



University of Vermont
Larner College of Medicine

THE
University of Vermont
HEALTH NETWORK

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Chair of Pediatrics and Physician in Chief

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The Opportunity

The Robert Larner, M.D., College of Medicine (LCOM) at the University of Vermont (UVM) seeks an accomplished and engaging physician leader with a record of significant contributions in academic pediatrics and proven effectiveness to serve as the next Chair of Pediatrics, and Physician in Chief of the University of Vermont Children's Hospital. The incoming Chair will also serve as the Chair of Pediatrics for the UVM Health Network, which provides clinical services across Vermont and Northern New York, and the Physician in Chief for the University of Vermont Children's Hospital.

The LCOM works closely with the only tertiary academic medical center in Vermont, the University of Vermont Medical Center (UVMMC). Together, they offer leading-edge clinical, research, advocacy and educational programs. The UVM Health Network, a health system with six hospitals, a large multispecialty physician group, outpatient clinics, home health, and hospice, serves the population of Vermont as well as the northern New York region. The LCOM, the nation's seventh-oldest medical school, is widely recognized for innovation in education and research. The University campus, including the College of Medicine and the Medical Center, which is home to the [University of Vermont Children's Hospital](#) (Children's Hospital), is located on the shores of Lake Champlain between the Adirondack and Green Mountains in Burlington, Vermont, a vibrant community that is frequently cited as one of the most livable cities in America.

The Department of Pediatrics and UVM Children's Hospital have an enduring commitment to improve the health of all children they serve through clinical, research, educational, and advocacy activities that make an equitable and inclusive difference for those living in Vermont and Northern New York. The more than 90 clinicians, educators, and investigators of the department and Children's Hospital strive to create a "children's hospital/department without walls" that utilizes the talents of everyone in Vermont and upstate New York who shares an interest in improving children's health and well-being.

Dr. Lewis First has led the growth of an exceptional Department of Pediatrics over the last thirty years. During this time, the department became a "network department," integrating pediatric primary care, hospitalist, and nursery services at its New York and Vermont partner hospitals in the University of Vermont Health Network. The department has continued to expand programs and services, and the faculty is dedicated to ensuring it's a high-quality, child-friendly, family-centered network department and children's hospital.

Reporting jointly to the LCOM Dean, and the President & CEO of the UVM Health Network Medical Group, the new Chair will be a nationally recognized physician leader and scholar in pediatrics, with a proven commitment to clinical care, medical education, research, and provider training, with experience in inclusive and value-based care. They will have the knowledge and ability to effectively lead physicians, scientists, educators, and other health professionals, while embracing the values of high quality and financial sustainability. They will have the passion and drive to serve as the voice of children in Vermont, Northern New York and beyond.

The successful candidate will bring a strong track record of leadership and mentorship of diverse faculty at all stages of career development, along with demonstrated experience in sponsored research and a desire to expand the research portfolio of the Department. Candidates must have the leadership experience required to oversee a busy clinical department across the UVM Health Network. They must demonstrate integrity, intellect, the ability to work collaboratively with numerous stakeholders, a core value of inclusive and equitable leadership, and a vision of how a modern academic department of pediatrics thrives in an age where population health and high-value care are essential.

Qualified candidates must hold an M.D. or M.D./ Ph.D. and board certification by the American Board of Pediatrics, be eligible for medical licensure in Vermont, and have credentials appropriate for an appointment at the rank of associate professor or professor (clinical scholar or tenure pathway) at UVM. Proven and substantial leadership experience is required, as is being a collaborative and inclusive leader. Experience in advanced value-based care markets is highly preferred. Applications from candidates with diverse backgrounds are strongly encouraged.



Organization Overview

DEPARTMENT OF PEDIATRICS

The Department of Pediatrics at The Larner College of Medicine was established in 1950 by Dr. R. James McKay, the first official full-time pediatric faculty member recruited to UVM 75 years ago. Dr. McKay was Chairman of the Department for 33 years and a former President of the American Academy of Pediatrics. The department has a record of achievement anchored to its mission, vision, and focus on inclusion and equity.

The mission of the department and the UVM Children's Hospital is to improve the health of all children they serve through clinical, research, educational, and advocacy activities that make an equitable and inclusive difference for those living in the community.

The department has a long tradition of providing excellent clinical care to the community. Operating at UVM Children's Hospital, a regional referral center for most critically ill or injured pediatric patients houses the area's only Level 3 neonatal intensive care unit, a pediatric intensive care unit and a wide range of pediatric specialties and sub-specialties, five UVM Health Network hospital sites and five outpatient pediatrics primary care sites across Vermont and New York, the department includes approximately 90 faculty, 21 residents, and 3 fellows. In addition, there are 52 community faculty. The department also includes faculty who have a joint appointment at LCOM, including anesthesia, dermatology, emergency medicine, neurology, neurosurgery, ophthalmology, orthopedics, otolaryngology, pediatric and perinatal pathology, plastic surgery, psychological services, radiology, pediatric surgery, and urology.

