



## Chair, Department of Obstetrics and Gynecology

Leadership Profile

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***WittKieffer***

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## The Opportunity

The University of Toledo College of Medicine and Life Sciences seeks a dynamic, collaborative academic physician leader who is passionate about advancing women's health, to serve as its next Chair for the [Department of Obstetrics & Gynecology](#) (OB/GYN). This is an exceptional opportunity for a nationally distinguished leader with a strong track record of clinical, teaching, scholarship and administrative achievements to lead the department into the future. The next chair will be an inspirational leader who is well versed in the academic missions to serve within a mission-driven department and organization. The successful candidate will also hold the Rita T. Sheely Endowed Chair in Obstetrics and Gynecology.

The Department is educationally driven, hosting 19 residents and integral to medical student education. The department employs five full-time faculty through UToledo Physicians, and has approximately 40 affiliated community faculty. UToledo and [ProMedica](#) have extended an [Academic Affiliation Agreement](#) that will support medical education in the greater Toledo community for the next decade. Through this agreement, ProMedica will continue to provide financial support for the academic mission of the UToledo College of Medicine and Life Sciences. As a result, the next chair of OB/GYN will have an opportunity to lead a robust integrated Department through partnership and collaboration with ProMedica employed physicians.

The next chair will be expected to work collaboratively to strengthen existing educational, scholarly and clinical programs. The ideal candidate will be a visionary and entrepreneurial leader who will build a department prepared to excel in the constantly changing academic healthcare environment. The position will require a leader who embraces and reflects the institutional values of both UToledo and ProMedica. The department is vital to the success of the affiliation between UToledo and ProMedica. With 4,000 deliveries per year, the combined OB/GYN Department is a critical resource for women and children of the region.

The ideal candidate chair must demonstrate enthusiasm for the institutional commitments of clinical excellence, education, and research. They will have the business acumen to manage in a complex matrixed organization and demonstrate interpersonal skills that will ensure successful relationship building with a variety of external and internal stakeholders, including community clinicians and leaders, donors, and other constituency groups. The chair will collaborate with UToledo and ProMedica leadership in the creation and execution of a strategic plan for all clinical specialties represented by the academic department pertaining to teaching and scholarship. They will oversee participation of volunteer faculty in the department's academic activities; manage departmental incentives in the faculty compensation plan; lead academic program development in collaboration with the University of Toledo College of Medicine and Life Sciences Dean and, when appropriate, ProMedica leadership.

Candidate qualifications include demonstrated leadership that is deeply committed to enhancing patient-centered care and fostering community partnerships. They should have experience leading a prominent OB/GYN department, ensuring the highest quality and safety for women through evidence-based best practices. The candidate will demonstrate a collaborative leadership style and have extensive experience navigating complex hospital environments. They should have a proven track record of fostering accountability, effectively leading and managing teams, and recruiting and developing faculty and staff. The ability to collaborate with multiple stakeholders and partners is crucial for the department's success. Essential requirements include an M.D., M.D./Ph.D., or D.O. degree with board certification in obstetrics and gynecology, and eligibility for medical licensure in Ohio. Subspecialty fellowship training is preferred.

## Organization Overview

### The Department of Obstetrics & Gynecology

The Department of Obstetrics & Gynecology is an academic unit committed to excellence in education, research, clinical care, and advocacy for women's health. For many years, it has delivered obstetrical services at ProMedica Toledo Hospital, while maintaining strong collaborative relationships with ProMedica community providers. The department's core mission is to enhance the health and well-being of women throughout northwest Ohio and the surrounding tri-state region. In support of this mission, the department trains four residents annually, equipping them to deliver comprehensive, compassionate, and skilled care to women across all stages of life. Many of these graduates choose to remain in the region, helping to sustain and expand the local obstetrics and gynecology workforce.

