

**Department Chair, Radiology**

**Hartford Hospital**

**Leadership Profile**

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## The Opportunity

Jefferson Radiology seeks an accomplished and collaborative clinical leader with a strong record of clinical excellence and administrative leadership to serve as the next Chair of Radiology for Hartford Hospital. This is an exceptional opportunity to join the largest radiology practice group in Connecticut and expand clinical services and innovation across a well-established and growing regional network. The Department of Radiology at Hartford Hospital is widely recognized for its clinical expertise, advanced diagnostic and therapeutic capabilities, and commitment to patient-centered care.

Founded in 1963, Jefferson Radiology operates ten imaging centers across central Connecticut and maintains affiliations with eight regional hospitals. The practice offers a comprehensive range of diagnostic and interventional radiology services, including cardiovascular imaging, neuroradiology, oncology imaging, pediatric and women's imaging, musculoskeletal radiology, and more. With over 600,000 examinations performed annually, Jefferson Radiology serves a diverse and high-volume referral base, including orthopedic surgeons, sports medicine specialists, and primary care providers. In 2020, Jefferson Radiology became an affiliate of Radiology Partners, the largest radiology practice in the U.S., serving more than 3,300 hospitals and other healthcare facilities across the nation.

Hartford Hospital, the 867-bed academic flagship of Hartford HealthCare (HHC), a \$6.5 billion health system, is one of the largest medical centers in the Northeast and the second largest in Connecticut. The Hospital is a major tertiary referral facility for the state and region, operates an air ambulance service and is designated as a Level I Trauma Center. Hartford Hospital is a primary teaching affiliate for the University of Connecticut School of Medicine, along with several residency and fellowship programs.

The Chair of Radiology at Hartford Hospital will guide the Department in delivering high-quality, accessible, and patient-centered care. This individual will foster a culture of excellence, collaboration, and innovation while promoting transparency, supporting professional development, and ensuring alignment with the organization's mission and values. The Chair will be responsible for strategic and operational leadership across a complex, multi-site clinical environment. In addition, the Chair may also serve as a member of the Jefferson Radiology physician board or executive committee, depending on the future governance structure.

The ideal candidate will be a board-certified radiologist with an M.D. or equivalent degree. They should bring a proven track record of clinical leadership, physician leadership development, and mentorship, along with an interest in academics, and experience recruiting and retaining top-tier talent. Strong communication skills, integrity, and the ability to build trust and collaboration across teams are essential. Preferred candidates will have prior administrative experience and a demonstrated ability to lead in a dynamic healthcare landscape with a commitment to inclusive and equitable leadership.

## Organization Overview

### Jefferson Radiology

Established in 1963, Jefferson Radiology is proud to be the largest radiology practice group in Connecticut. With ten imaging centers in central Connecticut and affiliations with eight regional hospitals, Jefferson Radiology offers a breadth of services and a level of diagnostic and therapeutic radiology expertise unparalleled in the region. Fellowship-trained physicians and highly trained staff are committed to providing exceptional patient care and responsive service.

### Clinical Services

Jefferson Radiology offers a comprehensive range of diagnostic imaging and interventional radiology services, delivered by fellowship-trained physicians and expert staff. Their specialties span across multiple disciplines, including:

- Cardiovascular Imaging & Vascular Radiology
- Interventional Radiology
- Neuroradiology
- Oncology Imaging
- Pediatric Radiology
- Sports Medicine Imaging
- Women's Imaging Services
- Body, Chest, and Breast Imaging
- Hospital-Based Radiology

Jefferson Radiology performs over 600,000 examinations per year, which include over 12,000 MSK MRI/CT and over 2,000 MSK intervention procedures. The high-volume practice has a referral base that includes subspecialty orthopedic surgeons, dedicated sports medicine specialists, pediatric orthopedic surgeons, rheumatologists, and primary care specialists.

### Commitment to Education, Research, and Development

As a hybrid private practice-academic organization, Jefferson Radiology is deeply committed to advancing the field of radiology through education, research, and innovation. Its team of highly specialized radiologists is dedicated to continuous improvement and intellectual engagement, attracting top talent from across the country. The organization prioritizes patient-focused, results-driven research, which enables early adoption of cutting-edge technologies—such as aortic stent grafts and digital mammography—and the development of low-radiation imaging techniques.