As pediatric providers and educators, the faculty provides compassionate care for children coupled with the ability to offer the latest in clinical and technological advancements in the field of pediatrics. The Department is comprised of 17 divisions:

- Adolescent Medicine
- Cardiology
- Child Safe Program (child abuse prevention)
- Developmental Behavioral Pediatrics
- Endocrinology
- Clinical Genetics and Metabolism
- Gastroenterology, Hepatology, and Nutrition
- Hematology/Oncology
- Infectious Disease
- Pediatric Hospitalist Medicine
- Pediatric Critical Care Medicine
- Pediatric Primary Care
- Neonatology
- Nephrology
- Pediatric Advanced Care Team (palliative care)
- Pulmonology
- Rheumatology

COMMUNITY COLLABORATIONS

The department is active in partnering with the community on many projects and initiatives. The faculty continue to work together to further strengthen these partnerships and welcome the opportunity to develop new ones.

These collaborations include research, educational and clinical opportunities, with the focus of improving children's health throughout the region as well as nationally. Notably, collaborations include:

- [Vermont Child Health Improvement Program \(VCHIP\)](#)
- [Vermont Leadership Education in Neurodevelopmental Disabilities \(VT LEND\)](#)
- [Vermont Oxford Neonatal Network](#)
- [Vermont Family Network](#)
- [The Ronald McDonald House](#)
- [KidSafe Collaborative](#)
- [Let's Grow Kids](#)
- [Safe Kids Vermont](#)



EDUCATION

Education is a bedrock of the department and is evident in the key role faculty play in undergraduate, graduate, and continuing education of those interested in improving the health of children and families. The department leads the way in curriculum design and faculty development and faculty members direct courses for medical students. The faculty also participates nationally in various education organizations and innovative projects to enhance educational offerings to residents and practicing pediatric clinicians. Education of the public is also a priority for the department through community programs as well as the use of the media to promote children's health.

The department is actively involved in medical student education and teaching, and is an essential mission for the faculty. Their goal is to ensure that all students at LCOM understand children and their families, including the importance of community and culture in health and illness. The department and LCOM offer programs to undergraduates and medical students considering pediatrics. There is the [Visiting Student Scholarship Program in Pediatrics](#), a funded fourth-year rotation that provides unique experience for those students applying to a pediatric residency who may also be interested in experiencing pediatrics practiced in an academic rural setting. The [Pathways in Pediatric Education](#) is a year-long preceptorship program in pediatrics. The program is designed to provide undergraduates, including those from historically underrepresented and underserved populations who are considering careers in medicine, the opportunity to be exposed pediatric care firsthand. The [Understanding Pathways to Pediatrics](#) is a one-day program designed to provide undergraduates, including those from historically underrepresented and underserved populations, with exposure to careers in pediatrics through varied hands-on activities, small group discussions, and interactions with medical students and pediatric faculty.

The Graduate Medical Education Programs in the department offer some of the best teaching and mentoring in the country. The programs provide varied clinical care experiences in a rural setting with nationally recognized leaders in medical education, quality improvement, and advocacy who are committed to training our residents and fellows.

The department trains 21 pediatric residents through its ACGME-accredited 3-year residency program. The department also offers a neonatal-perinatal medicine fellowship. Currently, there are 3 fellows in the program.



RESEARCH

The department maintains a research portfolio that includes basic and translational science, as well as clinical, quality improvement, and health services research. Faculty members oversee or serve as local site leaders for several statewide, national, and international research projects and programs.

The department collaborates with other LCOM departments, including Pathology, Biochemistry, Psychiatry, and Medicine, and with national and international colleagues to increase the depth and breadth of the research conducted in the Department of Pediatrics.

Department faculty are involved in several collaborative research programs, including:

- The ImproveCare Now Network
- Vermont Child Health Improvement Program (VCHIP)
- Vermont Leadership Education in Neurodevelopmental Disabilities (VT LEND)
- Vermont Oxford Neonatal Network (VON)

Research centers on campus:

- University of Vermont Cancer Center
- UVM Vaccine Testing Center
- Therapeutic Development Center by the Cystic Fibrosis Foundation
- The Translational Global Infectious Diseases Research Center (TGIR)

Clinical trials cooperative group participation:

- Children's Oncology Group
- IdeA States Pediatric Clinical Trials Network (ISPCTN)

Research activities carried out within the department are supported by internal and extramural funding, including grants from the UVM Cancer Center, the National Institute of Health, the Health Resources Services Administration, the Vermont Agency of Human Services, and the Gates Foundation, among others. Current funding, including NIH grants, for the Department, is more than \$12.6M.

