



University of Vermont
Larner College of Medicine



Chair, Department of Pathology and Laboratory Medicine

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January 2026

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The Opportunity

The Robert Lerner, M.D., College of Medicine (LCOM) at the University of Vermont (UVM) seeks an accomplished, engaging and visionary physician leader with a record of significant contributions in academic medicine to serve as its next Chair of Pathology and Laboratory Medicine. The incoming Chair will also serve as the Chair of Pathology and Laboratory Medicine for University of Vermont Health (UVM Health), which provides pathology and laboratory services across Vermont and Northern New York.

The LCOM collaborates closely with the University of Vermont Medical Center (UVMMC), the state's only tertiary academic medical center. Together, they offer leading clinical, research, advocacy and educational programs. UVM Health is a rural academic health system with more than 100 years of service to small towns and cities across Vermont and northern New York. The health system comprises six hospitals, a large multispecialty physician group, outpatient clinics, Golisano Children's Hospital, UVM Cancer Center, home health services, and hospice care. 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, 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 Pathology and Laboratory Medicine stands at the forefront of innovation, uniting world-class teaching, groundbreaking research, and exceptional clinical care to shape the future of medicine and empower the next generation of healthcare leaders. The Department trains and teaches residents, fellows, LCOM medical students, allied health students, and UVM graduate and undergraduate students. The Department consists of 68 faculty, an ACGME-accredited pathology residency with 16 residents, and three fellowships.

Reporting jointly to the LCOM Dean and the President and CEO of the UVM Health Medical Group, the Chair is responsible for delivering pathology and laboratory services across the health system. The next Chair will be strategically, fiscally and operationally focused on elevating the Department by advancing diagnostic, operational and technological capabilities. The Chair will foster an academic environment that promotes scholarly activity and inter-collaboration for research endeavors throughout LCOM. They will embrace and progress the educational mission for medical and graduate students, residents, fellows, faculty and staff.

The new Chair will be a nationally recognized physician leader and scholar in pathology, with a proven commitment to clinical care, medical education, research, and provider training, as well as experience in inclusive and value-based care.

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 department's research portfolio. Candidates must have the leadership experience required to oversee a busy clinical department across UVM Health. 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 Pathology and Laboratory Medicine thrives in an age where population health, fiscal stewardship, and high-value care are essential.

Qualified candidates must hold an M.D., M.D./Ph.D., D.O., or equivalent international medical degree and board certification by the American Board of Pathology (Anatomic and/or Clinical Pathology), 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 well as the ability to be 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 PATHOLOGY AND LABORATORY MEDICINE

Dedicated to advancing health and knowledge, the Department of Pathology and Laboratory Medicine at The Larner College of Medicine seamlessly blends education, research, and clinical expertise to inspire future medical professionals and deliver unparalleled patient care. The department offers advanced lab diagnostics and treatments for human disease in partnership with UVMMC, ensuring high-quality, cost-effective services.

Pathology and Laboratory Medicine at UVMMC offers testing for both inpatient and outpatient populations, serving as a reference and consultative service for numerous hospitals across the Northeast. The Department serves as the primary reference lab for the [Northeast Community Laboratory Alliance](#), connecting community hospital labs in Vermont, New Hampshire, and New York. The department collaborates with Mayo Medical Laboratories for specialized testing not available locally.

The Department offers both anatomic pathology and clinical pathology, with each section organized by subspecialty labs. This structure allows sub-specialists to concentrate in specific areas or organ systems to provide high quality diagnoses and services. Testing is offered across UVM Health at UVMMC, Central Vermont Medical Center, Porter Medical Center, Champlain Valley Physicians Hospital, Alice Hyde Medical Center, Elizabethtown Community Hospital, and Elizabethtown Community Hospital-Ticonderoga with over four million tests done annually across the health system.