Many of Jefferson Radiology's physicians hold influential roles on national radiological boards, hospital committees, and educational institutions. They contribute to shaping standards of care, board examinations, and peer-reviewed publications, and frequently speak at events on local, national, and international stages. The organization also operates accredited training programs for radiology residents and technologists.

Through active participation in clinical trials and ongoing research initiatives, Jefferson Radiology ensures that patients and hospital partners benefit from the latest medical advancements. This commitment to innovation and education plays a key role in attracting and retaining leading professionals in the field.

## **Musculoskeletal Radiology Fellowship Program**

The MSK division is comprised of seven MSK sub-specialty trained radiologists. The fellowship is a one-year diagnostic and interventional orthopedic fellowship. Advanced training is provided in musculoskeletal MRI, CT, radiography in a hospital and outpatient setting. Orthopedic procedures include image-guided orthopedic joint and spine pain management procedures, arthrography.

## **Jefferson Radiology: What We Believe In**

Our values serve as a powerful reminder to our patients that we are a value-driven practice and that their health and well-being are our top priority.

### **A value-driven practice**

#### **Quality**

Our commitment to excellence shines through everything we do. We take pride in providing accurate, safe, and confidential services and in delivering them to the highest standard. Our culture of continuous learning and development drives our commitment to stay at the forefront of our field.

#### **Innovation**

We foster and promote exploration, and each member of the team is empowered to contribute to continuous improvement. Together, we help shape the future of radiology with a pioneering spirit.

#### **Integrity**

Our values guide us in every interaction. We treat our patients, peers, physicians, and teammates with respect, honesty, and dignity. Our words and actions are aligned, and we are committed to being genuine and authentic.

#### **Teamwork**

Collaboration lies at the heart of our success. We work together as a team to deliver the best care and develop the most effective business strategies. We value every role, recognizing the significance of even the smallest contributions. The well-being of our practice depends on the engagement of each one of us.

#### **Compassion**

By treating our patients with genuine respect, empathy, and a listening ear, we provide medical care that goes beyond expertise. Kindness is the language we speak, not only to our patients but also to our colleagues and teammates.

## **Radiology Partners**

Jefferson Radiology is a proud affiliate of Radiology Partners, the largest physician-led and physician-owned radiology practice in the United States. Radiology Partners is the leading on-site radiology practice in the country, partnering with over 3,000 radiologists and providing services to nearly 1,300 hospitals, clinics, and imaging centers across more than 30 states.

For more information, visit <https://jeffersonradiology.com> and <https://www.radpartners.com>.

## Hartford Hospital

Hartford Hospital, founded in 1854, is one of the largest and most respected teaching hospitals and tertiary care centers in New England. Hartford Hospital has been training physicians for over 160 years, primarily in collaboration with the University of Connecticut School of Medicine. Hartford Hospital and the Region represent \$2.6 billion in revenue for the System. Hartford Hospital itself is an 867-bed regional referral center that provides high-quality care in all clinical disciplines. Among its divisions is The Institute of Living, a 114-bed mental health facility with a national and international reputation for excellence in care, education, and research. Jefferson House, a 104-bed long-term care facility, is also part of Hartford Hospital. The Hospital is home to the Center for Education, Simulation and Innovation (CESI), one of the most advanced medical simulation training centers. Medical providers from across the world have trained at CESI, which also is the Northeast's largest robotic surgery center. CESI is expanding to further increase its training and development of innovative treatments in patient care.

With an active medical staff that includes more than 1,600 physicians and dentists, Hartford Hospital has been ranked #1 in the Hartford region year after year by U.S. News & World Report. The hospital is recognized as high performing in the specialties of nephrology, orthopedics, psychiatry, and urology. Hartford Hospital is a major tertiary care facility for the state and region, operates an air ambulance service, and is designated as a Level I Trauma Center, able to care for the most critically injured patients. It has over 50 operating rooms and is one of the largest surgical caseloads in New England. It is also one of two organ transplant programs within Connecticut, renowned for performing the first successful heart transplant surgery in Connecticut in November 1984. Hartford Hospital has the largest robotic surgery program in New England and a robust research program with over \$15 million in externally funded research.

