



Jacobs School of Medicine and Biomedical Sciences

University at Buffalo

Chair, Department of Surgery

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WittKieffer

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The Opportunity

The Jacobs School of Medicine and Biomedical Sciences (JSMBS) at the University at Buffalo (UB) seeks an accomplished, collaborative, and visionary academic surgeon to serve as its next Chair of the Department of Surgery. Reporting directly to Allison Brashear, MD, MBA, Vice President for Health Sciences and Dean, the Chair will have the opportunity to advance the Department across all mission areas, broaden its impact on the health of communities throughout Western New York, and further elevate its national profile in clinical care, education, and research.

The Department of Surgery is a central component of JSMBS and the shared Department of Biomedical Engineering that is housed within the School of Engineering and Applied Science, along with UB's broader Academic Health Center (AHC), which includes the Schools of Dental Medicine, Nursing, Pharmacy and Pharmaceutical Sciences, Public Health and Health Professions. Together, these schools operate within a highly collaborative academic environment supported by a robust network of affiliated health systems, including Kaleida Health, Erie County Medical Center (ECMC), the VA Western New York Healthcare System, Catholic Health System, and Roswell Park Comprehensive Cancer Center. This consortium provides exceptional breadth of clinical experience and a complex, multi-site platform for care delivery, education, and research.

The Department of Surgery at JSMBS is a dynamic, multi-specialty academic department committed to excellence across its three core missions of patient care, research, and education. Comprised of more than 120 faculty members and approximately 70 residents and fellows, the Department provides comprehensive surgical care across a wide range of specialties, including general, minimally invasive, colorectal, advanced endoscopic, plastic/reconstructive, cardiothoracic, oncologic, pediatric, transplant, trauma/critical care, and vascular surgery. Faculty are actively advancing the field through innovative basic, translational, clinical and health-outcomes research, leveraging state-of-the-art laboratories to drive discovery and translate findings into improved clinical practice. Education is central to the Department's mission, with a strong General Surgery Residency and additional residency and fellowship programs embedded within the Graduate Medical Education Consortium of Buffalo, offering trainees broad clinical exposure, robust research opportunities, and dedicated mentorship.

Leading the Department, the next Chair will be a nationally recognized physician leader and academic surgeon with a demonstrated commitment to excellence across clinical care, education, and research. The Chair will bring experience leading complex, multi-site clinical operations and the ability to effectively align diverse stakeholders within a distributed environment. They will possess a clear and compelling vision for a modern academic surgical department and the leadership acumen to execute within a matrixed academic health system.

This individual will be responsible for strengthening faculty recruitment, retention, and development; building a cohesive and high-performing leadership team; and ensuring financial strength and operational excellence across the Department and its clinical enterprise. The Chair will also cultivate strong, collaborative relationships with the Department's affiliated hospital and health system partners to advance shared clinical, educational, and research priorities across the region. The next Chair will also serve as the President of UMBD Surgery.

Candidates must possess an M.D. or equivalent degree, be board certified in a surgical specialty, meet continuing certification requirements, be eligible for licensure in New York State, and warrant qualification for appointment at the rank of Professor at JSMBS. The ideal candidate will have a distinguished record of academic achievement and leadership, including experience in faculty development, a demonstrated understanding of research funding and infrastructure, and a passion for advancing surgical education and training.

The next Chair of Surgery will combine strategic vision, operational expertise, and collaborative leadership to position the Department for continued growth, enhanced impact, and national distinction.



Organization Overview

DEPARTMENT OF SURGERY

The Department of Surgery at the Jacobs School of Medicine and Biomedical Sciences is a large, regionally integrated academic department that plays a central role in delivering surgical care across Western New York. With more than 120 faculty and a robust complement of residents and fellows, the Department brings together diverse clinical expertise across a wide network of affiliated hospitals and practice sites. Its faculty are recognized for providing high-quality, specialized care while contributing to the advancement of surgical practice through multidisciplinary collaboration, innovation, and engagement across both academic and community settings.

