



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER.™



UMC
HEALTH
SYSTEM

**Burn Center Director, University Medical Center
Department of Surgery, Texas Tech University Health
Sciences**

Leadership Profile

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Prepared by: Jeff Schroetlin, Claudia Teschky, and Fayth Hoecker



WittKieffer

Executive Summary

Texas Tech University Health Sciences Center (TTUHSC) School of Medicine, Department of Surgery in Lubbock, TX, in partnership with University Medical Center Health System (UMC), a major teaching hospital and Level 1 Trauma Center serving West Texas and Eastern New Mexico, seeks an accomplished physician leader to become the Medical Director of the Timothy J. Harnar Regional Burn Center. After 34 years of successful leadership, Dr. John Griswold is retiring from the role. The incoming Director will build upon the Center's national reputation for innovation, high quality care and education. The Burn Center is one of the first American Burn Association verified centers, serving a massive geographic area spanning three states.

The Burn Center Director will be instrumental in leading and expanding the current TTUHSC/UMC burn program clinically and scientifically. This physician leader will be responsible for furthering the growth of the burn program by establishing a vision for the Center in support of UMC's strategic plan. TTUHSC/UMC serves one of the largest catchment areas in the US currently with a robust volume of 4.5 million, serving both adult and pediatric patients. The Center also hosts a unique telemedicine program to help with long distance recovery efforts through a tele-link into patients' homes. The Director will have the opportunity to lead an outstanding and growing team of faculty and staff and will enhance the outpatient clinic. The Center also benefits from outstanding philanthropic support for scholarship and equipment.

TTUHSC seeks an academician and clinician with an M.D. or D.O. from an accredited medical school and current board certification in surgery and/or burn and who is eligible for licensure in the State of Texas. We seek candidates with a robust track record of scientific, clinical, and academic success, proven leadership skills to collaborate and build a successful interdisciplinary patient-centered program, and experience and capability of leading clinical trials in burn surgery and medicine.

To view a personal message from Dr. Griswold on this outstanding opportunity, please visit: [Burn Recruitment 2025 on Vimeo](#).

National executive search firm WittKieffer has been retained to assist TTUHSC Lubbock in this search. Information about how to apply or nominate a candidate for this opportunity may be found later in this document in the section entitled, "Procedure for Candidacy."

Organization Overview

UMC Timothy J. Harnar Burn Center

UMC's Timothy J. Harnar Regional Burn Center is one of only four American Burn Association (ABA) verified burn centers in Texas and is one of 76 regional burn centers in the United States. The Burn Center is also one of three units continually verified since 1993. This means UMC provides the absolute best in care for burn injured patients. Comprehensive patient care includes physical, social, spiritual, and psychological wellbeing and consists of four major components: wound management, pain management, rehabilitation, and nutrition support. From the first moments of a burn injury, members of the team work to prevent further damage to the wound. This includes rapid assessment of the burn for its type and severity and treating it appropriately.

The burn division currently consists of four faculty and two advanced practitioners. In 2024, the Center had more than 750 inpatient admissions and is projected for more than 1,000 in 2025, with each admitted patient receiving an average of 3.5 surgeries. Complex, non-burn wounds make up an additional 300+ admissions per year. The inpatient service has 6 ICU beds and 8 step-down beds, with an average census of 25 patients. Wound care outside of the Burn Center is covered by an outstanding physical therapy team. The Division hosts two, one-year burn fellows as well as general surgery residents who rotate through the Burn Center. The Burn Center benefits from strong relationships with ancillary services, including nursing staff and leadership, physical therapy, nutrition, pain control, anesthesia, and paramedics teams. Laser reconstruction is completed at the new outpatient UMC Health & Wellness Hospital.

The UMC Timothy J. Harnar Burn Center is also designated as a Burn Center of Research Excellence (BCoRE). The team had over 170 projects open through the IRB in 2024 with faculty and trainee-driven research. The mission of the BCoRE is to be a Center for Excellence in Research covering the entire spectrum of burn injury, from microscopic alterations at the cellular level to the clinical care of the whole person to the impact of burn injuries on society. This includes injury prevention, disaster planning, initial response and resuscitation, critical care, pain control, infectious complications, nutrition, surgical management, wound care, psychosocial issues, and long-term rehabilitation.

Learn More:

Department of Surgery, Texas Tech University Health Sciences Center - [Surgery | Texas Tech University Health Sciences Center](#)

UMC Timothy J. Harnar Regional Burn Center - [Burn Care - UMC Health System Burn Center in Lubbock](#)

Burn Center of Research Excellence - [TTUHSC Surgery Burn Center of Research Excellence \(BCoRE\)](#)

UMC Health & Wellness Hospital - [UMC Health & Wellness Hospital | UMC Health System](#)

University Medical Center Health System

University Medical Center Health System opened in 1978 as a public hospital district. The not-for-profit 458-bed Hospital serves as the primary teaching hospital for the Texas Tech University Health Sciences Center. UMC has the first Level One Trauma Center in Texas, and it is still the only Level One Trauma Center in the region. UMC's Timothy J. Harnar Brown Burn Center is the only one in the region. UMC's Children's Hospital is part of the Children's Miracle Network, including a pediatric intensive care unit and a neonatal intensive care unit.