ProMedica Toledo Hospital complex has a 50 bed Level 1 NICU, the birthing area has 12 labor and delivery suites, 40 post-partum beds and 3 ORs. The faculty consists of 5 UTCOM physicians and approximately 40 volunteer physicians practicing at ProMedica. In partnership with colleagues at both The University of Toledo Medical Center and ProMedica Toledo Hospital, the department offers a comprehensive array of general and subspecialty inpatient and outpatient services. It takes great pride in its dedicated and dynamic teaching faculty across both institutions. These educators are deeply committed to delivering exceptional patient care while training the next generation of skilled and knowledgeable physicians.

### Research

Faculty are deeply committed to advancing evidence-based medicine through active engagement in clinical, translational, and basic science research. They collaborate extensively with research groups across the [Health Science Campus](#), the National Institutes of Health Gynecologic Oncology Group, and various interdepartmental initiatives. This ongoing scholarly activity ensures that clinical faculty remain at the forefront of professional development, thereby providing patients with the most current and effective healthcare practices.

The Women's Health Research Collaborative (WHRC) [Women's Health Research Collaborative](#) serves as an open forum and virtual community designed to foster connections among researchers across the University of Toledo campus. Its purpose is to facilitate the exchange of ideas and promote collaborative research efforts, with the overarching goal of advancing women's health research at the institution. The WHRC also provides resources for undergraduate and graduate learners through small research initiation grants, utilizing the Rita T. Sheely College of Medicine endowment.

### Education

The Department is committed to educating the next generation of expert professionals. Members are particularly proud of the medical student and resident educational programs.

### Medical Students

The Obstetrics and Gynecology (Ob/Gyn) clerkship is a six-week program designed to equip students with a comprehensive understanding of reproductive physiology, anatomy, pregnancy management, and common gynecologic conditions. Students are closely mentored across diverse clinical settings and receive guided instruction in surgical observation within the operating room. The clerkship provides both inpatient and outpatient experiences and offers multiple clinical site options to enrich the rotation and broaden clinical exposure.

## Residency Program

The residency program is an accredited, four-year postgraduate training program located primarily at ProMedica Toledo Hospital, a tertiary care regional transfer center that has a Level 1 Trauma center and Level 3 NICU. The mission of the residency program is to train well-rounded, confident obstetricians and gynecologists with superior clinical and surgical skillsets as well as educational experiences that would prepare them as leaders and innovators in the field of OB/GYN. Residents are presented with outstanding opportunities for learning, teaching medical students, and participating in research and quality/safety improvement projects throughout the healthcare system.

There are currently four residents per post graduate year that share a common interest in women's health and patient care. Experienced, full-time teaching faculty teach the residents, covering all subspecialties, along with a sizeable volunteer clinical faculty. With dedicated training in Gynecologic Oncology, Maternal-Fetal medicine, Urogynecology, Reproductive Endocrinology, and Minimally-invasive surgery, residents gain exceptional exposure to all subspecialty training and remain competitive in the fellowship match. The program places a strong emphasis on resident research and scholarly engagement. In addition to participating in quality improvement initiatives, each resident is required to complete at least one research project during their training. Reflecting the evolving landscape of modern healthcare, the program actively encourages residents to design and implement multidisciplinary institutional safety initiatives, departmental quality improvement efforts, IRB-approved research studies, and clinical case reports.

## UT College of Medicine and Life Sciences

The University of Toledo College of Medicine and Life Sciences (UTCOL) is a student-focused, premier academic institution dedicated to the education of future physicians and physician-scientists. With a distinguished faculty committed to integrating research, education, and clinical care, the college equips students with the knowledge, skills, and professional values essential for securing competitive residency placements and for practicing medicine effectively in a wide range of communities and healthcare settings.