DIVISIONS

The Department of Surgery is comprised of multiple clinical divisions and programmatic areas, each specializing in distinct aspects of surgical care. Faculty within these areas provide both comprehensive and highly specialized services across affiliated hospitals and ambulatory sites. The Department is committed to delivering high-quality, accessible care with a strong focus on patient safety, clinical outcomes, and innovation.

Divisions of the department include:

- Colo-Rectal Surgery
- GI/Laparoscopy
- Plastic and Reconstructive Surgery Transplant Surgery
- Trauma and Critical Care
- Vascular Surgery

Other areas of Clinical Expertise:

- Acute Care Surgery
- Cardiothoracic Surgery
- Surgical Oncology
- Pediatric Surgery

CLINICAL SERVICE

The Department of Surgery delivers comprehensive, high-quality surgical care through a large, integrated clinical enterprise supported by UBMD Physicians' Group, the academic practice plan of the University at Buffalo. This enterprise spans a broad network of inpatient and outpatient settings, providing patients across Western New York with access to specialized services delivered by fellowship-trained academic surgeons.

Clinical care is provided across affiliated institutions including Buffalo General Medical Center/Gates Vascular Institute, ECMC, Millard Fillmore Suburban Hospital, Golisano Children's Hospital, the Buffalo VA Medical Center, Sisters of Charity Hospital, South Buffalo Mercy Hospital Niagara Falls Memorial Medical Center, and numerous ambulatory practice sites throughout the region. This distributed model enables the Department to serve a diverse patient population while supporting a high-volume, multidisciplinary surgical enterprise.

The Department offers a full spectrum of surgical services, including bariatric, colorectal, pediatric, plastic/reconstructive, oncologic, thoracic, transplant, trauma/critical care, vascular and endovascular surgery, and wound care. Faculty provide both routine and highly complex care, often in collaboration with multidisciplinary teams and regional partners.

The Department plays a leading role in key clinical programs across the region, including trauma care at ECMC's Level I Trauma Center, transplant surgery at ECMC, advanced vascular procedures at Gates Vascular Institute, and specialized pediatric surgery at Golisano Children's Hospital. Additional areas of strength include minimally invasive and bariatric surgery, advanced endoscopy, complex gastrointestinal procedures, and oncology care delivered in partnership with regional cancer programs.

Through its scale, breadth, and strong academic integration, the Department is well positioned to expand access, enhance quality, and drive continued growth across the surgical enterprise.

EDUCATION AND TRAINING

The Department of Surgery is deeply committed to advancing surgical education across all levels of training, from medical students to residents, fellows, and practicing clinicians. Through a comprehensive and integrated educational framework, the Department combines rigorous academic instruction with immersive clinical experiences across a diverse network of affiliated institutions. This approach ensures that trainees develop the technical expertise, clinical judgment, and leadership skills required for successful careers in surgery.

The Department is home to one of the nation's largest General Surgery Residency programs, and the Department has been training surgical leaders for more than 150 years. In addition to the General Surgery Residency, the Department offers an ACGME-accredited Vascular Surgery Integrated Residency and a Plastic Surgery Residency, each providing comprehensive, competency-based training across inpatient, outpatient, and operative settings. These programs benefit from the breadth of clinical exposure across multiple teaching sites and are supported by structured curricula and interdisciplinary learning opportunities.

Advanced training opportunities are offered through a wide range of fellowship programs, including minimally invasive and gastrointestinal surgery, colon and rectal surgery, pediatric surgery, surgical critical care, vascular surgery, bariatric surgery, and advanced endoscopy. These fellowships provide focused subspecialty expertise while supporting the Department's mission to develop future leaders in both academic and clinical surgery.

Medical student education remains a core priority, with a structured surgical clerkship and a variety of elective opportunities that provide early, hands-on exposure to surgical practice. Learners benefit from mentorship by engaged faculty and access to diverse clinical settings that enhance both technical skills and clinical decision-making.

The Department also offers continuing medical education (CME) programs that support lifelong learning and professional development, emphasizing evidence-based practice, emerging technologies, and advances in surgical care. Collectively, these efforts position the Department as a strong environment for surgical education and the development of the next generation of surgical leaders.