UMC Health System employs over 3,900 people, and the Hospital has consistently been ranked among the best places to work in Texas. The UMC is also known for high quality care, earning Magnet designation, and being awarded for Outstanding Patient Experience by *Healthgrades*.

Texas Tech University Health Sciences Center - Lubbock

The Texas Tech University School of Medicine was created by the 61st Texas Legislature in May 1969 as a multi-campus institution with Lubbock as the administrative center, and with regional campuses at Amarillo, El Paso, and Odessa. In 1979, the charter was expanded to become the University that is now home to the TTUHSC School of Medicine, School of Nursing, School of Health Professions, Jerry H. Hodge School of Pharmacy, and the Graduate School of Biomedical Sciences. TTUHSC's Schools are committed to regionalized, multi-campus educational experiences, and to the related biomedical research, graduate studies, patient care, and community service required of a health sciences center.

Home to 1,285 full-time faculty and 3,158 full-time staff, TTUHSC's major objectives include the provision of quality education and development of academic, research, patient care, and community service programs to meet the health care needs of West Texas, which is comprised of 108 counties, and represents 50% of Texas' land mass and 13% of its total population. This 131,000 square mile service area and population of 2.75 million has been, and remains, highly underserved by health professionals and accessible health care facilities, despite the substantial and meaningful contribution made by TTUHSC. While underserved, this area is a strategic region for the United States providing the large amount of food, fiber, and energy for the region. Thus far, TTUHSC has trained more than 28,000 health care professionals who are serving patients and driving medical discovery in tangible, life-changing ways both for the residents in its immediate service area and around the world.

Demographic shifts in West Texas populations, as well as socioeconomic and epidemiologic characteristics of its sub-groups, create major and specific demands for service. While education of students and residents remains the primary focus of the institution, there has been an important impact on the health status of West Texas. The lack of a single focus of population density has resulted in the regionalization of medical and health care education and patient care on multiple geographically separated campuses. In providing excellent quality undergraduate, graduate, and continuing health professional education at each site, TTUHSC better meets the health needs of the larger community, and relevant indices of health status demonstrate significant improvement. TTUHSC strives to achieve a balanced group of students with qualified minority students, diverse age groups, and heterogeneous backgrounds in educational and life experiences represented, and in order to continue providing excellent health care for the people of West Texas, a special effort is made to recruit students locally and from rural and border communities. Students from these areas are more likely to service their home regions upon graduation, which helps ensure that both the long-term perpetuation of quality health care in West Texas and the objectives of TTUHSC are continually met.

Like Texas itself, TTUHSC is an independent entity that is part of a larger union, the Texas Tech University System. As a University separate from Texas Tech University, TTUHSC has been entrusted with a singular charge: to teach the next generation of doctors, nurses, pharmacists, researchers, and health care professionals while simultaneously providing the people of West Texas with world-class patient care; it is both an institution of higher learning and a place where real people come for life-saving medical care. For more information about TTUHSC, please visit <https://www.ttuhs.edu/>.

Position Summary

Reporting directly to the Chief Executive Officer and Chief Medical Officer of UMC Health System, as well as the Chair of Surgery at Texas Tech University Health Sciences Center, the Medical Director is responsible for the strategic and operational leadership of the patient care, educational, and research activities of the Division. The Director will oversee and lead the academic activities of the Center, providing strategic guidance and decision making on matters relative to recruiting, faculty development, clinical services, and education programming.

The Director will assist the Chair in resource planning, policy development, promotion of research and scholarly activity, and exploration of innovative funding opportunities for the Division. In addition, the Director would supervise the academic and clinical activities of the faculty within the Center.

The general duties of the Burn Center Medical Director will include:

- Direct reporting line from the Burn Center Director to institutional leaders.
- Work closely with the Burn Center nurse manager for all staff related issues, bylaws, and operating procedures and policies.
- Oversee all therapy disciplines (PT/OT/Speech) with input in training, scheduling, and patient care.
- Responsible for scheduling and oversight of all providers for inpatient and outpatient care, including trainees.
- Collaborate with other Divisions including Trauma and Plastic Surgery.
- Teach, mentor, and foster interest in burn surgery, especially in support of two one-year fellow positions the Burn Center supports.
- Complete autonomy to determine wound closure options of all types (CEA, BTM, Integra, recell).
- Complete oversight of a healthy burn foundation, developed via philanthropy, that produces equipment and research funding annually.

Experience and Qualifications

Education/Certification

- M.D., D.O. or M.B.B.S. from an accredited school of medicine.
- Current board certification in general or plastic surgery.
- Completion of a Burn Fellowship or 10 years of experience in burn.
- 3 years of experience at a verified ABA burn center preferred.
- Eligible for licensure in Texas.