For more information on the Department please visit: <https://www.med.uvm.edu/pediatrics/home>

THE UNIVERSITY OF VERMONT CHILDREN'S HOSPITAL



The [UVM Children's Hospital](#) is a nationally recognized non-profit medical center serving as the primary teaching hospital for the Department of Pediatrics at LCOM. The UVM Children's Hospital is the only full-service children's hospital in the state of Vermont. It has been named in the annual U.S. News & World Report "Best Children's Hospitals" rankings. The UVM Children's Hospital has 31 inpatient beds, 20 beds in the Neonatal Intensive Care Unit (NICU), and a 30-bed nursery and a 4 bed pediatric ICU.

Located on the main campus of UVM Medical Center is the Children's Specialty Center, which serves as an outpatient clinic for over 30 sub-specialties, including adolescent care, the Child Abuse program, the Child Life program, developmental pediatrics, pediatric hematology and oncology, pediatric ENT, pediatric cardiology, pediatric neurology, pediatric psychology and psychiatry, adolescent care and more.

COMPREHENSIVE PEDIATRIC SERVICES

Primary Care

The UVM Children's Hospital includes two [pediatric primary care clinics](#) conveniently located in Burlington and Williston, Vermont where experienced and approachable pediatricians provide top-notch medical care for infants, children, and adolescents. As a long-standing fixture in the community, the pediatric primary care clinics offer a full range of services, allowing the team to foster long-term relationships with patients and their families. The team consists of board-certified pediatricians and pediatric nurse practitioners. School-based and innovative primary care integration of mental health services are featured areas of expertise for these clinics.

The UVM Children's Hospital provides expert consultation, diagnosis and treatment for the unique health issues facing teens and young adults through the [Adolescent Care Center](#). Patients benefit from access to the newest treatments and therapies and care informed by the latest scientific knowledge and research. Services go beyond the treatment of medical problems, offering adolescents personal counseling, education and support to help them as they navigate the transition to adulthood.

Neonatal Intensive Care Unit

The [20 bed NICU](#) at the UVM Children's Hospital, along with a 9 bed step-down unit, combines advanced technology with a compassionate touch to provide expert care for premature or sick infants. A core team of neonatologists, neonatal nurse practitioners, physician assistants and NICU nurses are specially trained and experienced at providing expert care to premature and critically ill infants. The team cares for over 650 infants a year and offers a specialized transport service for infants born at outlying hospitals throughout Vermont and the Adirondack region of New York needing neonatal intensive care. The NICU participates in the [Vermont Oxford Network](#) (VON), a national and international collaborative led by faculty in the department focused on using evidence-based practice to improve outcomes and bring quality, safety and value to newborn care.

Pediatric Intensive Care

The [Pediatric Intensive Care Unit \(PICU\)](#) at The University of Vermont Children's Hospital is a unique multidisciplinary unit that provides highly specialized critical care for children with life-threatening illnesses or injuries. The pediatric intensivists, in collaboration with the pediatric critical care nurses, work within a multidisciplinary team who care for children ranging in age from infants to young adults. Also at the disposal of Vermont Children's families is the dedicated advanced life support pediatric transport service. [The University of Vermont Health Network Critical Care Transport](#) is a fleet of specially equipped ambulances that are always prepared to transfer critically ill pediatric patients from community hospitals in Vermont, northern New York and parts of New Hampshire to UVM Children's Hospital for advanced care.

THE UNIVERSITY OF VERMONT MEDICAL CENTER

UVMMC provides primary, secondary, and tertiary services covering every major area of medicine as the largest hospital in the Health Network and a regional referral center. It has earned the distinction of being designated the region's only Level I Trauma Center.

Quick Facts about UVMMC (approximate annual data for adults and children combined):

- 620 licensed beds in total
- 2,314 births (2024 data)
- 23,676 inpatient discharges
- 62,527 emergency department visits
- 17 residencies and 25 fellowship programs, with more than 350 residents and fellows

THE ROBERT LARNER, M.D. COLLEGE OF MEDICINE AT THE UNIVERSITY OF VERMONT

Led by [Richard L. Page, M.D.](#) and founded in 1822, The Robert Larner, M.D. College of Medicine (LCOM) at the University of Vermont (UVM) is the seventh oldest medical school in the nation.

With the September 2016 historic gift announcement from LCOM alumnus Dr. Robert Larner and his wife, Helen, the College continues to aspire to provide medical education that is second to none. Recent initiatives include digitizing the entire curriculum, creating new innovative classrooms that facilitate active learning, building an enhanced simulation center to help students learn clinical skills, the recruitment of an endowed Professor of Medical Education to lead its Teaching Academy, and the development of a new wellness/fitness center.

