

## Chair, Department of Radiology

### Leadership Profile

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## The Opportunity

Tufts Medical Center seeks a collaborative and innovative physician leader to serve as Chair of the Department of Radiology. This is an exciting opportunity to lead a growing academic radiology department within a major urban academic medical center and to shape the future of clinical care, education, and research in the heart of downtown Boston.

Tufts Medical Center (TMC) is the principal teaching hospital of Tufts University School of Medicine and a key member of Tufts Medicine. A Level I trauma center, TMC offers a full range of tertiary and quaternary services, including expanding transplant programs (living donor liver, renal, and cardiac), advanced oncology care, and comprehensive cardiovascular services. As an academic medical center committed to discovery, innovation, and compassionate care, Tufts Medical Center integrates education, research, and clinical excellence to improve the health of the diverse communities it serves.

The Department of Radiology at Tufts Medical Center provides high-level academic radiology services across a broad spectrum of clinical programs. The Department has recognized strengths in neuroradiology, supported by state-of-the-art MRI technology, and plays an essential role in trauma, stroke, transplant, and cancer imaging. Imaging services span abdominal, cardiothoracic/cardiovascular, emergency radiology, musculoskeletal, breast imaging, nuclear medicine, and limited pediatric imaging services.

The Department sponsors an ACGME-accredited Diagnostic Radiology Residency Program with a complement of 22 residents, offering an Early Specialization in Interventional Radiology (ESIR) pathway. Fellowship programs currently include MRI and Emergency and Trauma Radiology (ACGME NST). The Department is poised for clinical and academic growth, with anticipated expansion of imaging volumes and system-wide radiology services across Tufts Medicine.

The Chair of Radiology is responsible for the overall strategic, academic, clinical, and administrative leadership of the Department and will be charged with creating and implementing a compelling departmental vision while strengthening clinical quality and operational performance. The Chair will foster a culture of collaboration, innovation, and continuous improvement, ensuring alignment with Tufts Medical Center's mission and broader system priorities. The position includes an endowed academic appointment as the Alice Ettinger–Jack R. Dreyfuss Chair and Professor of Radiology at Tufts University School of Medicine.

Qualified candidates must demonstrate a strong record of academic accomplishment, clinical excellence, and progressive leadership experience within an academic medical center. Successful candidates will bring experience leading complex clinical departments, divisions, or sections, with demonstrated ability to manage faculty, trainees, and resources effectively. An MD is required, along with board certification in Radiology and eligibility for medical licensure in Massachusetts. Academic credentials appropriate for appointment at the Professor level are expected.

## Organization Overview

### Department of Radiology

The Department of Radiology at Tufts Medicine is a high-volume, academically focused department that performs more than 170,000 imaging examinations annually, supporting inpatient, outpatient, emergency, and specialty services across the health system. The department provides comprehensive diagnostic and interventional imaging, with faculty expertise spanning nearly all radiologic subspecialties, including neuroradiology, musculoskeletal imaging, thoracoabdominal imaging, breast imaging, pediatric radiology, nuclear medicine, and interventional radiology. This breadth allows the department to function as a critical clinical partner across Tufts Medicine's tertiary and quaternary care programs, including transplantation and complex procedural services.

Academically, the department is distinguished by a longstanding culture of innovation and education, traced to its founding by Alice Ettinger, MD, a pioneer in American radiology and founder of the residency program in 1945. That legacy continues through an integrated academic mission encompassing clinical excellence, research, and graduate medical education. Research activity is embedded throughout the department, with faculty and trainees leading and collaborating on studies ranging from quantitative imaging biomarkers and tissue characterization to applied clinical imaging research in areas such as osteoarthritis, fatty liver disease, bariatric surgery complications, and trauma. The department also contributes to educational innovation, including the development of open-source radiology teaching tools.