The UTCOL and the Faculty Practice Plan are currently financially healthy, even though the University is facing the same challenges that all academic medical centers are confronting. The College's education programs demonstrate a track record of accomplishment and innovation. The latest LCME visit in 2021 was highly complementary, conferring an eight-year accreditation. UTCOL & LS is a leader in inter-professional education and technology-enabled new approaches to medical education. The college is an integral part of the University with a research budget of more than \$24 million. UTCOL continues to actively position itself as a center of excellence in research, as evidenced by rankings of research funding from the National Science Foundation and the National Institute of Health.

UTCOL is part of an integrated health science campus that includes several hospitals and specialty clinics. It provides an interactive and formative educational experience for students, residents in graduate medical education training programs, and other health-care professionals to maximally develop their personal and empathic skills, as well as their diagnostic and problem-solving techniques. Examples of a few centers can be found below. For more information about the research being conducted at the college please visit: [Research – College of Medicine and Life Sciences](#).

- [Interprofessional Immersive Simulation Center - IISC](#)
- [Biomarker Research and Individualized Medicine Center](#)
- [Eleanor N. Dana Cancer Center](#)

- [Center for Hypertension and Personalized Medicine](#)
- **Center for Successful Aging**

## UToledo Health

### Overview

The University of Toledo's academic medical center, physician practice group, and other clinical operations are organized under UToledo Health. UToledo Health was approved by the UToledo Board of Trustees on February 8, 2023, to better align operations with other leading academic medical centers and to provide an optimal structure for continued growth. UToledo Health includes UTMC, physicians, dentists and future ventures. It is governed by the UToledo Health Board, which is accountable to the UToledo Board of Trustees.

### The University of Toledo Medical Center (UTMC)

Since 1964, UTMC has been serving the health needs of the Toledo community. Established as a teaching hospital to train future physicians and medical professionals of the greater Toledo region, UTMC remains dedicated to providing advanced care and healing in a patient centered environment. With access to the latest clinical trials and medical research they are committed to teaching the next generation of healthcare professionals.

The hospital is dedicated to caring for the medically underserved in Ohio and the region. Each year there are more than 300,000 patient encounters at UTMC. UTMC has 319 registered beds and draws on the expertise of physicians and other healthcare providers who are on the faculty of the university. The medical center's key specialties include kidney transplantation, cardiology, neurology, trauma care, orthopedic surgery, and cancer treatment. In fiscal year 2024, the Medical Center had close to 10,000 inpatient admissions, just over 200,000 outpatient clinic patients, and nearly 30,000 emergency visit patients.

UTMC's location on campus makes it convenient for students in all Health Science Campus programs to participate in clinical inpatient and outpatient care rotations. Currently, there are a total of 380+/- medical, dental residents and fellows training at UTMC and affiliated health systems. UTMC is fully accredited by The Joint Commission; the most recent three-year accreditation was given in January 2024.

### Awards/Recognitions

UTMC is focused on advanced care and healing for their patients, they are proud of their recent and continuing accomplishments, including:

- U.S. News and World Report recognized UTMC as a high-performing hospital in heart failure in its 2024-25 Best Hospital Rankings.
- American Heart Association 2024 Get with the Guidelines - Stroke Gold Plus quality achievement award.
- The Human Rights Campaign Foundation named UTMC an LGBTQ+ Healthcare Equality High Performer in its 2024 Healthcare Equality Index.
- Epic Systems recognized UTMC with a Good Install award and a Gold Star Level 8 for its implementation and effective use of the electronic medical record system that launched in September 2022.

For more information and to view a video on UTMC, please visit <https://health.utoledo.edu/ut-medical-center/index.html>

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## ProMedica

ProMedica is a mission-driven, not-for-profit health system providing quality health care services in northwest Ohio and southeast Michigan. As a network of hospitals, physicians, healthcare professionals, researchers and specialty clinics and facilities, ProMedica offers a full range of diagnostic, medical, and surgical specialties in areas such as emergency medicine and trauma, heart and vascular, oncology, orthopedics, neurology, women's services, and children's services.