The College reaffirmed a commitment to professionalism in May 2019, with the introduction of the Statement on Professionalism. Developed by a diverse task force of faculty, staff, and students, this statement serves as the “true north” for the LCOM:

*Our Larner College of Medicine community upholds the highest standards of professionalism as we follow our passion for lifelong learning and improvement. We demonstrate professionalism **through integrity, accountability, compassion, altruism, and social responsibility.** We honor the trust our society has placed in us as stewards of the art and science of medicine, relying on **cultural humility, kindness, and respect** to guide our daily interactions. We expect all members of our community to embrace these principles of professionalism as we strive to conduct and support **patient care, research, and education** that are second to none.*

Class of 2028 Admitted Student Snapshot

- ▶ 124 admitted students
- ▶ 26% are from Vermont
- ▶ 24% from populations underrepresented in medicine
- ▶ 27% identify as LGBTQIA+
- ▶ Average age: 25
- ▶ 9,301 total applicants

- Admissions are highly selective, from a pool of more than 9,000 applicants, LCOM enrolled 124 new medical students in the class of 2028.
- Fiscal Year 2024 research funding at the LCOM totaled \$101.5 million.
- There are four basic science departments and twelve clinical departments.

PHILANTHROPY

LCOM has a very strong culture of philanthropy, as demonstrated by the fact that it is the only medical school named for an alum and our alumni giving participation rate, per the AAMC Development Survey, is consistently rated in the top ten. In FY'24, we secured \$19.4 million in new commitments from alumni and our community, in support of our research and education missions. We partner closely with the UVM Health Network to cultivate grateful patients as donors to our shared mission.

Endowments (Market Value as of June 2024):

- Faculty and Department Support: \$232,140,155.51
- Financial Aid: \$61,720,131.84
- Total Endowment Value: \$293,860,287.35

The LCOM recently celebrated the opening of the new Firestone Medical Research Building, a four-floor, 62,250 square foot, state-of-the-art laboratory facility that includes the new Center for Biomedical Shared Resources (CBSR) which was made possible in large part through philanthropy. LCOM is a regional and national leader in biomedical research. Domains of widely recognized expertise include the following:

- Cancer Research
- Pulmonary Disease Research
- Cardiovascular Research
- Psychiatry and Behavioral Health
- Immunobiology & Infectious Disease Research
- Neuroscience Research
- Health Services / Outcomes Research / Rural and Population Health

RESEARCH

In FY'24, LCOM had \$101.5 million in research funding. The College has a full institutional allotment of three National Institutes of Health (NIH) supported Centers of Biomedical Research Excellence grants: The Vermont Center on Behavior and Health, the Translational Global Infectious Disease Research Center, and the Vermont Center on Cardiovascular and Brain Health. In addition, the Northern New England Clinical & Translational Research Network is a collaboration with the Maine Medical Center Research Institute to develop capacity and capability in clinical and translational investigation across northern New England.

Other NIH grants include the Vermont Biomedical Research Network, which supports biomedical researchers and trainees at primarily undergraduate institutions throughout Vermont; a National Cancer Institute (NCI) program project on the structure/function of DNA repair enzymes; one R37 Career Merit award; two R35 Outstanding Investigator awards; one R61 clinical trial award; 63 R01's; four training grants; an R35 iPERT, Vermont Center on Rural Addiction; and an NCI- funded consortium grant.

In 2020, LCOM was awarded a major NIH Biomedical Facilities grant to create the CBSR. This Center integrates shared research cores in a sustainable, user-friendly service model. Recently, UVM was also awarded a major Health Resources and Services Administration grants for the Vermont Center on Rural Addiction and the Vermont Center for Rural Health Research.

THE UNIVERSITY OF VERMONT HEALTH NETWORK

The UVM Health Network (UVMHN), led by CEO, [Dr. Sunil Eappen](#), comprises the Medical Group, six hospitals, and Home Health and Hospice. With annual revenues of \$3.4 billion and more than 15,000 staff, UVMHN serves over one million people in Vermont and northern New York. UVMHN has 4,000 healthcare providers throughout the region. UVMHN partners work together to offer high-quality and high-value care as close to home as possible. Each hospital remains committed to its local community and to the heart and science of medicine: compassionate, personal care shaped by the latest medical advances and delivered by highly skilled experts.