The Department of Radiology maintains a strong commitment to training the next generation of radiologists, anchored by a four-year Diagnostic Radiology Residency Program that combines broad clinical exposure across multiple hospitals with close faculty mentorship. Advanced subspecialty training is further supported through a 12-month MRI Fellowship, offering focused experience across body, breast, cardiac, musculoskeletal, and neuroimaging. Department leadership includes dedicated chiefs for each subspecialty area as well as designated leaders for residency and fellowship education, reflecting a distributed leadership model aligned with clinical, academic, and educational priorities. Collectively, these elements position the department as a mature, mission-driven academic radiology program with the scale, complexity, and leadership infrastructure appropriate for a major academic medical center.

### Tufts University School of Medicine

Tufts University School of Medicine (TUSM) is a private, research-focused medical school located on Tufts University's Health Sciences Campus in downtown Boston. Established in 1893, the School of Medicine serves as a core academic pillar of Tufts University and is closely integrated with Tufts Medical Center, its principal teaching hospital and a nationally respected academic medical center. While Tufts University and Tufts Medical Center are separate corporate entities, their longstanding affiliation supports a highly collaborative environment for education, clinical care, and research.

The School of Medicine educates a diverse body of learners across MD and graduate-level programs, with an emphasis on rigorous scientific grounding, early and sustained clinical exposure, and service to diverse populations. Educational programs are delivered through a distributed clinical education model, with students and trainees rotating across a broad network of affiliated hospitals and health systems. In addition to Tufts Medical Center, major clinical partners include Maine Medical Center, Newton-Wellesley Hospital, and a wide range of community and regional sites spanning urban, suburban, and rural settings. This breadth of training environments is a defining feature of the School's educational strategy.

Research is a central component of the School of Medicine's mission, with faculty and trainees engaged in basic, translational, clinical, and population-based research. The School collaborates closely with Tufts University and Tufts Medicine to advance discovery in areas such as neuroscience, cancer, infectious disease, imaging, and

health services research. Dedicated clinical skills, simulation, and laboratory facilities on the Health Sciences Campus support both education and investigation, while interdisciplinary collaborations enable faculty to bridge discovery and patient care.

Collectively, Tufts University School of Medicine is characterized by its strong clinical affiliations, integrated academic health system relationships, and longstanding commitment to training physicians and researchers prepared to lead in complex healthcare environments. These attributes provide an essential academic and institutional context for departmental leadership within Tufts Medicine.

## Tufts Medicine

Tufts Medicine is an integrated, nonprofit academic health system that brings together academic medicine and community-based care across Massachusetts. Formed in 2014 and renamed Tufts Medicine in 2022 (formerly Wellforce), the system reflects a strategic alignment with Tufts University and Tufts University School of Medicine to advance clinical care, education, and research within a unified regional network. While Tufts Medicine and Tufts University remain separate entities, the shared identity underscores a deliberate commitment to academic collaboration and system-wide integration.

The health system includes Tufts Medical Center, the principal academic medical center and primary teaching hospital for Tufts University School of Medicine, along with Lowell General Hospital, MelroseWakefield Hospital (including Lawrence Memorial Hospital), an expansive home health and hospice enterprise (Tufts Medicine Care at Home), a newly opened Behavioral Health Hospital (a joint venture with Acadia) and a large clinically integrated physician network. Collectively, Tufts Medicine spans academic quaternary care, community hospitals, ambulatory sites, and home-based services, supporting coordinated care across the continuum.

Tufts Medicine is distinguished by its clinically integrated network model, designed to align quality, safety, and value across diverse practice environments. The system's physicians and hospitals share accountability for performance through a unified quality- and value-driven framework, while maintaining the local strengths of individual hospitals and specialties. This structure enables Tufts Medicine to support complex academic programs at Tufts Medical Center while extending access to high-quality care throughout the region.

At the academic core of the system, Tufts Medical Center serves as a 415-bed, downtown Boston academic medical center and Level I trauma center, anchoring Tufts Medicine's research, specialty care, and graduate medical education missions. Faculty physicians at Tufts Medical Center hold academic appointments at Tufts University School of Medicine, creating a direct link between system clinical operations and the School's teaching and research enterprise. This academic-clinical integration provides essential infrastructure and opportunity for departmental leadership within Tufts Medicine.

