to the specialty. The program provides comprehensive clinical,

surgical, and didactic training, preparing residents to care for the full spectrum of dermatologic disease. The Department accepts 4–5 residents annually and is distinguished by a culture of mentorship, collaboration, and faculty engagement in trainee development.

The Department also offers advanced fellowship training in [Mohs Micrographic Surgery and Dermatologic Oncology](#) and [Dermatopathology](#). The Mohs Fellowship prepares future leaders in skin cancer management through extensive training in Mohs surgery, reconstruction, cutaneous oncology, and multidisciplinary care alongside colleagues in facial plastics, dermatopathology, cosmetic dermatology, and medical and radiation oncology, with over 3,000 Mohs surgeries per year. The Dermatopathology Fellowship program provides individualized mentorship, emphasizing clinicopathologic correlation, diagnostic excellence, academic scholarship, and collaborative patient care. URM processes over 22,000 dermatopathology specimens and over 2,500 consult cases annually. Both fellowships provide opportunities for teaching, research, and professional development.

Further strengthening its educational mission, the Department sponsors a unique and leading 24-month [Post-Graduate Dermatology Training Program for Nurse Practitioners](#) that combines comprehensive clinical and didactic education. The Department also participates in a recently funded **NIH R38 training program** in partnership with the Departments of Medicine, Rheumatology, and Pediatrics, supporting the development of future physician-scientists and advancing the next generation of leaders in dermatology research and patient care.

CLINICAL SERVICES

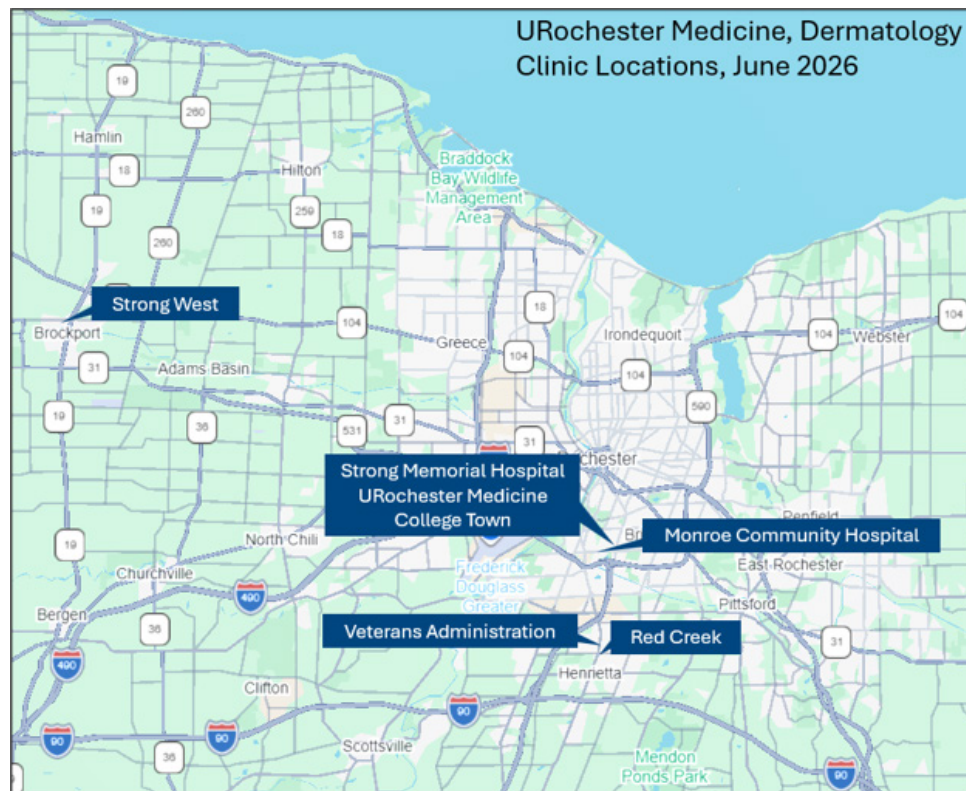
The Department provides care at eight clinical locations across five UR Medicine campuses, generating more than \$15 million in annual clinical revenue and approximately 40,000 patient visits per year, with annual growth exceeding 4%.