For more information, visit <https://hartfordhospital.org>.

## Department of Radiology at Hartford Hospital

The Department of Radiology at Hartford Hospital is a cornerstone of diagnostic and interventional excellence within one of Connecticut's leading medical centers. Structured into specialized divisions, including neuroradiology, musculoskeletal imaging, breast imaging, and interventional neuroradiology, the department delivers a full spectrum of advanced imaging services, such as CT, MRI, PET/CT, ultrasound, mammography, and interventional radiology.

Clinically, the department continues to experience steady growth, with a 4.95% increase in imaging exams from 2022, totaling 12,953 more exams year-over-year. Since 2018, the department has performed 58,628 additional imaging exams, marking a 27.20% increase over six years. This growth reflects the department's expanding capabilities and commitment to delivering advanced diagnostic and interventional services. High-volume areas include:

- CT scans experienced significant growth, from ~57,000 in FY18 to over 72,000 in FY23.
- General Radiology increased from ~31,000 to nearly 39,000.
- MRI and Ultrasound - both categories experienced steady growth, with MRI rising from ~9,000 to over 12,000 and Ultrasound from ~14,800 to over 20,000.
- Emergency Radiology also had consistently high volumes.

The department is also deeply committed to education and innovation, housing a robust Radiology Residency Program. With accreditation from the American College of Radiology and a strong emphasis on quality, safety,

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and patient-centered care, the department plays a critical role in supporting Hartford Hospital's mission as a tertiary care and teaching institution.

### Hartford HealthCare

Hartford Hospital is the academic flagship of Hartford HealthCare, a leading health system in the Northeastern United States. Founded in 1986, HHC has grown to a \$6.5 billion healthcare system, with nearly 44,000 employees and nearly 500 locations, including seven hospitals. HHC operates in an Institute model with 7 Health Institutes: The Heart and Vascular Institute, Ayer Neuroscience Institute, The Bone and Joint Institute, Tallwood Urology and Kidney Institute, The Cancer Institute, The Behavioral Health Network, and Digestive Health Institute.

### Coordinated Quality Care

HHC is creating a better future for health care in Connecticut and beyond. HHC is a community of caregivers engaged in developing a coordinated, consistently high standard of care, using research and education as part of care delivery. HHC is developing and engaging in meaningful alliances to enhance access to services and invest in technology and training to develop new pathways to improve the timeliness, effectiveness, and accuracy of services. With this strong mission in place, all the hospitals under HHC's banner have received Leapfrog A Grades.

For more information, visit <https://hartfordhealthcare.org>.

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## Position Summary

The Chair of the Department of Radiology at Hartford Hospital is responsible for the leadership of the Department, which includes direct oversight of the budgetary responsibilities and human resources as well as ensuring the highest quality of care delivery. The Chair, working in collaboration with Jefferson Radiology and Hartford Hospital leadership, will establish the strategic vision and ensure its execution for the Department, and have accountability for the Department's clinical care delivery, scholarly activity, educational programs and community service. The Chair will oversee the continuing career development of physicians and staff. The Chair will also serve as an important spokesperson for the Department at the local, regional, and national levels.

### Reporting Relationships

Reports to:	Chief Medical Officer, Jefferson Radiology
	Vice President of Medical Affairs, Hartford Hospital (matrixed)
Direct reports:	Radiology Division Chiefs and Vice Chairs
Key Relationships:	Regional Vice President of Operations, Radiology Partners
	Radiology Director, Hartford Hospital
	Jefferson Radiology Leadership
	Radiology Partners Leadership

### Responsibilities

- Oversees the administrative, clinical, financial, and educational activities within the Department.
- Develops, aligns, and communicates goals and strategies for the Department.
- Oversees the budget for the Department in collaboration with the Radiology Director.
- Coaches, mentors, and develops others to build internal capabilities and the talent that facilitates succession. Develops the next generation of physician leadership in Radiology.
- Establishes strategic direction and defined objectives in collaboration with Hartford Hospital leaders.
- Establishes clinical guidelines, and identifies and implements quality indicators, measurement and improvements in practice.
- Fosters an environment focused on clinical performance measurement and improvement. Provides ongoing direction, operational oversight and services ensuring excellence in clinical operations, quality, patient experience and value to the community.
- Develop a plan to meet the continuing professional development needs of Physicians and Advanced Practice Providers in the department.
- Oversees the development and implementation of effective and innovative educational programs including curricula for fellows, residents, medical students, graduate and postdoctoral training - APPs and other health professionals - to satisfy or exceed national and accreditation standards.