Anatomic Pathology

Surgical Pathology, at UVMMC is subspecialized and includes:

- Bone and Soft Tissue Pathology
- Breast Pathology
- Dermatopathology (with ACGME Accredited Fellowship)
- Gastrointestinal/Liver Pathology
- Genitourinary Pathology
- Gynecologic Pathology
- Head and Neck/Eye/Endocrine Pathology
- Medical Renal Pathology
- Neuropathology
- Pediatric Pathology
- Perinatal/Placental Pathology
- Pulmonary/Thoracic Pathology

Cytopathology with fine needle aspiration service (with ACGME Accredited Fellowship)

Autopsy Pathology

- Medical/Hospital Autopsy Pathology
- Forensic Pathology with the State of Vermont Office of Chief Medical Examiner

Clinical Pathology (Laboratory Medicine) includes:

- Chemistry/Immunology/Urinalysis
- Coagulation
- Cellular Therapy
- Cytogenetics
- Hematology/Hematopathology/Flow Cytometry (with ACGME Accredited Fellowship)
- Microbiology
- Phlebotomy/Specimen Receiving
- Transfusion Medicine
- Point-of-Care-Testing

Community Practice Pathology is offered at Central Vermont Medical Center and Champlain Valley Physicians Hospital (CVPH).

- General Surgical Pathology
- Clinical Pathology
- CLIA and/or Frozen Section/Fine Needle Aspiration Coverage at 8 additional Vermont and New Hampshire hospitals
- Cytopathology
- Autopsy Pathology (CVPH only)



EDUCATION

Education is at the core of the Department of Pathology and Laboratory Medicine. The faculty educate clinicians and scientists from undergraduate to postdoctoral levels. The department is renowned for its exceptional teaching of medical students and undergraduates. It actively contributes to every course within the Foundations (preclinical) Vermont Integrated Curriculum (VIC), including course directorship. The pathology faculty are consistently nominated by the medical students for VIC teaching awards, have recognition as Distinguished Educators and Expert Teachers within the LCOM Teaching Academy, and frequent invitations to present and lead educational sessions worldwide.

The Graduate Medical Education programs feature a four-year integrated anatomic and clinical pathology residency, designed to highlight the unified nature of information interpreted by pathologists. This comprehensive training places a strong emphasis on individualized patient care. With 16 dedicated residents, the department offers abundant opportunities to engage in cutting-edge research addressing critical and contemporary challenges in pathology.

Fellowship Programs that are offered by the department include:

- [Cytopathology](#)
- [Hematopathology](#)
- [Dermatopathology](#)

There is one ACGME-approved position for each of the fellowship programs, and each position is filled for the upcoming academic year.

The department offers a [Master's Degree](#) program focusing on molecular and cellular methods to study environmental disease, covering redox biology, environmental mutagenesis, DNA damage and repair, cell signaling, and carcinogenesis, with experiences in both basic and clinical science. In addition, they offer a one-year fellowship position for LCOM medical students. Successful completion of the Pathology Student Fellowship, which includes intern-level clinical duties intermixed with Graduate College course work, culminates in the awarding of a Master's degree in Pathology from the University of Vermont Graduate College. The [postdoctoral and Ph.D. programs](#) focus on molecular and cellular approaches to understand environmental diseases, emphasizing environmental mutagenesis, DNA damage and repair mechanisms, cell signaling, and carcinogenesis.

The Department of Pathology and Laboratory Medicine also engages in programs for future Medical Lab Scientists (MLS) and offers a pathway into phlebotomy through its [UVM Medical Center Phlebotomy Apprenticeship Program](#), that provides training and a guaranteed job at the Medical Center.

RESEARCH

The Department maintains a robust research program, encompassing translational, population health and basic science research, to enhance the understanding of disease mechanisms. Faculty maintain strong collaborations with basic science programs and partner with UVMCC and UVM to support effective clinical and basic science research. Core areas of research for the department are described below. The integration of pathology, laboratory medicine, and long-term epidemiologic cohorts is a distinct feature that defines their national recognition. The Department's FY 25 funding, including NIH grants, was \$5.8 million.

The department has two divisions within the research program:

[Redox Biology and Pathology](#) faculty seek to increase their understanding of redox-based mechanisms in the pathology of chronic disease, and to develop novel diagnostic tools to assess redox mechanisms in (patho)biology and new targeted redox-based therapeutic strategies. The labs within the division of redox biology and pathology provide active training environments for undergraduate, graduate, and postdoctoral researchers. Faculty are dedicated mentors and contribute to biomedical education across multiple programs within LCOM and the UVM.