Key clinical sites include:

- **College Town** – General, surgical (Mohs), cosmetic dermatology, photodynamic therapy, and Clinical Trials Unit
- **Red Creek** – General and surgical dermatology, phototherapy, and photodynamic therapy
- **Strong West (Brockport)** – General dermatology
- **Strong Memorial, Highland, and Golisano Children’s Hospitals** – Inpatient dermatology consultations
- **Wilmot Cancer Institute** – Cutaneous lymphoma clinic
- **Medical Center** – Dermatopathology services
- **Veterans Administration Clinic** – Clinical and surgical dermatology, resident continuity clinic housed at the Finger Lakes VA.
- **Monroe Community Hospital** – General dermatology

The Department treats a broad spectrum of conditions, including acne, autoimmune skin diseases, psoriasis, hair disorders, contact dermatitis, cutaneous lymphoma, pediatric skin disorders, and skin cancers. Cosmetic services include treatment of wrinkles, pigmentation disorders, scars, body contouring concerns, and tattoo removal.

In partnership with the **NCI-designated** Wilmot Cancer Institute, the Department offers advanced skin cancer care, including Mohs micrographic surgery with cure rates exceeding 95% for recurrent and aggressive skin cancers. The Department is supported by three dermatopathologists who work closely with the Department of Pathology to provide comprehensive diagnostic services and clinicopathologic correlation.



CLINICAL COLLABORATION AND INNOVATION

Dermatology maintains strong multidisciplinary partnerships across UR Medicine, including:

- Wilmot Cancer Institute
- Rheumatology and Allergy
- Otolaryngology, Surgery, and Plastic Surgery
- Psychiatry

The Department is also a leader in tele-dermatology and eConsults, improving regional access to specialty care and helping primary care physicians manage appropriate cases without requiring in-person visits.

Position Summary

As Chair of Dermatology at UR Medicine and the SMD, this leader will guide the Department across its clinical, research, education, and community engagement missions. The Chair will support and develop faculty and staff, building on existing strengths while recruiting outstanding new talent to foster a collaborative, high-performing culture and expand the department's clinical and academic impact. Working closely with leaders across the SMD, UR Medicine, Wilmot Cancer Institute, and external partners, the Chair will promote interdisciplinary collaboration and innovation to advance the field.

The Chair will also be responsible for strengthening and growing the Department's research enterprise, supporting the development of new programs, and securing funding from federal agencies, foundations, industry partners, and philanthropic sources. As the Department continues to evolve, the Chair will provide strategic leadership for the clinical enterprise, ensuring it is well-positioned to meet the changing needs of patients and the health system. With a focus on operational excellence, financial sustainability, and academic growth, this leader will advance the department's clinical and scholarly missions.

REPORTING RELATIONSHIPS

Reports to: This Chair position reports to Dean, SMD and CEO, UR Medicine.

Accountability to:

- Chief Clinical Officer, Vice Dean Clinical Affairs, UR Medicine
- Chief Academic Officer, Executive Vice Dean of Academic Affairs, UR Medicine
- Vice President of Research, University of Rochester, Vice Dean of Research, UR Medicine

Reporting to the Chair are the following leaders:

- Ambulatory Medical Director
- Clinical Trials Unit Director
- Department Administrator
- Residency Program Director

RESPONSIBILITIES

The Chair will be responsible for the following:

- Working with leadership across the SMD and UR Medicine to set a clear vision for the Department, identify opportunities for growth, and execute strategies that strengthen operations, enhance patient care, and support innovation.
- Supporting and expanding the Department's clinical programs to improve access, meet the needs of the region, and further establish UR Medicine as a leading destination for dermatologic care. Key to this will be expansion of regional dermatologic sites across UR Medicine in upstate New York.

- Mentoring and developing faculty, staff, and trainees while fostering a collaborative culture and recruiting outstanding talent across all mission areas.
- Growing the Department's research enterprise by supporting faculty scholarship, encouraging collaboration across disciplines, and creating opportunities for new research initiatives and external funding.
- Encouraging innovation and clinical care advancement working with UR Ventures.
- Ensuring high standards of clinical quality, patient experience, and provider performance while promoting a culture built on accountability, transparency, engagement, and continuous improvement.
- Advancing the Department's educational mission by supporting excellence in medical student, resident, fellow, and continuing medical education programs.
- Building strong partnerships across UR Medicine, SMD, affiliated clinical sites, and community organizations to advance shared clinical, research, and educational priorities.
- Providing thoughtful oversight of the Department's finances and resources, ensuring long-term sustainability while investing strategically in growth opportunities.
- Serving as a visible advocate for the Department of Dermatology throughout UR Medicine, the University of Rochester, and the broader dermatology community, representing and promoting the Department at the regional and national levels.