ProMedica's 13-hospital system has more than 13,000 employees, including approximately 2,100 physicians and more than 1,000 healthcare providers employed by ProMedica Physicians. System wide, ProMedica treats over 4.7 million patients annually at 400+ sites in the region. Additionally, it offers a health plan, [Paramount Healthcare](#), which serves 240,000+ members. Driven by its Mission to improve health and well-being, [ProMedica Toledo Hospital](#) and [Russell J. Ebeid Children's Hospital](#) are the flagship hospitals anchoring the academic medical center.

## University of Toledo

### Overview

The [University of Toledo](#) is a dynamic public research university committed to the cutting-edge education of a diverse and highly motivated student population. Founded in 1872, The University of Toledo became a member of the state university system in 1967 and merged in July 2006 with the Medical University of Ohio (formerly Medical College of Ohio). UToledo is one of 14 state universities in Ohio, offering full and part-time courses of studies as well as day, evening, and online programs at the associate, bachelor, graduate, and doctoral levels. With approximately 200 undergraduate, graduate, professional and online degree programs, UToledo is recognized by *U.S. News & World Report* as a nationally ranked public institution.

UToledo is known nationally as a leader in solar energy innovation, water quality research, cellular research, and astrophysics. With a growing [research enterprise](#), UToledo tackles the challenges of today while engaging students as early as their first year to participate in undergraduate research.

Grounded in student success, UToledo offers an affordable and transformational education experience and is ranked as a top performer in social mobility for its graduates as well as one of the highest in the State of Ohio for graduates' income mobility. They offer a [Tuition Guarantee](#) that puts a UToledo degree within reach for more families and serves a student body that is 26% first-generation.

The University includes multiple campuses, more than 100 major buildings, and a combined area of over 1,400 acres. The Main Campus, known for its Gothic architecture, is in the Ottawa Hills and Old Orchard neighborhoods of Toledo. The 450-acre Health Science Campus includes the [University of Toledo Medical Center](#), which is a Level 2 trauma center, an orthopedics center, and a cancer center. The Health Science Campus also houses the Lloyd A. Jacobs Interprofessional Immersive Simulation Center, a state-of-the-art learning facility featuring virtual and interactive learning labs. The University's facilities also include the Center for Visual Arts (located at the Toledo Museum of Art) and the Lake Erie Center, a research and education facility located at Maumee Bay.

## Position Summary

### Leadership Characteristics

Reporting to the Dean of the College of Medicine and Life Sciences, the successful Chair for the Department of Obstetrics and Gynecology candidate will demonstrate:

#### Strong Leadership Capabilities

- Understands the organizational landscape and is able to anticipate and articulate the critical issues, opportunities, and challenges confronting the Department in the foreseeable future.
- Exhibits an appreciation for the need for preparation, collaboration, planning, communication, and benchmarking of results in their approach to problem solving and program building.
- Is committed to professionalism and leadership development of colleagues, mentees, and self.
- Acts with honor and integrity in personal and professional actions.
- Develops strong partnerships with all relevant constituents and contributes to the success of all entities.

#### Management Experience

- Skilled at organizing and managing human resources, including resolving conflict.
- Understands and passionately advocates for compliance with institutional and external regulations.
- Ability to delegate effectively while maintaining focus on strategy and overall goals.
- Understands the nuances of administration of educational and academic activities between the College of Medicine and Life Sciences and ProMedica healthcare system.

#### Focus on Mission Performance

- Demonstrates enthusiastic advocacy for the Affiliation's multiple missions.
- Demonstrates an appropriate understanding of and enthusiasm for the tripartite missions of an academic health sciences center and has a proven track record of transformational leadership bridging the research, clinical, and educational missions.
- Demonstrates commitment to the teaching mission through didactic activity, participation in curriculum oversight and planning, and developing innovative approaches to education and training, including the use of simulation.
- Understands the broad research mission – basic, translational, and clinical – and is committed to its success and sustainability.