RESEARCH

With a strong emphasis on innovation, collaboration, and translational science, the Department of Surgery has developed an interdisciplinary research enterprise that complements its commitment to excellence in clinical care and education. Faculty are actively engaged in advancing surgical practice through impactful research initiatives that span basic science, clinical investigation, outcomes research, and emerging technologies. The Department's research efforts are grounded in a mission to translate discoveries into improved patient outcomes and to drive meaningful advances in surgical care.

Core areas of strength include technology-enabled surgery, outcomes research, human factors and surgical ergonomics, and transplant research, reflecting a diverse and forward-looking portfolio. The University at Buffalo Data Augmented Research Technology in Surgery (DARTS) laboratory brings together surgeons and data scientists to advance scalable approaches in surgical data science, while the UB Surgical Outcomes and Research (SOAR) Center fosters collaboration across medicine and public health to improve outcomes and population health.

The Department also benefits from specialized research environments such as the Surgery Ergonomics and Human Factors (SurgE) Laboratory, which focuses on improving surgical training, safety, and usability through engineering collaboration, as well as initiatives addressing disparities in access to care, including transplant equity research.

Research activity is further supported by access to state-of-the-art laboratories, simulation environments, and institutional resources across the Jacobs School and the broader University, including one of the nation's largest full-service medical simulation centers. These resources enable faculty, trainees, and interdisciplinary collaborators to engage in cutting-edge investigation while fostering innovation and education across the surgical enterprise.



JACOBS SCHOOL OF MEDICINE AND BIOMEDICAL SCIENCES

Founded as a medical school in 1846, JSMBS builds upon its proud legacy of teaching, patient care, and scientific discovery. JSMBS remains at the forefront of medical education and healthcare delivery in Western New York. Cited on the campus of the region's sole academic medical center, JSMBS has played a vital role in meeting the community's healthcare needs while serving as a significant employer and economic contributor. In response to the evolving healthcare landscape, the institution transformed into a comprehensive academic health system, providing accessible, high-quality care across the region.

JSMBS is comprised of more than 900 clinical, research, and teaching faculty and a student body that includes 700+ medical students, 20+ M.D./ Ph.D. students, 800+ residents and fellows, plus 133 Ph.D., 71 master's degrees, and 1,127 undergraduate students. JSMBS has 27 basic science and clinical departments. The Office of Graduate Medical Education (GME) has one of the largest programs in the U.S. with 72 ACGME-accredited programs.

Led by Allison Brashear, MD, MBA, Vice President for Health Sciences at the University of Buffalo and Dean of the Jacobs School of Medicine and Biomedical Sciences, is seeking to build upon the long-standing excellence in Buffalo by leading the future of health care innovation in Western New York. During her first State of the School address, Dr. Brashear presented how the Jacobs School is intent on making that goal a reality through impactful research, education, and clinical programs. Her priorities are to boost annual research awards, increase the size and diversity of faculty, and grow scholarships to educate the next generation of exceptional clinicians, scientists, educators, and leaders from a multitude of backgrounds and life experiences.

VISION

To Educate, To Discover, To Heal

MISSION

To advance health and wellness across the life span for the people of New York and the world through the education of tomorrow's leaders in health care and biomedical sciences, innovative research and outstanding clinical care.

GOALS

- Attract the most promising individuals and support their development.
- Enhance intellectual and technological environments to foster exceptionally creative science and education.
- Develop and maintain excellent clinical programs to provide outstanding care.
- Cultivate excellence, collegiality, and diversity.
- Observe the highest standards of ethics, integrity, professionalism, and humanism.
- Apply advances in science, medicine, and education to the betterment of humanity.

NOTABLE ACHIEVEMENTS

Over the last century and a half, faculty have made significant contributions to the advancement of the basic sciences and clinical care. Notable among these accomplishments are:

- Development of the implantable cardiac pacemaker.
- Pioneering of newborn screening.
- Isolation of the B-antigen found in human blood that made blood transfusions safer.
- Advancement of treatments that help slow the progression of multiple sclerosis.
- Discovery of lung surfactant therapy for premature infants suffering from respiratory distress syndrome.
- The first minimally invasive spinal surgery in the United States.