Goals and Objectives

The following goals and objectives have been identified as priorities for the Chair over the next 18 to 24 months (not listed in order of priority):

- Build meaningful and productive relationships with key internal and external constituents, including the Dean, Chief Clinical Officer, leadership of the SMD, Department Chairs; leadership of UR Medicine; faculty, staff, residents, and fellows of the Department of Dermatology.
- Develop a strategic vision and accompanying tactical plan that positions the Department as a nationally recognized leader in academic dermatology through excellence in research, clinical care, education, performance, and community service. Lead the Department through its next phase of growth by aligning faculty and staff around future priorities through visible leadership, fostering innovation, and strengthening a collaborative culture that attracts, develops, and retains talented faculty, trainees, and staff.
- Assess the Department organizational structure and ensure the goals of the SMD, the Department, and UR Medicine are aligned with leadership's ability to distribute workload and enable the team to achieve the Department's objectives.
- The Department is recognized for its collaborative, collegial, and service-oriented culture. As Chair, advance faculty engagement and cohesion through meaningful opportunities for connection and professional development. Foster an environment grounded in respect, equity, inclusion, justice, and kindness. As the leader be engaged, visible, and invested in faculty mentorship, development, and well-being.
- Recruit, develop, and retain world-class faculty, staff, and trainees. Serve as a mentor for faculty career aspirations. Support the promotion of faculty and development of leaders in the Department. Elevate the international and national reputation of the Department through national presence, publication records, and scholarly activity.
- Advance the Department's nationally recognized strengths in skin cancer research, clinical trials, and translational research while fostering the development of new areas of scientific discovery. Expand the Department's extramural funding, clinical trial accrual, and scholarly activity of the Department.
- Enhance meaningful collaborations with Department of Medicine, Wilmot Cancer Institute, Department of Pathology, the University, other clinical, basic sciences, and research partners to advance a multidisciplinary care approach and improve outcomes for patients with complex dermatologic diseases.
- Improve timely patient access through innovative models of care with a thoughtful expansion of clinical services across all clinical sites and affiliates, optimization of existing telehealth, and high-quality, clinically excellent ambulatory and inpatient programs across the enterprise.
- Strengthen external partnerships to expand the department's sphere of influence. Expand clinical trials, educational opportunities, access to care, and additional philanthropic endeavors to support the mission of the Department.

Candidate Qualifications

EDUCATION AND CERTIFICATION

- M.D., D.O. or M.D./Ph.D. from an accredited medical school.
- Board certification in dermatology and eligibility for New York State medical licensure.
- A distinguished academic career that qualifies for appointment as Professor at the University of Rochester, SMD.

KNOWLEDGE AND WORK EXPERIENCE

- Recognized on the national and/or international stage for advancing the field of clinical care, research, and education in dermatology.
- Demonstrated leadership experience in academic medicine.
- Proven ability to collaborate within complex, matrixed environments.
- Strong grasp of clinical operations in an academic setting and commitment to excellence in patient care.
- Financial acumen within healthcare and academic administration.
- Successful track record in recruiting and mentoring faculty at all career stages.
- Experience building relationships inside and outside of one's home institution.

LEADERSHIP SKILLS AND COMPETENCIES

- Growth orientation and strong business acumen; able to drive and lead teams through collaboration, mentorship, and collective goals.
- A leader who is kind, approachable, supportive, and committed to advocating for the success and well-being of their team.
- Continuous striving for excellence in all efforts.
- Visionary and a change agent; able to drive others toward a common goal.
- Values and trusts faculty and staff; leads without excessive supervision.
- Demonstrated business and operational acumen, with a strong understanding of the evolving opportunities and challenges facing academic health systems and academic departments of dermatology.
- The ability to navigate complex priorities, make thoughtful decisions, and lead effectively across the Department's missions.