#### Personal and Interpersonal

- A style that fosters and supports change and innovation, with an ability to collaborate and inspire action.
  - Exhibits self-awareness, humility, and empathy in his/her interactions with others.
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- Has the courage to act on convictions after adequate communication and gathering of facts and input.
- Exhibits optimism and a high energy level with an orientation toward innovation and action.
- Exhibits the values and behavior of a good citizen in his/her actions within the organization and at large.
- Encourages trust, transparency, and optimism.
- Communicates naturally, frequently, and effectively.

**External Activities**

- Has experience working with leadership of departments, research institutes, centers of excellence, or other mission critical entities as appropriate.
- Demonstrates sensitivity to the culture, needs, and aspirations of the community.

## Candidate Qualifications

### Education/Certification

- An M.D., M.D./Ph.D., or D.O. degree with board certification in Obstetrics and Gynecology. Subspecialty fellowship training is preferred, but not essential.
- Progressive administrative experience, preferably in a community hospital, health center and/or teaching institution.
- National recognition as evidenced by involvement in academic societies at a national level.
- Possession of, or eligibility for, a medical license in the state of Ohio.

### Knowledge and Work Experience

- Demonstrates a career progression that has prepared the successful candidate for a position of this scope, complexity, and scale.
- Has experience in a hybrid model of full-time academic and community faculty.
- Understands clinical medicine from the perspective of personal clinical practice experience.
- Has participated in the management of a division/department of Obstetrics and Gynecology.
- Has served as a visionary and strategic leader with knowledge and experience in academic institutions, health centers, and teaching hospitals.
- Demonstrated understanding of finances in healthcare administration and academic medicine.
- An approachable and enthusiastic leader who is accessible and visible to faculty and staff and has an interest in engaging the community for philanthropic support for the department.
- Experience in advancing a faculty of broad interests and backgrounds.

## The Community

### Toledo, Ohio

The University of Toledo and the city of Toledo have a lot in common. Grit and determination. An innovative and engaged community. Add a dollop of Midwestern friendliness. Toledo is located in Northwest Ohio near the shores of Western Lake Erie. More than 600,000 people live, work, and play in the Toledo metropolitan area.

The city has long been known for its auto manufacturing and glass industry, but it is also growing in reputation as a great place to start a career and make a home. The headquarters of several Fortune 500 companies are located here. These and other national companies often partner with UToledo, offering students and faculty opportunities for research collaboration, internships, and employment.

Toledo is home to the famous [Mud Hens baseball](#) team, [Jeep](#) headquarters, and the [Toledo Museum of Art](#). Enjoy family-owned restaurants that have been around for decades and recently opened farm-to-table restaurants and microbreweries.

#### Revitalized Downtown

- Students, faculty, and staff are a short bus ride away from downtown on Toledo's regional transit system
- Nationally renowned [Toledo Museum of Art](#)
- One of the [best minor league ballparks](#) in the U.S.
- Ranked the #4 minor league sports city in the country by Sports Business Journal
- [Glass City Park, Toledo's newest Metropark](#)
- Hopping breweries and restaurants
- Big-name concerts and Broadway shows
- Loft and condo living

#### Natural Wonders

- Hiking, water sports, hunting, fishing — you can do it all here
- One of the country's [best zoos](#)
- A 6-mile bike and walking path from Main Campus to Wildwood Metroparks and the suburb of Sylvania
- Lake Erie and the Maumee River
- 19 Metroparks with 120+ miles of trails
- Ranked first among U.S. metros for sustainability by Site Selection

## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include a CV and a letter of interest addressing the themes in this profile.

Please direct all applications, nominations, and inquiries to Jeff Schroetlin and Jillian Williams, the WittKieffer consultants assisting University of Toledo with this recruitment, preferably via email to: [jwilliams@wittkieffer.com](mailto:jwilliams@wittkieffer.com).

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