- Establishes and maintains high standards of professional practice and a culture of accountability.
- Supports and promotes a research environment involving students, residents, fellows, and physicians.
- Ensures compliance with standards of ethics, applicable internal and external policies and medical staff by-laws.

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## Opportunities and Expectations of Leadership

The following goals and objectives have been identified as priorities for this position:

- **Strategic planning** - create a contemporary and dynamic vision beginning with preparation of a plan that focuses on expanding the Department across all its missions. Engage a broad range of constituencies in the development of that vision, including physicians, administration and finance, the Jefferson Radiology, and Hartford Hospital leadership.
- **Clinical growth** - develop and execute on strategies to provide highly-efficient and high-quality imaging services to meet current and future demand across Jefferson Radiology and Hartford Hospital. Support division and section chiefs to ensure continued clinical program growth.
- **Recruitment and retention** - address the legitimate challenges faced by the Department in recruitment in keeping pace with clinical growth. Outline expectations for physicians in areas of teaching, clinical service and research participation, balancing those expectations with ensuring a culture of transparency and support for providers. Assess the Department's current administrative and clinical infrastructure to identify, recruit and retain diverse, highly qualified clinicians in partnership with the division directors and vice chairs.
- **Research initiatives** - increase the scholarly activity conducted in the department and extramural funding. Build upon unique industry partnership opportunities and innovation programs.
- **Outstanding education programs** - continue to enhance the national and international reputation of the Department's teaching programs.
- **Leadership and management** - establish relationships with other chairs and clinical staff that emphasize collaboration. Be visible and approachable. Establish oneself as a sought-after resource across the system on all matters relating to imaging.
- **Productivity and profitability** - define performance expectations appropriate to current and future provider/staff levels. Build upon accountability metrics that address volumes and quality, as well as participation in clinical and teaching activities.
- **Culture of service and quality** - strive for a departmental atmosphere with quality as a fundamental operating principle and radiology as a service discipline that mirrors that of a private practice model in which customer service and responsiveness are equal to quality in importance. Ensure the drive for service, consistency and quality is a shared vision in all locations where Imaging services are delivered.
- **National stature** - develop a vibrant vision for a nationally distinguished and contemporary Department of Radiology. Advance an atmosphere of community and collaboration through transparent leadership and open dialogue across all clinicians.

## Candidate Qualifications

### Education/Certification

- M.D. or equivalent degree from an accredited institution
- Board certification through the American Board of Radiology
- Eligibility for permanent, unrestricted licensure in Connecticut

### Knowledge, Work Experience, and Competencies

- Track record of achievement in team building, leadership, managerial and strategic thinking.
- National and international reputation as a leader within one of the radiologic disciplines.
- Demonstrated success as a leader in a complex environment that includes an academic medical center and a dynamic health care enterprise.
- A transformational and strategic leader who is committed to growing and developing physicians, staff, and trainees, achieving prestige through the success of the department and its members.
- Demonstrated success in recruiting, developing, and retaining top-tier clinical talent.
- Possesses financial acumen and has a record of successfully managing a budget both revenue and expenses. Understands health system financial goals and works towards achieving them.
- Empowers, motivates and challenges physicians and staff, while holding them accountable, as a visible and inclusive leader with outstanding interpersonal skills and emotional intelligence. Display the qualities of a team player who has an open leadership style that promotes partnership.
- An astute understanding of academic clinical practice and a deep commitment to clinical excellence based on a patient-centered model of care.
- An approachable and enthusiastic leader with an open and transparent communication style and a collegial presence that encourages consensus building, collaboration, and cooperation.
- Builds trust both in and outside the Department as they seek out, acknowledge and understand other's point of view. Is transparent in words and deeds and follows up on commitments.
- The ability to inspire the radiology physicians to strive for excellence in all efforts to achieve the goals of excellent clinical service, education and research participation while continuing to improve morale.