UR Medicine

Includes the University of Rochester Medicine Center, one of the nation's leading academic medical centers and its expanding community affiliate health care system. UR Medicine includes the University's biomedical research, teaching, patient care, and community outreach missions. UR Medicine consists of eight hospitals located throughout the Finger Lakes and Southern Tier regions. The clinical enterprise includes over 1,400 beds, approximately 70,000 discharges, and 53,000 ambulatory surgeries yearly, in addition to 56,000 observation cases. Together, UR Medicine employs more than 24,000 full- and part-time staff.

UR Medicine have an integrated administrative structure, budget, and strategic plan and ranks among the top quarter of U.S. medical centers in federal research funding, has an overall budget of approximately \$6 billion, and accounts for over 85 percent of UR Medicine revenues. UR Medicine's mission is to be a home for healing, learning, research, and innovation committed to improving health and quality of life for its patients, families, and community.

UR Medicine is an integrated academic health center that comprises the SMD, including its faculty practice (University of Rochester Medical Faculty Group); Strong Memorial Hospital; Golisano Children's Hospital; James P. Wilmot Cancer Center; School of Nursing; Eastman Institute for Oral Health; UR Medicine Home Care; Highlands at Pittsford; and Highlands at Brighton, and the regional affiliates.

School of Medicine and Dentistry (SMD) – The SMD is organized into basic and clinical departments as well as interdisciplinary research centers. Faculty have received over \$200 million in external funding in basic and clinical research, with \$160 million in federal research funding. Over 1,800 full- and part-time faculty are employed by the SMD, with an additional 1,000 members of the voluntary clinical faculty. The SMD was in the initial cohort of 12 centers nationally in 2006 to receive funding from the NIH for a Clinical and Translational Science Award (CTSA). The grant was successfully renewed in 2011 and 2020. UR Medicine constructed a 197,000-square-foot building to house the Clinical and Translational Sciences Institute (CTSI) – one of the first facilities in the nation devoted to clinical and translational studies. The SMD also is home to the Center for Community Health & Prevention, which is focused on promoting health equity and improving health through research, education, services, and policy. The Center is a leader in the field, establishing local and national models for prevention, health behavior modification, and community engagement.

School of Nursing – Founded in 1925, the University of Rochester School of Nursing has been a leading force in the science and practice of nursing for nearly a century. The school offers more than two dozen undergraduate, graduate, and post-graduate degree programs, and ranks consistently within the top 25 nursing schools for its undergraduate and master's programs. Notably, its founding dean (Dr. Loretta Ford) co-founded and advanced the nurse practitioner role at Rochester and introduced the unification model of nursing – blending research and education with clinical practice. The school's research faculty continually push boundaries in nursing science, particularly in addressing health disparities across five domains: sexual health and HIV, cancer care, cardiology, maternal and child health, and aging. This commitment has led to the school ranking among the top 30 nursing schools in research funding from NIH. With championing

inclusion, the School of Nursing has also earned the HEED Award (Health Professions Higher Education Excellence in Diversity) for seven consecutive years. In 2022, it marked a new era with the introduction of a cutting-edge, 22,000-square-foot learning facility equipped with advanced simulation, virtual reality, augmented reality, and experiential learning spaces.

Eastman Institute for Oral Health (EIOH) – EIOH has internationally recognized dental residency programs, top-tier oral biology research, and robust clinical services in all dental specialties, with a strong community orientation. EIOH research interests include infectious diseases (primarily dental caries), oral diseases and lesions, the oral-systemic link, developmental biology (including craniofacial development), salivary gland physiology, dental products and materials, implants, lasers, dental erosion, and health services.

Sovie Center for Advanced Practice Providers – In July 2021, the advanced practice providers (APPs), which consists of nurse practitioners and physician assistants, established a new department. This is an acknowledgment of the UR Medicine organization's understanding of the breadth and depth of the APP group. There are currently over 1,000 APPs in various settings across the organization. This includes inpatient, outpatient, and regional sites providing high-quality care for all patients. The APPs have become the backbone of many clinical programs through increased access for patients and by working collaboratively with physician and nursing colleagues.