JSMBS is advancing research and discovery to improve health for all. Its multidisciplinary research advances basic and clinical science, and the research faculty translates those discoveries into clinical care that improves health in their communities. Engaged in diverse basic, translational, and clinical research, the faculty routinely publish in prestigious journals and successfully compete for major federally funded grants. JSMBS received \$42.2 million in NIH in 2022, according to Blue Ridge ranking.

The Faculty at JSMBS conducts basic and clinical-translational research in a variety of settings and collaborative work groups, including the following research institutes:

- Hauptman-Woodward Medical Research Institute: An independent, not-for-profit, biomedical research facility committed to improving human health by conducting basic science research aimed at determining how disease develops at the molecular level.
- Roswell Park Comprehensive Cancer Center: A National Cancer Institute-designated comprehensive cancer center and a member of the prestigious National Comprehensive Cancer Network. For more than a century, physician-scientists at Roswell Park have made fundamental contributions to reducing the cancer burden and to helping set national standards for cancer care, research, and education.
- UB Clinical and Translational Science Institute (CTSI): An integrated academic home for UB's outstanding clinical research and translational science, and the hub of the Buffalo Translational Consortium. The CTSI provides innovative research tools, support, training, resources, and coordination.
- UB's New York State Center of Excellence in Bioinformatics and Life Sciences: Home to more than 250 scientists and research staff with physical, biological, and computational expertise who are engaged in interdisciplinary translational research collaborations.

Additional information regarding the impactful research being conducted by the school can be found here: https://medicine.buffalo.edu/research/research_highlights.html.

COMMITMENT TO DIVERSITY

The Jacobs School embraces diversity. Diversity means inclusion of individuals belonging to underrepresented races, ethnicities, genders, religions, socioeconomic statuses, gender and sexual minorities (GSM), as well as individuals with disabilities, those who have served in the military, and those with life experiences, employment, and other talents and attributes that can bring added educational value to the scholarly and learning environment. The Jacobs School also uses the term “under-represented in medicine” and endorses the AAMC recommendation that medical schools shift from a national perspective to a regional or local perspective to define under-representation.

UNIVERSITY AT BUFFALO

The University at Buffalo (UB), New York's flagship university and member of the Association of The University at Buffalo (UB), New York's flagship university and member of the Association of American Universities, ranks #36 among 277 public national universities, climbing the rankings year by year. It is consistently recognized as one of the world's most exceptional, most affordable universities. It comprises 197 buildings across three campuses, including 11 libraries and collections that house 4+ million print volumes. UB has 13 schools and colleges, including the Jacobs School of Medicine and Biomedical Sciences. It offers over 500 degree programs and enrolls over 32K students (21.2K undergraduate, 10.5K graduate). 100% of its students have the opportunity to pursue research, service, or experiential learning from year one.

With \$571 million in annual research spending, UB's scientific breakthroughs deliver new cures, advanced materials, and resilient communities, advancing meaningful global change.

JSMBS is one of six schools at the University at Buffalo (UB) that sit within the Academic Health Center (AHC). In addition to JSMBS, the AHC comprises the Schools of Dental Medicine, Nursing, Pharmacy and Pharmaceutical Sciences, Public Health and Health Professions, and Social Work.

Together, they offer leading-edge clinical, research, and educational programs. In clinical practice, the AHC offers a unique consortium of affiliated teaching hospitals and healthcare systems that provides a wide range of clinical experience and training opportunities for faculty, staff, and students. The consortium includes: Kaleida Health System, Erie County Medical Center, Great Lakes Health System of Western New York, VA Western New York Healthcare System, Catholic Health System, and Roswell Park Comprehensive Cancer Center. The medical school is committed to educating the next generation of medical doctors and research scientists, exploring clinically impactful and cutting-edge discovery science, conducting impactful research, and cultivating relationships through its community involvement.