## Tufts Medical Center Physicians Organization

Physician alignment and faculty practice operations at Tufts Medical Center are supported through the Tufts Medical Center Physicians Organization (PO), a centralized physician enterprise that underpins clinical practice across the institution. The PO coordinates administrative, operational, and billing functions for a broad network of specialty practices, including radiology, and serves as a key infrastructure supporting clinical performance, quality, and financial sustainability. Comprising numerous affiliated physician groups across disciplines, the PO plays an important role in aligning physician leadership and advancing coordinated care delivery across Tufts Medical Center and the broader Tufts Medicine system. The organization is led by Erika Werner, MD, MS, who also serves as Chief Physician Executive for Tufts Medicine.

## Position Summary

### Responsibilities

The Chair of Radiology at Tufts Medicine will play a critical leadership role during an important period of renewal and growth for the department. The Chair will provide strategic, clinical, and operational leadership to advance the department's academic mission while ensuring high-quality, efficient, and responsive clinical services aligned with Tufts Medicine's system priorities.

Reporting to Erika Werner, MD, MS, President of the Tufts Medical Center Physicians Organization, and working in close partnership with senior academic and health system leadership, the Chair will serve as a key liaison between the Department of Radiology, Tufts University School of Medicine, and Tufts Medicine clinical leadership.

The Chair will be directly involved in strategic planning, clinical service development, workforce stabilization and recruitment, and operational integration, with particular emphasis on rebuilding academic strength while supporting expanding clinical programs. Planning for future growth and recruitment to meet departmental and institutional goals will be central to the role. Specific responsibilities include:

- Work collaboratively with leadership inside and outside the department to create and sustain an infrastructure that delivers high-quality clinical care integrated with education and scholarly activity.
- Cultivate and maintain strong professional relationships with system, hospital, and physician leadership to support clinical growth, access, service line development, and patient experience.
- Establish and reinforce clear standards for departmental performance, accountability, and governance that align with the department's vision as an academic radiology program within an integrated health system.
- Oversee quality management and provider performance for faculty, trainees, and advanced practice providers, ensuring consistency across subspecialties and sites of care.
- Lead recruitment, retention, mentoring, and professional development of radiology faculty to strengthen departmental culture, stability, and long-term success.

### Research

The Chair will provide leadership to advance research and innovation within the Department of Radiology in a manner appropriate to Tufts Medicine's academic mission and departmental capacity. The Chair will foster collaboration across departments, centers, and the health system while encouraging scholarly activity that complements clinical strengths. Research responsibilities include:

- Provide strategic oversight of the department's research and innovation portfolio.
- Encourage collaboration among faculty and with institutional partners to leverage shared resources and avoid duplication of effort.
- Support faculty mentoring and development related to scholarly productivity and innovation.
- Promote opportunities for clinical, translational, educational, and technology-enabled research aligned with departmental and institutional priorities.
- Maintain awareness of emerging technologies and practices that support innovation in radiology.

## Education

The Chair will uphold and strengthen the department's strong commitment to graduate and undergraduate medical education. Working closely with educational leadership, the Chair will ensure the department provides a supportive and rigorous training environment. Education responsibilities include:

- Provide oversight for the educational mission of the Department of Radiology.
- Support and advocate for high-quality residency and fellowship programs.
- Partner with program directors to maintain accreditation standards, educational quality, and trainee recruitment.
- Ensure faculty engagement in teaching and mentorship across learner levels.
- Support ongoing professional development, CME activities, and faculty advancement within academic tracks.

## Goals and Objectives

### Recruit, develop, and retain outstanding faculty

The Chair will lead focused efforts to recruit, retain, and support radiologists across key subspecialties while fostering a collegial, accountable, and mission-driven culture. Mentorship, professional development, and alignment of faculty roles with departmental and system priorities will be central to this work.