UVMHN includes:

- [University of Vermont Medical Center](#)
- [UVM Health Network - Medical Group](#)
- [Central Vermont Medical Center](#)
- [Champlain Valley Physicians Hospital](#)
- [Elizabethtown Community Hospital](#)
- [Alice Hyde Medical Center](#)
- [Porter Medical Center](#)
- [Home Health & Hospice](#)

THE UVM HEALTH NETWORK MEDICAL GROUP

The UVM Health Network Medical Group employs over 900 physicians, who practice in hospitals, clinics, and digital settings across the Health Network, serving more than one million people in Vermont and northern New York. Medical Group providers are committed to their communities and bring expertise and clinical leadership to achieve Network goals in patient access, quality, care pathways, patient experience, health equity, population health, clinical trials, and innovation.

THE UNIVERSITY OF VERMONT

Vermont's land-grant and only comprehensive university, the University of Vermont (UVM) was founded as a private institution in 1791. Since that time, it has always been an essential civic force in Vermont. The fifth New England college, established after Harvard, Yale, Dartmouth, and Brown, is popularly called UVM, a derivation from its Latin name, Universitas Viridis Montis, the University of the Green Mountains.

The university's original charter explicitly declared support for freedom of religion, making it the nation's first institution of higher learning to take such a public stance.

Under the leadership of Interim President Patricia A. Prelock, UVM embraces both a strong teaching mission and a dedication to advancing knowledge through research achieved by a distinguished faculty of accomplished teacher-scholars. Its rich environment for teaching, research, and scholarship in many realms of human inquiry has led to UVM being lauded in an array of national surveys. UVM is consistently recognized for its academic excellence and great overall value. UVM has been consistently ranked among the nation's top 100 public universities in U.S. News & World Report.

UVM operates as a separate corporate entity from the State of Vermont, serving as an instrumentality of the state. Its governance is an explicit blend of public and private, with a 25-person board of trustees balanced between private and public members.

The Board of Trustees of the University of Vermont conducted an extensive six-month search for the institution's 28th president. At a March 20, 2025 meeting, the Board of Trustees appointed Dr. Marlene Tromp, current president of Boise State University, as the next [president of the University of Vermont](#), with an official start date of July 1, 2025.

Additional information about the University of Vermont is available at: uvm.edu.



Position Summary

The Department of Pediatrics is dedicated to excellence and the highest quality of pediatric care, breakthrough research, first-class education, and community impact. The Chair will provide strategic and inclusive leadership for all aspects of the Department within the LCOM and the UVM Health Network. They will strive to strengthen the academic mission and clinical excellence of the Department with recruitment, retention, development, and support of outstanding clinical faculty, scientists, educators and staff. The Chair will work collaboratively with the leaders of the LCOM, UVMHN Medical Group, UVMHC, and the UVM Health Network to build on excellence in existing teaching, team-based research, and clinical programs, philanthropy, and to position the Department for growth and change related to all aspects of pediatric care. The Chair will also build and maintain partnerships with individuals and communities throughout Vermont and upstate New York to improve equitable outcomes in child health.

Reporting jointly to the LCOM Dean and the President & CEO of the UVM Health Network Medical Group, the Chair is responsible for advancing a comprehensive department. The Chair will oversee the departmental residency program, fellowship, and education at the undergraduate medical student and graduate student levels; the Department's research portfolio; and the Department's clinical activities, including the delivery of high-quality and cost-effective care at UVM Children's Hospital. As the Network Chair, they will organize care delivery across the health system to achieve access to pediatric care, population health, and financial goals. In addition, the Network Chair will expand leadership across clinical sites for provider deployment, care pathways, and clinical operations. The Chair works principally with the Dean for academic responsibilities and with the President & CEO of the Medical Group for Physician in Chief and clinical responsibilities.

This is an outstanding opportunity for a dynamic academic leader to shape the department's long-term vision, be a voice for the children, and significantly impact pediatric care in Vermont and upstate New York.

REPORTING RELATIONSHIPS

The following positions currently report to the Chair:

- Vice Chair for Clinical Operations
- Vice Chair for Culture and Belonging
- Vice Chair for Informatics
- Vice Chair for Research
- Vice Chair of Education
- Vice Chair for Quality, Safety and Population Health
- Division Chiefs
- Department Administrator
- Administrative Director (jointly reports to the Chair and Vice President for the Children's Hospital)
- Site Leaders:
 - o Central Vermont Medical Center
 - o Champlain Valley Physicians Hospital
 - o Porter Medical Center
 - o Alice Hyde Medical Center
- VCHIP Executive Director