High-impact research, scholarly distinction, transformative student experiences, and far-reaching service to local, state, national, and international communities distinguish the University at Buffalo as one of the nation's leading public research universities. Founded in 1846 as a private medical college, UB joined SUNY, the largest state university system in the United States, in 1962. In 1989, UB was among the first public universities in the Northeast to be admitted to the AAU. Since then, UB's scope and mission have expanded significantly. It has grown into a world-renowned research institution at the heart of a thriving regional community, a national leader in public higher education, and a global hub for excellence in research and education. Today, the University of Buffalo is the largest and most comprehensive public research university in the SUNY system and one of two flagship SUNY institutions. In 2026, U.S. News & World Report ranked UB No. 36 among the nation's top public universities.

More than 2,800 scholars make up UB's full-and part-time faculty ranks. UB's faculty have received prestigious awards and recognition, including the Nobel Prize, the MacArthur "Genius Award," the National Medal of Science, the National Medal of Technology and Innovation, the Pulitzer Prize, the Grammy Award, and election to the National Inventors Hall of Fame and the National Academies.

UB annually enrolls more than 31,000 students across 12 schools and colleges, offering more than 450-degree programs. A global community of scholars, UB ranks among the nation's top 20 universities for international student enrollment.

UB's large center grants include the landmark Women's Health Initiative, for which UB has received continuous funding from the NIH since 1993; the \$21.7 million Clinical and Translational Science Award, a renewal of the NIH's original \$15 million award; and a \$22.5 million Science and Technology Center Award – the National Science Foundation's most prestigious award – which is a renewal of the original \$25 million grant. UB's cutting-edge research aligns with many of New York State's priorities, including climate science, infectious diseases, artificial intelligence, and quantum computing.

In 2022, the University of Buffalo and Stony Brook University were designated "flagships" of the State University of New York system by Governor Kathy Hochul, recognizing the two institutions as among the nation's leading public research universities. This reflects achievements across UB. Efforts to establish a new Strategic Plan are underway and will focus on helping UB become one of the nation's top 25 public research universities. Initiatives will include education/ workforce development, research, clinical and community engagement, development, DEI, and economic development.

Diversity, equity, and inclusion are core values of the UB, and the School of Public Health and Health Professions (SPHHP) is committed to nurturing future faculty and leaders in public health and the health professions who are dedicated to eliminating healthcare disparities and improving the health of communities. UB recognizes that a diverse, equitable, and inclusive community is an essential foundation for academic excellence. One of the university's top priorities is to improve the hiring and retention of faculty members from diverse sociocultural backgrounds. Its goal is to at least double the number of faculty from underrepresented backgrounds at UB in five years.

UBMD PHYSICIANS' GROUP

The employed physician practice plan of UB is the UBMD Physician's Group (UBMD), the largest multispecialty group in Western New York. With over 600 physicians representing virtually every medical specialty, UBMD sees over 400,000 unique patients annually in 18 medical specialties at 61 offices. All UBMD physicians are faculty who teach medical students, residents, and fellows and/or are researchers discovering answers to critical medical questions. As a result, UBMD plays a vital role in training the next generation of healthcare leaders while advancing care standards for today's patients. UBMD physicians make headlines for elevating the bar on clinical care, leading community health initiatives, and conducting groundbreaking research.

ERIE COUNTY MEDICAL CENTER

Located on the eastern side of Buffalo, Erie County Medical Center (ECMC) is a 583-bed acute care center that admits patients from the local urban area, as well as a wide referral range that encompasses all eight counties of Western New York. ECMC is a verified Level 1 Adult Trauma Center and a regional center for burn care, behavioral health services, transplantation, medical oncology and head & neck cancer care, and rehabilitation. As a major teaching facility for the University of Buffalo, ECMC is consistently at the forefront of medical research and training.

KALEIDA HEALTH

Kaleida Health, with approximately 1,200 beds, is the largest health care provider in Western New York, serving the area's eight counties with state-of-the-art technology and comprehensive health care services. Its expert, compassionate health care professionals are committed to providing the best possible outcomes and experience for patients and visitors. More than one million sick or injured patients choose a Kaleida Health facility annually, including Buffalo General Medical Center/Gates Vascular Institute, DeGraff Medical Park, Millard Fillmore Suburban Hospital, Golisano Children's Hospital, and Bradford Regional Medical Center and Olean General Hospital.