[Laboratory for Clinical Biochemistry Research](#) (LCBR) focuses on uncovering molecular risk factors and pathways involved in the development and progression of diseases such as cardiovascular disease, diabetes, lung disease, stroke, venous thromboembolism, dementia, and other age-related chronic conditions. LCBR faculty collaborates on a wide variety of clinical studies, clinical trials, and epidemiology studies on local, national, and international scales. The research portfolio includes molecular and genetic epidemiology family-based genetic research, clinical trials and basic studies using murine models of disease. In 2025, NIH announced the Jackson Heart Study was renewed for ten years with \$58 million in funding. The LCBR will serve as the biopsy and core assay lab.

THE UNIVERSITY OF VERMONT MEDICAL CENTER

UVMMC provides primary, secondary, and tertiary services covering every major area of medicine and is a regional referral center. It has earned the distinction of being designated the region's only Level I Trauma Center. UVMMC provides advanced, specialized care to more than 1 million residents across Vermont and northern New York and is home to the [University of Vermont Cancer Center](#) and the [Golisano Children's Hospital](#). As part of a rural academic health system, UVMMC is driving innovation in rural health care delivery, education and research.

Quick Facts about UVMMC

(approximate annual data for adults and children combined, 2024 data):

- 499 licensed beds in total
- 2,314 births
- 23,676 inpatient discharges
- 121 Autopsies
- Cytology Specimens
 - GYN: 21,660
 - Non-Gyn: 7009
 - FNA: 1794
- 70,000 emergency department visits
- 18 residencies and 24 fellowship programs, with 370 residents and fellows
- 50,000 surgical pathology specimens
- VT state medical examiner's office located within UVMMC facilities

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

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

With the historic gift announcement from LCOM alumnus Dr. Robert Larner and his wife, Helen, in September 2016, the College continues to strive 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, recruiting an endowed Professor of Medical Education to lead its Teaching Academy, and developing 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.
- 2021, received reaccreditation by the Liaison Committee for Medical Education (LCME) for another eight-year term, through 2029.
- More than 50 first-year medical students participate in summer research each year, and two students pursue full-year paid research fellowships after their third year.
- Approximately 120 doctoral students pursue multidisciplinary research in two umbrella programs: Neuroscience, and Cellular, Molecular & Biomedical Sciences.
- Sixteen post-doctoral fellows and 24 post-doctoral associates are trained in the College’s programs.
- Fiscal Year 2025 research funding at the LCOM totaled \$99.9 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 the alumni giving participation rate, per the AAMC Development Survey, is consistently rated in the top ten. In FY'24, they secured \$19.4 million in new commitments from alumni and the community, in support of the research and education missions. LCOM partners closely with the University of Vermont Health to cultivate grateful patients as donors to their shared mission.

Endowments (Market Value as of June 2025):

- Faculty and Department Support: \$245,914,270
- Financial Aid: \$66,706,97
- Total Endowment Value: \$312,621,241

The LCOM recently celebrated the opening of the new Firestone Medical Research Building, a four-story, 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

LCOM enjoys over \$100 million (FY24) in grant funding annually, accounting for 53% of the entire University's sponsored project activity in FY24. 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.

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.

UNIVERSITY OF VERMONT HEALTH

The [University of Vermont Health](#) (UVM Health) comprises the University of Vermont Health Medical Group, six hospitals, including the Golisano Children's Hospital and the UVM Cancer Center, Home Health and Hospice, and 154 outpatient care sites. With annual revenues of \$3.4 billion and more than 14,000 staff, UVM Health serves over one million people in Vermont and northern New York. UVM Health has 4,000 healthcare providers throughout the region. UVM Health 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.

UVM Health includes:

- University of Vermont Health Medical Group
- University of Vermont Medical Center
- Central Vermont Medical Center
- Champlain Valley Medical Center
- Elizabethtown Community Hospital
- Elizabethtown Community Hospital-Ticonderoga
- Alice Hyde Medical Center
- Porter Medical Center
- Home Health & Hospice

UNIVERSITY OF VERMONT MEDICAL GROUP

As the largest physician group in Vermont and northern New York, The [UVM Health Medical Group](#) employs 1300 physicians and 600 advanced practice providers, who practice in hospitals, clinics, and digital settings across the health system. The Medical Group providers are committed to bringing expertise and clinical leadership to achieve the health systems goals in patient access, quality, care pathways, patient experience, health equity, population health, clinical trials, and innovation that is rooted in rural communities.