### Strengthen and integrate clinical programs of excellence

The Department of Radiology plays a critical role in supporting Tufts Medicine's priority clinical programs, including oncology, cardiovascular care, transplantation, and neurosciences. The Chair will work collaboratively with system and hospital leadership to enhance service line alignment, improve access and throughput, and ensure imaging services meet growing clinical demand. Emphasis will be placed on operational excellence, reliability, and innovation, including the effective use of emerging technologies.

### Advance research, innovation, and education

The Chair will build upon existing strengths in education while fostering appropriate growth in scholarly activity and innovation. The department is well positioned to support clinical and translational research, educational scholarship, and technology-driven innovation, and the Chair will help define a sustainable and impactful path forward.

### Provide thoughtful financial and administrative stewardship

The Chair will serve as a strong steward of departmental resources, working closely with institutional partners to ensure sound financial management, transparent decision-making, and strategic investment. This includes balancing academic aspirations with operational realities within an integrated academic health system.

## Candidate Qualifications

### Education/Certification

- MD, DO, MD/PhD, or equivalent
- Board certification in Radiology
- Eligibility for medical licensure in Massachusetts
- Demonstrated leadership experience in an academic medical center or health system environment

### Knowledge and Work Experience

- Knowledge of and experience in academic radiology within a complex health system, including the integration of clinical operations, education, and scholarly activity.
- Demonstrated experience leading or managing clinical radiology services across multiple subspecialties, sites, or care settings.
- Proven experience with faculty recruitment, retention, and workforce stabilization, particularly in competitive or constrained labor markets.
- Strong understanding of radiology operations, including coverage models, workflow optimization, utilization management, and technology implementation (e.g., PACS, imaging platforms, equipment planning).
- Experience partnering with hospital and system leadership to support service line growth, access initiatives, and evolving clinical demands.
- Familiarity with financial and administrative management, including budgeting, resource allocation, and prudent stewardship within an academic department.
- Experience supporting or overseeing graduate medical education, including residency and fellowship programs, accreditation requirements, and faculty teaching roles.
- Exposure to or participation in research, innovation, or quality improvement initiatives relevant to academic radiology.
- Experience working within a collegial, multidisciplinary environment that values collaboration across departments and specialties.

### Leadership Skills and Competencies

- Strategic and forward-thinking leader with the ability to articulate a clear vision and translate strategy into actionable plans.
- Strong operational and execution skills, with a track record of addressing complex challenges and driving measurable improvements.
- Effective recruiter and talent developer who prioritizes faculty engagement, mentorship, and professional growth.

- Highly collaborative leadership style, fostering trust, accountability, and transparency across diverse teams and stakeholders.
- Ability to build and sustain constructive relationships with academic leadership, clinical partners, and system executives.
- Skilled communicator who can align departmental priorities with institutional goals and convey expectations clearly.
- Politically astute and adept at navigating change while maintaining a stable and supportive departmental culture.
- Inclusive leader committed to creating a respectful, collegial, and high-performing environment.
- Resilient and adaptable, with the capacity to lead effectively through periods of transformation and uncertainty.

## The Community

### Boston, Massachusetts

Founded 1630, Boston is one of the oldest cities in America. Serving as the gateway to New England, its history is steeped in the American Revolution. Today, the sites of Boston's National Historic Parks, connected by the Freedom Trail, symbolize the accomplishments of that revolutionary generation.

Once considered conservative, Boston has developed a progressive, cosmopolitan culture while maintaining close ties to its heritage and traditions. It is one of the most attractive locations in all of New England, with notable professional sports teams, excellent restaurants and an abundance of cultural attractions and sights. Its historical buildings, world-class museums, parks and cemeteries are national landmarks, and the city boasts the birthplaces of many famous patriots, presidents and politicians. The city's architectural treasures include lovely brownstones and cobblestone streets, with authentic gaslights lighting the way in many neighborhoods. Boston is meant for walking. As small in size as it is large in history, Boston's most interesting attractions can be easily explored on foot.