Strong Memorial Hospital – Located on the Medical Center's main campus, Strong Memorial Hospital is the 886-bed flagship of the University's health system known as UR Medicine. In addition to offering traditional and established medical care services, Strong has numerous distinguished tertiary and quaternary services. Many of Strong's specialty programs consistently rank among "America's Best Hospitals" and earn top honors in the "Best Regional Hospitals" rankings, according to USNWR. In 2018, the Hospital achieved Magnet designation for the fourth consecutive time for excellence in nursing services by the American Nurses Credential Center's (ANCC) Magnet Recognition Program.

Golisano Children's Hospital – Co-located with Strong Memorial Hospital, Golisano Children's Hospital is the leading pediatric referral center in western New York, serving 85,000 patients a year. It offers specialized services, including critical care, a 148-bed Level III NICU, and a full range of medical and surgical subspecialty care. Since 2011, Golisano Children's Hospital has been among the top 50 children's hospitals in six out of 10 categories and tracked by the USNWR's "Best Children's Hospital" rankings.

University of Rochester Medical Faculty Group (URMFG) – Overseen by the inaugural Chief Clinical Officer, URMFG is an integrated, multispecialty group practice with more than 1,500 clinician faculty members, including more than 250 Primary Care physicians, more than 1,000 physicians in nearly 130 sub-specialties, and over 250 APPs. With more than 325 practices located throughout the greater Rochester, Finger Lakes, and Southern Tier regions, faculty see approximately three million visits annually, making them upstate New York's leading provider of tertiary and quaternary care. Generating \$400 million in annual revenue, the practice is self-directed through a thriving governance structure, with more than 100 faculty actively participating in nine core committee groups, ensuring a strong faculty voice in all major decisions concerning clinical and financial operations. Shared decision-making and shared incentives for performance have ensured the continued growth and success of UR Medicine.

UR Clinical & Translational Science Institute (CTSI) – The UR CTSI, established in 2006, is a research engine that helps researchers connect, learn, and attain what they need to improve and speed the development of interventions to improve health outcomes for all people. UR CTSI is one of the original 12 institutions funded by the [Clinical and Translational Science Awards Program](#), which fosters institutional collaborations to improve the efficiency, quality, and impact of the translational research process. With a focus on the intersection of translational science and health equity, the UR CTSI aims to be a replicable, scalable, and sustainable model environment for research across the translational spectrum – from molecules to populations, responsive to community priorities, and conducted by transdisciplinary, patient, and community-engaged teams – to improve population health.

WILMOT CANCER INSTITUTE

Wilmot Cancer Institute, part of UR Medicine, is an NCI-Designated Cancer Center and was the 73rd Center designated by the National Cancer Institute. Wilmot provides world-class cancer treatment and care and conducts pivotal research. The goal is to prevent and conquer cancer through innovation in science, patient care, education, and community outreach. Wilmot serves a population of more than three million people across 27 counties in Western and Central New York and is the region's leader for cancer care and research.

Established in 1974, it has a long history of outstanding clinical care and research breakthroughs, including [pivotal contributions to the pioneering HPV cancer vaccine](#) and determining that [nausea is a major barrier to completing treatment and establishing the role of anti-nausea drugs](#). As a component of Strong Memorial Hospital, Wilmot Cancer Institute provides specialty cancer care services throughout the region, including 13 satellite locations and an 88-bed hospital on the University's Health Sciences Campus. Wilmot is home to one of the state's largest [blood and marrow transplant](#) programs, as well as the region's [first cancer survivorship clinic](#). It also operates one of the nation's first [geriatric oncology clinics](#). Wilmot is home to over 200 clinical trials, \$30 million in research funding and cares for nearly 40,000 patients per year.



UNIVERSITY OF ROCHESTER

The University of Rochester (UR), led by President Sarah Mangelsdorf, Ph.D., is comprised of seven schools, including: the SMD, School of Nursing, Simon Business School, Warner School of Education, Hajim School of Engineering and Applied Sciences, School of Arts and Sciences, and the Eastman School of Music, as well as other organizational units such as the Laboratory for Laser Energetics. With over 3,900 full- and part-time faculty members and instructional staff, the University offers more than 200 academic majors and is home to over 12,000 students.