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 [President Marlene Tromp, Ph.D.](#), UVM embraces both a strong teaching mission and a dedication to advancing knowledge through research achieved by a distinguished faculty of accomplished teacher-scholars. UVM is consistently recognized for its academic excellence and great overall value. Research at UVM, funded by federal and state agencies, corporate partners, foundations, and individual donors, reached \$266.4 million in the fiscal year ending June 30, 2024, an increase of more than \$84 million since 2020. As a result of investment in research and development, faculty excellence and academic innovation, UVM achieved Carnegie R1 designation status in 2025. In addition, UVM received the No. 1 ranking on *Princeton Review's* 2024 list for "Best Schools for Making an Impact."

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.

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



Position Summary

The Department of Pathology and Laboratory Medicine is dedicated to excellence and the highest quality of clinical care, breakthrough research, first-class education, and positive, meaningful community impact. The Chair will provide strategic and inclusive leadership for all aspects of the Department within the LCOM and UVM Health. They will strive to create a supportive, cohesive environment and foster a sense of community among the Department's faculty, staff and trainees, and 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, UVM Health Medical Group, UVMMC, and UVM Health to build on excellence in existing teaching, team-based research, and clinical programs and to position the Department for growth and change related to all aspects of laboratory services and at the forefront pathological investigation.

Reporting jointly to the LCOM Dean and the UVM Health Medical Group President and CEO, the Chair is responsible for advancing a comprehensive department. The Chair will oversee the departmental residency program, fellowships, 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, technologically advanced, cost-effective, and equitable laboratory services.

The Chair will oversee the operations and financial performance of the department and will collaborate with administrative and financial leaders to establish appropriate budgets for staffing and delivering all aspects of the clinical, research and educational programs within the department. The Chair is responsible for four budgets: UVM Medical Group/Faculty Budget, LCOM Budget, UVM Health Staff Budget and UVM Health Capital Budget. The Chair will oversee pathology and laboratory medicine services across the health system and will continue to integrate anatomical and clinical pathology to best serve the needs of patients.

This is an outstanding opportunity for a dynamic academic leader to shape the long-term vision of the Department, advancing knowledge of pathology through research and integration of education and clinical testing while enhancing the quality and accessibility of patient care; and engagement with communities to benefit Vermont and northern New York.

REPORTING RELATIONSHIPS

Reporting to the Chair, direct reports include:

Clinical Leadership Team

- VP, Pathology and Laboratory Operations
- Vice Chair, Anatomic Pathology
- Vice Chair, Lab Medicine
- Business Director, UVM Health

Scholarly Leadership Team

- Vice Chair, Research
- Vice Chair, Education
- Business Director, LCOM

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Develops, maintains, and grows high-quality pathology and laboratory services at UVMMC and across the health system, such that the Department is recognized as a premier provider of testing for inpatient and outpatient populations. Collaborates with fellow clinical chairs, practice leadership, health system leaders, and community partners throughout Vermont and upstate New York.
- Fosters a culture of innovation and discovery through the continued pursuit of research support for the Department. Ensures that extramural funding is widely sought and that the necessary infrastructure to compete for research dollars is present and accessible.
- Serves as a role model and mentor to faculty and trainees.
- As the educational leader of the Department, ensures an excellent and inclusive teaching program for the students, residents, and fellows who are receiving education and training within the Department.
- Builds and maintains a well-balanced Department in education, clinical service, research, and scholarship.
- Provides 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 recruits talented and diverse practitioners who will provide compassionate and holistic care for patients within the community.
- Develops an engaged, aligned, and high-performing team; builds and adds a sense of “systemness” and cohesion between the geographically dispersed practitioners. Ensures that each faculty and staff member feels they are an important part of the Department by seeking their input and fostering an atmosphere of collaboration. Sets clear expectations and holds faculty and staff accountable to established measures while upholding a high degree of professionalism.
- Oversees departmental budgeting and resource management, meets departmental financial goals, and enacts policies and processes that promote fiscal accountability, equity, and responsibility. Communicates fiscal decisions and their impact on the financial health of the department in a timely and transparent manner to faculty.
- Fosters philanthropy to secure funding for education, research and patient care in the department.
- Promotes the integration and development of digital pathology and artificial intelligence to augment faculty’s clinical practice workflows and aid in scholarly activity.
- Assesses faculty compensation and incentive plans and adjusts them to bring uniformity across tracks, aligned with LCOM and UVM Health, and any future fee-for-value strategies.