## The Community

### Hartford, Connecticut



In one of the most attractive areas of the Northeast with historic towns and gorgeous scenery, Hartford, Connecticut was settled in 1634. Historic Hartford is the State's Capital and at the heart of this multifaceted region. The Greater Hartford area is a region of distinct towns scattered throughout the Connecticut River Valley. Here, quaint, historic villages, comfortable bedroom communities, and bustling suburban centers are a short drive from flourishing farms and woodlands famous for their annual show of autumn color.

Hartford has a population of 122,587, making it the fourth largest city in the state, behind the coastal cities

of Bridgeport, New Haven, and Stamford. [Greater Hartford](#) is also the largest metro area in Connecticut and 45<sup>th</sup> in the country (2010 census estimate) with a population of 1,212,381. Hartford is bordered by the towns of West Hartford, Newington, Wethersfield, East Hartford, Bloomfield, South Windsor, and Windsor. The Connecticut River separates Hartford from the city's eastern suburbs.

Hartford is a land of growth and opportunity for an enormously diverse population and is committed to a progressive attitude towards business, education, and neighborhood economic development. Hartford is known as the center of the nation's insurance industry. Many of the largest insurance companies in the nation are headquartered in Connecticut's Capital City, where the presence of the industry dates back to the country's earliest days. With scores of international companies like Aetna, United Technologies, The Hartford, Travelers, and Phoenix, headquartered in Hartford and boasting one of the nation's most educated and productive workforces, make Hartford a wonderful place to work and build a business. Whether in financial services, aerospace, IT, or healthcare, economic development is thriving here.

Life's worth living in the Hartford region. With big city amenities in a quaint New England setting, the region offers residents unparalleled living options. From urban apartments to stately Victorian homes, you will find housing for every budget. With top hospitals, highly ranked educational institutions and abundant parkland, the Hartford region is also an excellent place to raise a family. Connecticut students are at the head of the class with leading standardized test scores in reading, writing, and arithmetic.

There is no better place to get an education than the Greater Hartford region. From K-12 to graduate and post-graduate courses, the region offers unparalleled educational options. The state also has the highest high school completion rates in the country. The [Knowledge Corridor](#), a 30-mile geographical region that stretches north to Springfield, is home to 1.6 million people, as well as 32 higher education institutions including Trinity College, the University of Hartford, the University of Connecticut, Amherst College, and the University of Massachusetts. The region is home to recognize post-graduate institutions nationally and internationally such as Rensselaer at Hartford, Hartford Seminary, and Quinnipiac University.



When it is time to unwind, the region offers plenty of opportunities to play. Hartford ranks in the top six percent in North America for its arts and culture. The Hartford region offers four seasons of living with activities ranging from arts and culture to hiking, biking, snowboarding, or sun worshipping.

Hartford's restaurant scene sizzles with a never-ending array of authentic cuisine. Catch the pulse pounding action of Hartford Wolf Pack hockey and UConn men's and women's championship basketball at the Hartford Civic Center or experience the sounds of some of music's biggest names at the Meadows Music Centre. Broadway magic spellbinds at the Bushnell Center for the Performing Arts and Hartford Stage. Explore the City's rich history at the homes of literary legends Mark Twain and Harriet Beecher Stowe, or the impressive collections at the nation's oldest public art museum, the Wadsworth Atheneum Museum of Art.

Hartford is a city easily accessed through Bradley International Airport, twelve miles north of Hartford, and the State's largest, and New England's second busiest air facility. Additionally, Hartford is centrally located between Boston and New York, both of which are about a two-hour drive from Hartford.

Excellent websites providing additional details on Hartford are located at [www.hartford.com](http://www.hartford.com) and [www.hartford.gov](http://www.hartford.gov).

## Procedure for Candidacy

Please direct all nominations and resumes to Dan Dimenstein and Kimberly Smith through the office of Ashley Rittgers, preferably via e-mail to [arittgers@wittkiewer.com](mailto:arittgers@wittkiewer.com).

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*Jefferson Radiology 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.*

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 Jefferson Radiology 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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