Accredited by Det Norske Veritas (DNV) Healthcare, Inc., Kaleida Health also provides important services through two long-term care facilities, outpatient clinics, and home health care through the Visiting Nursing Association of WNY, Inc. In addition, Kaleida Health's hospitals support residency training programs of the University at Buffalo School of Medicine and Biomedical Sciences, training hundreds of residents each year.

BUFFALO GENERAL MEDICAL CENTER / GATES VASCULAR INSTITUTE

Buffalo General Medical Center / Gates Vascular Institute has 526 beds and is the largest Kaleida Health facility. It provides a wide spectrum of clinical inpatient departments and outpatient services, and its specialized programs include cardiac services, general surgery (including robotics), bariatrics, orthopedics, urology, vascular services, gastroenterology, rehabilitation medicine, and neurology.

QUICK FACTS

- Founded in 1855
- Located on the Buffalo Niagara Medical Campus in Buffalo, NY
- 19 stories
- 1,079,870 square feet
- 17 Interventional Labs
- 29 Operating Rooms
- 4 specialized ICUs: Surgical, Cardiovascular, Neuroscience and Medical
- 2024 Inpatient Discharges: 25,525
- 2024 Emergency Department Visits: 33,478
- 2024 Outpatient Procedures: 23,322

BUFFALO VA MEDICAL CENTER

The VA Western New York Healthcare System provides care to more than 44,000 veterans annually. Although patients hail primarily from the westernmost eight counties of Upstate New York, the hospital serves as the inpatient specialty care referral site for all veterans west of Syracuse.

The Buffalo VA Medical Center is the main referral center for area veterans seeking cardiac surgery, cardiology care and comprehensive cancer care. It is one of only 12 VA medical centers nationwide conducting a trial of real-time, Internet-based electronic medical records exchanges with private sector hospitals, including all UB medical school rotation sites.

CATHOLIC HEALTH

Formed in 1998 under four religious sponsors, Catholic Health in Buffalo, NY is a non-profit healthcare system that provides care to Western New Yorkers across a network of hospitals, nursing homes, home care agencies, physician practices, and other community-based ministries. Today, the system has two religious sponsors, the Diocese of Buffalo and the Franciscan Sisters of St. Joseph, who carry on its Mission across the Buffalo-Niagara region. In the years since, Catholic Health has grown to become one of the largest health systems in Western New York with a combined total of 1,200 licensed beds, serving hundreds of thousands of patients across its network, including Sisters of Charity Hospital, Kenmore Mercy Hospital, Mercy Hospital of Buffalo, Sisters of Charity Hospital St. Joseph Campus.



Position Summary

JSMBS seeks an outstanding and accomplished academic surgeon to serve as Chair, Department of Surgery. The successful candidate will be a nationally recognized leader in academic surgery with exceptional administrative and organizational skills and a demonstrated ability to lead within a complex, multi-site academic health system.

The Chair will be responsible for the financial, clinical, and operational performance of the Department. In partnership with Division Chiefs and administrative leaders, the Chair will strengthen the Department's financial position and operational effectiveness while advancing its clinical, education, and research missions.

Working in the best interest of the Department and JSMBS, the Chair will foster strong collaborations across departments, the University at Buffalo, UBMD, and affiliated health systems. The Chair will play a central role in aligning and expanding surgical services across a distributed clinical enterprise and enhancing the Department's role as a trusted regional provider of surgical care, including serving as the President of UMBD Surgery.

The Chair will provide strategic vision and operational leadership while fostering a cohesive and inclusive culture that supports faculty, staff, and trainees. This environment will promote the recruitment, retention, and development of diverse and high-performing clinical, education, and research faculty, as well as the continued strengthening of departmental leadership infrastructure.

As the educational leader for the Department, the Chair will actively support an outstanding learning environment for medical students, residents, and fellows. The Chair will ensure the continued success and accreditation of all training programs and will advance efforts to enhance the quality and consistency of surgical education across all sites. By fostering a rigorous yet supportive educational environment, the Chair will play a key role in attracting and developing high-caliber and diverse trainees.