- Establishes appropriate communication channels with faculty, staff, and administration that result in trust, alignment, and collaborative working relationships in the pursuit of improved inter-departmental collaboration and clinical and customer service. Offers faculty a clear understanding of the decision, policies and priorities.
- Invests in the well-being of faculty and trainees to create a sustainable department, a pathology and laboratory medicine program for the future.
- Nurtures collaboration, including inter-professional work in clinical, research, and teaching programs in pathology and laboratory medicine and the LCOM.
- Serves as a spokesperson and advocate for the Department and conveys departmental issues to LCOM and UVM Health while simultaneously collaborating with other clinical and academic leaders.
- Serves as an advocate for equity in all components of the position (clinical, research, education, administrative), role modeling Our Common Ground Values.



Goals and Objectives

CLINICAL SERVICES

- Work collaboratively with clinical and operational leadership across the health system to develop a strategy to improve access and delivery of high-quality clinical services across all practice sites.
- Identify opportunities to coordinate research, educational, and clinical activities that will position UVM as a national leader in pathology and laboratory medicine.
- Develop a work and funding structure that supports faculty time for research and teaching activity while meeting clinical demands.
- Prioritize the use of technology and encourage the development of innovative ways to extend testing to rural and underserved communities to achieve health equity.
- Continue to advance collaboration with other departments providing synergistic and aligned services, including Medicine, Neurological Sciences, Pediatrics, Ob/Gyn, and Surgery.
- Maintain and enhance current regional referral customers and leased-physicians' contracts which provide high-quality care to rural locations in Vermont, New Hampshire and Northern New York.

EDUCATION

- Support strong and inclusive undergraduate and graduate medical education. This includes advocating for resources necessary to ensure the Department maintains a strong master's degree program, a postdoctoral program, and supports graduate students from the Cellular, Molecular and Biomedical Sciences Ph.D. program, as well as a residency program in pathology and fellowships in cytopathology, hematopathology, and dermatopathology.
- Support an educational model that exceeds expectations for medical students in contemporary pathology and ensures faculty's continued contribution and leadership in the Vermont Integrated Curriculum.

SCHOLARSHIP AND RESEARCH

- Expand 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.
- 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 pathology 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., M.D./Ph.D., D.O., or equivalent international medical degree.
- Board certification, and ongoing maintenance of certification by the American Board of Pathology (Anatomical and/or Clinical Pathology).
- 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 pathology 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 or leading 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 anatomical and clinical pathology 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.

- Demonstrated ability to successfully identify, recruit, mentor, and develop academic and community practice physicians as well as collaborate to maintain an interprofessional practice and interprofessional 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 UVM Health, including a passion for excellence in healthcare in a rural setting.
- A strong advocate for pathology and laboratory medicine at the local, state, and national levels.
- A leader who demonstrates commitment and understanding and models for others the University of Vermont's "Our Common Ground".

LEADERSHIP SKILLS AND COMPETENCIES

- A transformational, entrepreneurial, and strategic leader who can establish an inspiring vision for the Department's future and whose commitment to growing and developing faculty, providers, staff, and trainees, achieving prestige through the success of the Department and its members supersedes their own scholarly production.
- 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 Pathology and Laboratory Medicine, other clinical and basic science 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 leader with the skills and experience to support faculty and staff in achieving 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 and mentoring 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 pathology and laboratory medicine.
- 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 and houses the Patrick Leahy Burlington International Airport. 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 vibrant Church Street Marketplace, a bustling pedestrian mall, features a diverse mix of small shops 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 flair 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 renowned for its excellent dining, boasting over 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 serves as a cultural and educational hub, attracting residents and visitors from diverse backgrounds. 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 a strong commitment to environmental and social justice efforts. Vermont has several innovative 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, boasting a wealth of 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, a 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 and Tricia Porter, preferably via e-mail, to tporter@wittkieffer.com.

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

The anticipated salary range for this position is \$561,159 - \$661,993. The referenced salary range reflects the combined total range based on dual employment by both the University of Vermont and the University of Vermont Health Medical Group. The salary range does not include all components of compensation. Therefore, the actual compensation paid to the selected candidate may vary from the salary range stated herein.

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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