Learning at UR is on a very personal scale; it is among the most collegial of the top research universities, and it emphasizes collaborative interactions. The motto of the University, *Meliora* (“ever better”), captures the continuous progress that has defined UR since its founding in 1850. While the University is one of the smallest Carnegie “very high research activity” research universities, it has over \$438 million in annual funding, and several departments have ranked among the best in their fields.

For more information, please visit: www.rochester.edu/academics.



The Community

ROCHESTER, NEW YORK

Rochester, the seat of Monroe County, is strategically located on the southern shore of Lake Ontario, between Buffalo and Syracuse, and approximately six hours from New York City. The greater Rochester region, encompassing Monroe and surrounding counties, is home to approximately 1.7 million residents, while the City of Rochester has a population of roughly 210,000, making it New York State's fourth-largest city.

Situated where the Great Lakes meet the scenic Finger Lakes region, Rochester offers exceptional four-season outdoor recreation, from boating and hiking to skiing and cycling. Historically, Rochester emerged as America's first 19th-century "boomtown," fueled by flour mills along the Genesee River before evolving into a major center for manufacturing and innovation.

Today, Rochester is a nationally recognized hub for higher education, healthcare, research, and technology. The region is anchored by world-class institutions such as the University of Rochester and Rochester Institute of Technology, both renowned for their academic excellence and research enterprise. Rochester's economy continues to thrive through a blend of established companies—including Xerox, Bausch + Lomb, and Eastman Kodak—and a growing ecosystem of biotechnology, telecommunications, and information technology firms. The University of Rochester is now the region's largest employer and one of New York State's largest employers overall.

Consistently recognized for its quality of life, Rochester offers outstanding public and private schools, a relatively low cost of living, and an affordable, stable housing market. The community also boasts a rich arts and cultural scene, highlighted by the internationally acclaimed Eastman School of Music, the Rochester Philharmonic Orchestra, and the renowned Xerox Rochester International Jazz Festival. With a vibrant mix of culture, dining, sports, and recreation, Rochester provides many of the amenities of a larger metropolitan area while maintaining the accessibility and affordability of a smaller community. In 2026, the New York Times described a revitalization of Rochester's through the growth of downtown, population growth, affordable housing, diverse neighborhoods, strong educational institutions, and vibrant cultural life. The city is especially attractive for those seeking a blend of urban amenities, historic charm, and cultural inclusivity.

For more information about living in Rochester, visit: www.visitrochester.com.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume, and a letter of interest. Review of applications has begun and will continue until the position is filled.

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting the University of Rochester Medical Center with this recruitment (listed below), preferably via e-mail, to khaddock@wittkieffer.com.

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COMPENSATION RANGE

The pay range for this position is \$650,000–\$850,000. The referenced pay range represents the University's good faith and reasonable estimate of the base range of compensation for this position. Individual salaries will be determined within the job's salary range and established based on (but not limited to) market data, experience, and expertise of the individual, and with consideration to related position salaries. Alignment of clinical incentive-based compensation also may be applicable and will be discussed during the hiring process.

The University of Rochester is committed to fostering, cultivating, and preserving an inclusive and welcoming culture to advance the University's Mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion/creed, sex, sexual orientation, citizenship status, or any other characteristic protected by federal, state, or local law (Protected Classes). This commitment extends to non-discrimination in the administration of our policies, admissions, employment, access, and recruitment of candidates for all persons consistent with our values and based on applicable law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of Rochester Medicine documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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Appendix

UR MEDICINE ACHIEVEMENTS

Stand-out accomplishments of UR Medicine include:

- A vaccine UR Medicine scientists created against Hemophilus influenza type b (Hib) has virtually wiped out a leading cause of meningitis in preschoolers. Scientists then used the same approach to create a vaccine that prevents infection by pneumococcal bacteria, which cause meningitis, ear infections, pneumonia, and other maladies.
- In addition to the Hib vaccine, UR Medicine was among the groups that contributed knowledge needed to develop the human papillomavirus vaccine, approved for the prevention of cervical cancer as well as head and neck cancer.
- UR cardiologists helped revolutionize the treatment of heart disease worldwide by showing an implantable cardiac defibrillator significantly reduces death rates in certain groups of patients.
- Strong Memorial Hospital was among the first 2% of U.S. hospitals to be recognized as a Nursing Magnet Hospital – an international quality nursing designation.
- UR Medicine was among the first hospitals in the U.S. to employ nurse practitioners in the acute care setting. The UR Medicine model integrating nurse practitioners in the care team is recognized as a best practice model. UR Medicine established the Respiratory Pathogens Research Center, supported in its initial year by a \$4.7 million award from the federal government, with potential further funding for seven years.
- Pursuing Excellence in Clinical Learning Environments is a notable accomplishment for graduate medical education at UR Medicine, as one of only eight physician training grounds in the U.S. selected by ACGME to lead a four-year, nationwide effort to improve residency training for physicians. UR Medicine was selected for this program due to its unique proposal to integrate residents into an existing quality and safety improvement model, which has shown to be highly successful in improving patient outcomes.
- The UR Health Sciences Center for Computational Innovation is a \$100 million partnership between the university and IBM, the centerpiece of which will be an array of IBM Blue Gene/Q supercomputers with the capacity to analyze huge amounts of information quickly – a crucial ability at a time when biomedical research generates unprecedented amounts of data. New York State awarded the university \$5 million for the initiative, to create one of the most powerful computer systems dedicated to health research in the world.

For more information, please visit: www.urmc.rochester.edu.

UR MEDICINE

Geneva General Hospital – Founded in 1898, Geneva General is a 117-bed general acute-care hospital providing both primary and a full range of secondary-level services. Geneva General operates a 14-bed intensive care unit and a telemetry unit (for heart monitoring), as well as pediatric beds. A full range of diagnostics are available, including spiral CT scanning, nuclear medicine, MRI, cardiovascular diagnostics, and complete gastroenterology services. Geneva General Hospital's 13-station outpatient Dialysis Center and inpatient acute treatment center offers care to residents from a four-county area in the Finger Lakes.

Highland Hospital – This Magnet-designated, 261-bed hospital received its third designation in 2021 and is a regional leader in specialties such as bariatric surgery, total joint replacement, geriatric care, gynecologic oncology, prostate cancer treatment, women's health services, and maternity. As an affiliate of UR Medicine, access is provided to leading-edge technology, research, and resources. The collaboration offers expanded care options to the community, fosters productive interchange between UR Medicine and community physicians, and provides medical students and residents the opportunity to learn and practice in a community hospital environment.

Thompson Health – Thompson Health includes the 113-bed FF Thompson Hospital and the 188-bed Ewing Continuing Care Center (24-hour skilled nursing care and adult day care), as well as independent senior apartments and enriched living residencies. With a focus on women's health, geriatrics, and surgical care, it is home to the Sands Cancer Center, a collaborative with the Wilmot Cancer Institute. The Hospital is a state-designated stroke center and achieved its fourth Magnet designation for nursing excellence in 2020.

Noyes Health – Noyes Health is a comprehensive healthcare system, which includes the 67-bed Noyes Memorial Hospital in Dansville, the Saunders Surgical Center, the Mary Saunders Biermann Emergency Department, an after-hours clinic, and the Ann and Carl Myers Cancer Center – a partnership with Wilmot Cancer Institute.

Jones Memorial Hospital – Jones Memorial Hospital is a 49-bed acute care facility serving Allegany County, Western Steuben County, and Northern Potter County, Pennsylvania. Collaborative efforts with UR Medicine and Noyes Health include obstetrics, oncology, cardiac care, neurology, and otolaryngology.

St. James Mercy – St. James Mercy is a 15-bed facility that opened in 2020 and provides a full range of inpatient and outpatient services. The hospital works on an ongoing basis to build collaborative relationships with regional partners to ensure the continuity of vertical healthcare services in the Hornell community.

Soldiers and Sailors Memorial Hospital – Soldiers & Sailors Memorial Hospital was named to honor and memorialize residents who served in World War I and has been located on the northern edge of the village since 1924. Soldiers & Sailors Memorial Hospital operates a 25-bed general acute care hospital, including a medical-telemetry. Soldiers & Sailors also offers a Swing Bed Program.

UR Medicine also manages Elmira's Arnot Health, a non-affiliated community hospital system, which includes Arnot Ogden Medical Center, Iran Davenport Memorial Hospital, St. Joseph's Hospital, and Taylor Center, a skilled nursing facility.

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