Leadership Skills and Competencies

- A reputation for building clinical excellence and leadership experience directing high-quality clinical activities.
- Excellent interpersonal and communication skills to gain the confidence and respect of constituents throughout UMC and TTUHSC Lubbock, including faculty and staff within the Division, the Department of Surgery, and School of Medicine, as well as community physicians.
- Strategic in orientation, with a positive and clear vision for the future direction of burn and wound care.
- A strong communicator and diplomat who can inspire and effectively communicate with wide and diverse audiences at all levels of the organization and externally.
- Analytical and data driven; ability to use metrics to support key decisions.
- Strong fiscal acumen with experience directing a budget of significant size and complexity.
- A visible and engaging management style that includes a strong interest in people, thoughtful consideration of others, and a sense of humor and humility.
- Self-confidence with the political acumen to optimize and constructively balance the interests of a number of constituencies.

The Community

Lubbock, Texas

Referred to as the “Hub City” because it serves as the educational, cultural, economic, and health care hub of the South Plains region, Lubbock boasts a diverse population and a strong connection to community, history, and land. With a mild climate, highly rated public schools, and a low cost of living, Lubbock is a family-friendly community that is ranked as one of the best places to live in Texas. Lubbock is home to a celebrated and ever-evolving music scene, a vibrant arts community, and is within driving distance of Dallas, Austin, Santa Fe, and other major metropolitan cities. Lubbock’s Convention & Visitors Bureau provides a comprehensive overview of the Lubbock community and its resources, programs, events, and histories.



Located at an elevation of 3,200 feet in an area known as the Llano Estacado in the south plains Texas Panhandle, Lubbock boasts an inviting mild and sunny climate year-round (with an average of 265 days of sunshine annually), making it an excellent location for enjoying the outdoors in any capacity.

Lubbock is home to several top-flight golf courses; approximately seventy-five city parks; and three nearby recreational lakes, supporting an avid running, biking, and hiking community; Mackenzie Park, the largest park in the city system; Prairie Dog Town, a protected prairie dog habitat; and a disc golf course. Caprock Canyon State Park and Palo Duro Canyon State Park, located between Lubbock and Amarillo, feature the scenic Caprock mesa formation. Beautiful ski resorts in New Mexico are just a quick jaunt away.



In addition to its rich agricultural heritage as the largest contiguous cotton-growing region in the world, Lubbock has also become a major retail and medical center for the Texas South Plains and Eastern New Mexico. Lubbock has one regional mall and numerous open-air shopping centers that offer a unique blend of local and national retailers as well as numerous upscale shops, restaurants and day spas.

The American Wind Power Center showcases over 100 historic windmills on 28 acres, while the Silent Wings Museum features photos and artifacts from World War II glider pilots. The Science Spectrum and IMAX Dome Theater have permanent and rotating exhibits across a wide array of themes.

Of course, any visit to the birthplace of Rock 'n' Roll musician Buddy Holly is not complete without a stop at the Buddy Holly Center, which has preserved artifacts celebrating the Lubbock legend. The Center also features

exhibitions and programs showcasing the cultural diversity in the region, encouraging interaction between artists and the community. Music and art collide at the center but are widely celebrated throughout the entire city.



As the first designated cultural district in the state of Texas, Lubbock has a wide variety of music and cultural venues. The Lubbock Symphony Orchestra recently celebrated its 50th anniversary, while Ballet Lubbock and the Lubbock Chorale also thrive. All types of live music flourish in Lubbock, in locations from restaurants to the Depot nightclub district to the Texas Tech United Supermarkets Arena to the Buddy Holly Hall of Performing Arts, which hosts major national performances. The Underwood Center for the Arts, a First Fridays Art Trail, and numerous small galleries and community theatre groups anchor an active arts and theatre scene, and the annual Arts Festival brings visitors to Lubbock from across the region.

Lubbock is also the heart of Texas wine country; 90% of Texas wine grapes are grown in the High Plains region. In addition to the many wineries located in the area, Lubbock has myriad restaurants to satisfy any foodie.

Several independent primary school districts serve the city of Lubbock, including Lubbock ISD, Frenship ISD, and Lubbock-Cooper ISD. Lubbock High School has been recognized for three consecutive years by *Newsweek* as one of the top high schools in the U.S., with the only international baccalaureate program in the region. There are also a variety of private and charter schools. The cost of living in Lubbock is affordable, with a wide variety of single-family homes and apartment options available. The Preston Smith International Airport supports travel in and out of Lubbock on airlines such as United, Southwest and American.

Additional information about the City and County of Lubbock may be found [here](#).

Procedure for Candidacy

Confidential inquires, nominations, expressions of interest, and applications (including a cover letter and CV) should be submitted via email to Texas Tech's search consultants, Claudia Teschky, Jeff Schroetlin, and Fayth Hoecker at fhoecker@wittkiewer.com.

All qualified applicants will be considered for employment without regard to sex, race, color, national origin, religion, age, disability, protected veteran status, or genetic information.