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Develop, maintain, and expand high-quality pediatric services and clinical programs at UVM Children's Hospital and across the Network, such that the Department continues to be recognized as a premier provider of children's health care in the region. Collaborate with fellow clinical chairs, practice leadership, Health Network leaders, and community partners throughout Vermont and upstate New York.
- Provide strategic vision and operational leadership for the academic, clinical, scholarly, and philanthropy programs, creating an environment and sense of community that advances the Department's faculty, students, residents and fellows.
- Provide leadership that promotes the professional development of existing Department members and attracts highly motivated and exceptional faculty, providers, staff, and trainees to the department. Actively recruit talented and diverse practitioners who will provide compassionate and holistic care for patients within the community.
- As the educational leader of the Department, ensure an excellent and inclusive teaching program for the students, residents, and fellows who are receiving education and training within the Department. Active participation by the chair in educational offerings (Grand Rounds, Morning Report etc.) will be important.
- Foster a culture of innovation and discovery through the continued pursuit of research support for the Department. Ensure extramural funding is widely sought after and that the infrastructure necessary to compete for research dollars is present and accessible.
- Focused commitment to the development of culturally competent faculty and staff, and the provision of culturally sensitive medical care.
- Oversee departmental budgeting and resource management, meet departmental financial goals, and enact policies and processes which promote fiscal accountability, equity, and responsibility.
- Invest in the well-being of faculty and trainees to create a sustainable model of pediatrics -- a health program for the future.
- Nurture collaboration, including inter-professional work in clinical, research, and teaching programs in pediatrics and LCOM.
- Serve as a spokesperson and advocate for the Department, including in the University, across UVM Health Network, and in the community.

Goals and Objectives

CLINICAL SERVICES

- Work collaboratively with clinical and operational leadership across the Network to develop a strategy to improve access and delivery of high-quality clinical services across all practice sites.
- Assess Network initiatives and develop a plan to continue integrating clinical care and expanding subspecialty care into the regions. Establish a standard of care and expectations across the Network to keep patients within their community.
- Successfully recruit highly qualified, diverse faculty and providers as needed. Fill vacancies with diverse, highly qualified pediatricians (clinicians of all types as well as clinician-scientists). Ensure an environment of inclusion and well-being to retain department members.
- Identify opportunities to coordinate research, educational, and clinical activities that will position UVM as a national leader in pediatric care.
- Serve as an advocate for patients, families, pediatric providers, and the specialty, regionally and nationally, especially as it relates to child health.
- Develop a work and funding structure that allows faculty time for research and academic activity while meeting clinical demands.
- Prioritize the use of technology and encourage the development of innovative ways to extend needed pediatric services to rural and underserved communities to achieve health equity.
- Continue to advance collaboration with other departments providing synergistic and aligned services, including Internal Medicine, Neurosurgery, OB/GYN, Family Medicine, Psychiatry, and Surgery.

EDUCATION

- Support strong and inclusive undergraduate and graduate medical education. This includes advocating for resources necessary to ensure the Department maintains a strong residency program in pediatrics and fellowship in neonatal/perinatal.
- Support an educational model that exceeds expectations for medical students in contemporary child's health.
- Integrate information services and decision support to care for populations and leverage physicians in team-based care.
- Consistent with the growth of the clinical system, extend pediatric residency training to multiple locations to supply needed practitioners to the region.
- Establish the Department as the leading source of continuing medical education for practicing pediatricians and other child health clinicians.

SCHOLARSHIP AND RESEARCH

- Lead significant expansion of the Department's scholarship and research productivity and increase the amount of externally sponsored research, including NIH and extramural-funded bench-based and clinical research.
- Provide a supportive environment, mentorship, and infrastructure that fosters research activity, facilitates achieving sponsored research funding, and promotes new research programs. Develop a work structure that allows faculty time for research and academic interest while meeting clinical demands.
- Assist faculty in identifying research opportunities for collaboration both with local and regional partners, as well as outside of the institution, leveraging extramural and foundation funding sources.
- Provide necessary resources and mentorship to support faculty in their research efforts and career trajectories.

COMMUNITY ENGAGEMENT/ACCESS TO SERVICES

- Ensure that the Department's unique presence in each of its locations meets the needs of the community, and attracts, and retains patients and providers within the pediatric network.
- Maintain close relationships with community partners and identify opportunities for community engagement.
- Identify mechanisms to address the healthcare needs of rural populations.



Candidate Qualifications

Qualified candidates will:

- Possess an M.D. or M.D./Ph.D.
- Board certification, and ongoing maintenance of certification by the American Board of Pediatrics.
- Be eligible for medical licensure in Vermont and academically eligible for appointment at the rank of associate or full professor (Clinical Scholar or Tenure Pathway).