In alignment with JSMBS's mission, the Chair will advance the Department's research enterprise, supporting faculty in expanding scholarly activity and increasing extramural funding. The Chair will promote interdisciplinary collaboration and build strategic partnerships across the University and affiliated institutions to further strengthen the Department's academic impact.

REPORTING RELATIONSHIPS

The Chair of the Department of Surgery will report to Allison Brashear, MD, MBA, Vice President for Health Sciences and Dean of the Jacobs School of Medicine and Biomedical Sciences.

OPPORTUNITIES AND EXPECTATIONS OF LEADERSHIP

The following represent key opportunities and expectations for the new Chair of Surgery to address within the first 18–24 months of their tenure. They are not listed in order of significance.

- The incoming Chair will be charged with developing and articulating a clear, forward-looking vision for the Department that ensures continued growth, aligns with the Jacobs School's mission and strategic priorities, and elevates the Department's regional and national profile. The Chair will establish credibility as a leader, clinician, and communicator while serving as a visible advocate for the Department across JSMBS, affiliated institutions, and the broader community.

- Given the Department's distributed clinical model, the Chair will develop a deep understanding of the multi-system environment and work to strengthen alignment across UBMD, Kaleida Health, ECMC, Catholic Health, the VA and other affiliated partners. Building strong relationships with clinical leaders and stakeholders will be essential to advancing integration, improving access, and optimizing performance across the surgical enterprise.
- The Chair will advance a cohesive departmental structure that effectively balances site-specific needs with overall departmental priorities. This includes addressing variation across institutional "micro-cultures" and fostering greater consistency in operations, quality, and clinical performance across all locations.
- Strengthen and grow the Department's clinical enterprise by expanding surgical services, enhancing access to care, and positioning the Department as the trusted regional provider for complex, high acuity surgical care. The Chair will leverage system-wide tools, including the implementation of EPIC, to improve care coordination, quality outcomes, and operational efficiency.
- Recruit, retain, and develop a high-performing and diverse surgical faculty across all subspecialties. The Chair will build and support a strong leadership team, including division chiefs, and lead key recruitments in priority areas such as trauma and pediatric surgery while fostering a culture of engagement, accountability, and collaboration.
- Advance a robust faculty development strategy that enables faculty across all tracks to achieve their full potential in clinical care, education, and research. The Chair will cultivate a collegial and transparent environment that promotes high morale, professional growth, and long-term retention.
- Elevate the quality and consistency of surgical education across all programs, including the core surgical clerkship and advanced clerkship. The Chair will ensure strong accreditation outcomes and provide meaningful support and recognition for clinical educators while continuing to attract and train high-caliber, diverse residents and fellows.
- Expand the Department's research portfolio by recruiting and supporting surgeon-scientists, strengthening interdisciplinary collaborations, and increasing extramural funding. The Chair will foster a culture of inquiry and innovation that enhances the Department's academic impact and national standing.
- Strengthen regional and institutional collaborations, including partnerships with Roswell Park and other affiliated organizations, to advance integrated clinical programs, research initiatives, and educational offerings.
- Promote a culture of diversity, equity, and inclusion by continuing to recruit, develop, and retain outstanding faculty, trainees, and staff from diverse backgrounds and ensuring an inclusive and supportive environment across all aspects of the Department.
- Build a high-functioning leadership infrastructure within the Department that supports execution of strategic priorities, drives accountability, and positions the Department for sustained success over time.

Candidate Qualifications

EDUCATION/CERTIFICATION

- An M.D. or equivalent degree from an accredited institution and current board certification in a surgical specialty within the Department's scope.
- Eligible for licensure in New York.
- Candidates must possess qualifications for appointment at the rank of Professor at the Jacobs School of Medicine and Biomedical Sciences.