Boston is the leading center of higher education in the United States. More than 200,000 students are drawn to more than two dozen universities in Boston and the surrounding communities; including Tufts, Boston College, Boston University, Brandeis, Northeastern, Harvard and the Massachusetts Institute of Technology. Boston is situated on a magnificent harbor, providing the foundation for a robust fishing industry and international sea trade. Boston not only plays a leading role in New England but also exerts influence on the rest of the country through its financial institutions, insurance companies, educational institutions, medical centers and medical research.

Today, with populations of 692,600 in the city and more than 4.8 million in the metro area, Boston has booming technology and healthcare industries. The metropolitan area has spawned diverse academic institutions and life sciences companies that have established themselves as leaders in advancing critical new science, technology and medical discoveries that benefit people worldwide. Life science companies partner with academic medical centers to support internationally recognized scientists and physicians who cooperate in drug and medical device development.

For more information on Boston visit <http://www.boston.gov>.

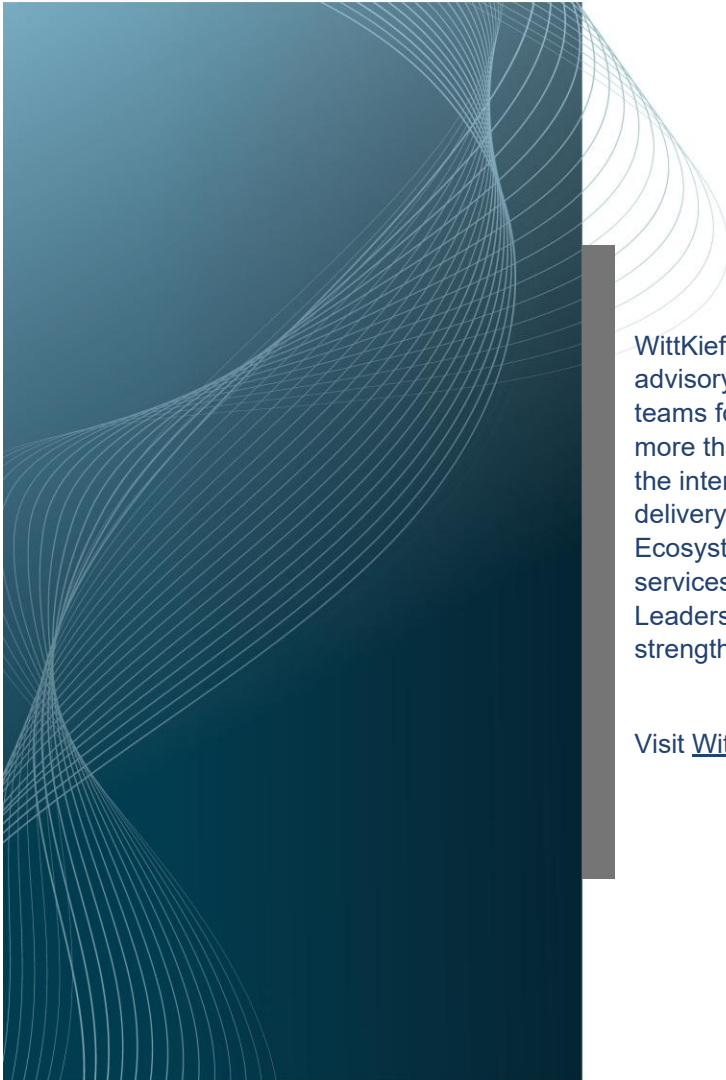
## Procedure for Candidacy

For information, confidential nominations and expressions of interest through candidate materials (including a letter of interest and CV) should be submitted via email to Tufts University School of Medicine search consultants Aaron Mitra and Stephen Davis through the office of Ashley Rittgers at [arittgers@wittkieffer.com](mailto:arittgers@wittkieffer.com).

*The Tufts University School of Medicine values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

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