KNOWLEDGE AND WORK EXPERIENCE

- Postgraduate clinical experience in the field, gained within a major teaching hospital or academic medical center environment.
- Demonstrated success as a leader in a department or division of pediatrics of an interdisciplinary institution, or of an academic entity of comparable size and leadership scope.
- An established, high level of credibility among peers nationally and/or internationally as an academic clinical leader.
- Record of accomplishment for developing research infrastructure and/or achieving extramural funding.
- A track record as a creative and strategic thinker who can envision and manage to the future.
- Experience in managing growth and change, resolving conflict, and building consensus, as well as a demonstrated willingness to seize opportunities while assuming responsibility for appropriate risks.
- Possession of broad, contemporary market insight regarding the current status, trends, and outlook for the healthcare delivery system in pediatrics and its related services. Demonstrated understanding of the accountable care environment and value-based care.
- Evidence of having an astute understanding of academic clinical practice and a deep commitment to evidence-based clinical excellence based on a patient-centered model of care.
- A leader with a contemporary mindset cognizant of practice and values the mission of education and research.
- Proven understanding of finances in healthcare administration and academic medicine.
- Exhibited commitment to advancing the development of culturally humble faculty, trainees and staff and the provision of culturally sensitive medical services.
- Evidence of success in developing strong clinical programs that recognize and meet the needs of the various providers with whom the department works, those of the trainees that the department educates, and those of the patients and families the department serves.

- Experience in building community outreach programs.
- Demonstrated ability to successfully identify, recruit, mentor, and develop academic and non-academic physicians as well as collaborate to maintain an inter-professional practice and inter-professional educational programs.
- Evidence of success in leading and developing excellent medical and graduate medical education programs.
- Strong commitment to patient care and the mission of the UVM Health Network, including a passion for excellence in healthcare in a rural setting.
- A strong advocate for pediatric services and children's health at the local, state, and national levels.



LEADERSHIP SKILLS AND COMPETENCIES

- A transformational, entrepreneurial, and strategic leader who can establish an inspiring vision for the Department's future and who is committed to growing and developing faculty, providers, staff, and trainees, achieving prestige through the success of the Department and its members rather than through their own clinical and research work.
- An effective communicator with strong interpersonal skills who is an empathetic, respectful listener and who can create and nurture an atmosphere that allows individuals to be proactive within the context of a Departmental plan.
- An accomplished clinician who is highly deserving of the clinical respect of their peers.
- A diplomat who demonstrates a collaborative approach in working closely with members of the Department of Pediatrics, other Larner College of Medicine Departments, and outside organizations and individuals.
- A skilled negotiator who can work collaboratively yet decisively while focusing on what is optimal for the Department.
- A competent manager with business skills who knows how to achieve challenging performance goals in complex, evolving environments, including balancing their own strengths and weaknesses with other members of their team.
- A mentor and advocate with strong coaching skills to nurture the development of junior faculty into accomplished clinicians, researchers, and teachers, of senior faculty into successful academic leaders, and of trainees and staff to develop and advance their careers in pediatrics and pediatric subspecialties.
- A teacher who enjoys interchange with students, residents, and faculty.
- An individual of the highest integrity with high levels of energy, maturity, and flexibility and a reputation for fairness and idealism.
- A builder of organizations and programs; a developer and promoter of the strengths of colleagues.
- An approachable and enthusiastic leader who is accessible and visible to faculty and staff and who can engage the community for philanthropic support for the Department.

The Community

BURLINGTON, VERMONT

With a population of approximately 42,000, Burlington is Vermont's largest city and the hub of the larger metropolitan area which has a population of over 210,000. It sits on the shores of beautiful Lake Champlain and is surrounded by mountains. The Green Mountains and Adirondacks offer world-class ski resorts, hiking, and other recreational opportunities. Burlington's downtown district thrives thanks to conscientious planning. The head of the colorful Church Street Marketplace, an active pedestrian mall, boasts a busy collection of small stores and major retailers. At the foot of the Marketplace is northern New England's leading arts venue, the Flynn Center, a gorgeous 1,453-seat art-deco treasure bringing national and international artists to the region. The region's cultural flare is due, in part, to a thriving college community with five higher education institutions, which are among some of the best in the country. The larger institutions include The University of Vermont, St. Michael's College, and Champlain College, which bring more than 15,000 undergraduate students to the area. The area is also known for excellent dining, with more than 200 restaurants.

The Burlington waterfront has come alive with the ECHO Leahy Center of Lake Champlain, formerly the Lake Champlain Basin Science Center, an exciting, mixed-use development. Lake Champlain is the sixth largest freshwater lake in the U.S. and is 120 miles long, with eight miles of shoreline in Burlington. The vibrant, traditional cultures of Vermont are becoming augmented by diverse populations reflective of a global citizenry. One in four people moving to Burlington self-identifies as a racial or ethnic minority. The city of Burlington strives to be an exciting, diverse, and livable community that fosters innovation, enriches the lives of all its residents, and embraces intentional community engagement. Chittenden County currently represents 24 percent of the total state population of 630,000. Montpelier, the state capital, showcases a similar commitment to embracing a multicultural landscape, with its own growing population of diverse backgrounds.