KNOWLEDGE, EXPERIENCE, LEADERSHIP SKILLS, AND COMPETENCIES

- A visionary and strategic academic leader with a demonstrated commitment to advancing clinical care, surgical education, and research within a complex, multi-site academic health system.
- Proven ability to develop and articulate a clear vision for the growth, integration, and evolution of a contemporary academic department of surgery, including expansion of clinical programs and elevation of national reputation.
- Demonstrated success leading large, distributed clinical enterprises, with experience aligning stakeholders across multiple hospitals, practice sites, and health system partners.
- Strong operational and financial acumen, with experience improving clinical performance, optimizing resources, and enhancing the financial sustainability of a faculty practice plan.
- A collaborative and politically astute leader with strong relationship-building skills and the ability to effectively engage diverse stakeholders, including faculty, institutional leadership, and external partners.
- Ability to lead through complexity and change, including integrating varied organizational cultures, standardizing practices across sites, and driving system-wide initiatives.
- A visible, inclusive, and approachable leader who fosters a culture of trust, accountability, and collaboration, and who effectively motivates, develops, and retains high-performing faculty and staff.
- Demonstrated success in recruiting, mentoring, and developing diverse faculty and trainees, with a strong commitment to advancing diversity, equity, and inclusion.
- Experience supporting and advancing surgical education across all levels, including medical student clerkships, residency, and fellowship programs, with knowledge of ACGME requirements and a commitment to educational innovation.
- Demonstrated record of academic achievement, including scholarship, research leadership, and/or program development, with the ability to grow research programs and support increased extramural funding.

The Community

BUFFALO NIAGARA

The Buffalo Niagara region is a major metropolitan area known for its welcoming nature, spirited loyalty, and diverse blend of communities, each with its own distinct character. Bordering Canada, Buffalo is one of the nation's top gateways for international trade.

UB plays a key role in creating a new knowledge-based economy for the region. With annual revenues that exceed \$1.3 billion, the University at Buffalo and its affiliated entities generate an estimated annual economic impact of \$1.7 billion. UB's total workforce of more than 6,000 full-time equivalent employees makes it one of the region's largest employers. As a research university, UB is a major source of innovation in Western New York. The transfer of new technology to the private sector benefits the public while providing opportunities for further development and commercial applications of research at UB.

A strong sense of community, easy lifestyle, and affordability are just a few of the attributes that make Buffalo a great place to live. Frederick Law Olmsted famously proclaimed Buffalo "the best planned city in America." Among the 10 most affordable cities in the U.S. to buy a home, the "20-minute city" is accessible and easy to navigate thanks to its world-class design. Western New York is also home to excellent school districts that have earned statewide or national recognition.

One can always find something to do in Buffalo, from taking a leisurely walk in one of the Olmsted-designed parks or taking in a thought-provoking work of art. The Buffalo Niagara region offers an array of opportunities to be active year-round, including hiking, skiing, water sports, and more. Top-rated golf courses, Lake Erie, and the Niagara River are just a few of the most popular attractions.

World-class art galleries, a robust theatre scene, and music for every ear make Western New York a major arts destination. History buffs and museum lovers can stand where Theodore Roosevelt took the oath of office, gaze at the terminus of the Erie Canal, or wander through a fort that played a pivotal role in the French and Indian War.

Chicken wings may have put Buffalo on the map, but there is far more to Buffalo's diverse culinary scene. A broad selection of upscale restaurants and ethnic eateries reflects the region's cultural mix. At night, Buffalo offers a scene for every style and budget, from corner coffeehouses and quaint pubs to stylish dance clubs and live-music venues. Buffalo is home to the National Football League's Buffalo Bills and the National Hockey League's Buffalo Sabres, not to mention some of the world's most spirited fans.

Though famous for snow, the Buffalo Niagara region enjoys four distinct seasons, each remarkable in its own right. In fact, Buffalo Niagara has more days with temperatures above 60 degrees Fahrenheit than with snow on the ground. The region also features the sunniest and driest summers of any major city in the Northeast, and crisp, comfortable autumns that produce some of the Northeast's most vibrant foliage. Learn more about [Buffalo](#) and [relocating](#) to Western New York.



Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting JSMBS with this recruitment, preferably via e-mail, to jwilliams@wittkieffer.com.

Candidates can also contact the consultants via the WittKieffer website at www.wittkieffer.com and selecting the “Become a Candidate” button.

Kim Smith

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Senior Associate

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