In central Vermont, nestled amidst picturesque landscapes, towns like Middlebury offer a charming blend of traditional Vermont charm and the welcoming embrace of a diverse community. As the heart of Addison County, Middlebury acts as a cultural and educational hub, attracting residents and visitors from all walks of life. Together, these vibrant communities showcase Vermont's evolving identity as a place that values cultural enrichment, fosters innovation, and celebrates intentional community engagement.

Vermont is a rural state with nearly two-thirds of its residents living in rural communities. The state is a leader in small-scale organic food production and agroecology, with strong advocacy for environmental and social justice efforts. Vermont's economy is strong with several large employers including: GlobalFoundries, Inc., BETA Technologies, HULA Lakeside, the Chittenden Corporation, Verizon, Pizzagalli Construction, and Ben & Jerry's Homemade Holdings, Inc.

The Burlington area offers a lively cultural scene and serves as a gateway to many nearby regions of interest. A short 90-minute drive from Burlington, the vibrant and international city of Montreal awaits, overflowing with diverse cultural attractions and European-inspired architecture. Across Lake Champlain, Plattsburgh, New York provides a rich history, along with waterfront views and a burgeoning arts scene. The surrounding North Country of New York captivates with rural landscapes and outdoor activities, thanks to its proximity to the majestic Adirondack Mountains, home to Lake Placid, the site of two Winter Olympics. For metropolitan experiences, a 3 ½ hour drive south leads to Boston's cultural attractions, while an eastward drive unveils the picturesque coastlines of Maine and New Hampshire.

For community information, please visit: <https://www.uvm.edu/ie>



Procedure for Candidacy

All nominations, expressions of interest, and applications including a cover letter, CV, separate statement detailing how they would enhance the impact of Our Common Ground values and professionalism, and names/contact information for three references should be directed to Kimberly Smith, Michael Anderson, M.D., and Jillian Williams, preferably via e-mail, to jwilliams@wittkieffer.com.

Review of applications will begin immediately and continue until the position is filled.

The University of Vermont is a welcoming, educationally purposeful community committed to creating an inclusive environment that embraces intellectual diversity and global perspectives. We seek to prepare students to be accountable leaders who will bring to their work a grasp of complexity, effective problem-solving and communication skills, and an enduring commitment to learning and ethical conduct. Members of the University of Vermont community embrace and advance the values of Our Common Ground: Respect, Integrity, Innovation, Openness, Justice, and Responsibility. The successful candidate will demonstrate a strong commitment to UVM's mission and advancing Our Common Ground values through their teaching, service, research, scholarship, or creative arts.

Successful candidates will exhibit a strong commitment to the tenets of Our Common Ground and the principles of professionalism. Applicants are required to submit a separate statement detailing how they would enhance the impact of Our Common Ground values and professionalism.

The University of Vermont is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other category legally protected by federal or state law. Employment is subject to a successful background check.

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 The Robert Larner, M.D. College of Medicine at The University of Vermont 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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Our Common Ground

The University of Vermont is an educationally purposeful community seeking to prepare students to live in a diverse and changing world.

We who work, live, study, teach, do research, conduct business, or participate in the university of Vermont are members of this community. As members, we believe in the transforming power of education and agree to help create and foster an environment where we can discover and reach our true potential.

We aspire to be a community that values:

RESPECT: We respect each other. We listen to each other, encourage each other and care about each other. We are strengthened by our diverse perspectives.

INTEGRITY: We value fairness, straightforward conduct, adherence to the facts, and sincerity. We acknowledge when things have not turned out the way we had hoped. As stewards of the University of Vermont, we are honest and ethical in all responsibilities entrusted to us.

INNOVATION: We want to be at the forefront of change and believe that the best way to lead is to learn from our successes and mistakes and continue to grow. We are forward-looking and break new ground in addressing important community and societal needs.

OPENNESS: We encourage the open exchange of information and ideas from all quarters of the community. We believe that through collaboration and participation, each of us has an important role in determining the direction and well-being of our community.

JUSTICE: As a just community, we unite against all forms of injustice, including, but not limited to, racism. We reject bigotry, oppression, degradation, and harassment, and we challenge injustice toward any member of our community.

RESPONSIBILITY: We are personally and collectively responsible for our words and deeds. We stand together to uphold our common ground.

STATEMENT ON PROFESSIONALISM

Our Larner College of Medicine community upholds the highest standards of professionalism as we follow our passion for lifelong learning and improvement. We demonstrate professionalism through integrity, accountability, compassion, altruism, and social responsibility. We honor the trust our society has placed in us as stewards of the art and science of medicine, relying on cultural humility, kindness, and respect to guide our daily interactions. We expect all members of our community to embrace these principles of professionalism as we strive to conduct and support patient care, research, and education that are second to none.

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