

**Chair, Department of Pediatrics
Rowan University School of Osteopathic Medicine
Stratford, New Jersey**

Rowan University School of Osteopathic Medicine (RowanSOM), located in Stratford, New Jersey, is dedicated to providing excellence in both undergraduate and graduate medical education, research, and health care for New Jersey and the nation. An emphasis on primary health care and community health services reflects the School's osteopathic philosophy, with specialty care and centers of excellence demonstrating our commitment to innovation and quality in all endeavors. RowanSOM seeks to develop clinically skillful, compassionate and culturally competent physicians from diverse backgrounds, who are prepared to become leaders in their communities.

RowanSOM clinical campus is located in South Jersey, approximately 8 miles from Philadelphia, 1 hour from the Atlantic Ocean and 2 hours from New York City.

Rowan University School of Osteopathic Medicine is seeking a Chair for the Department of Pediatrics. In support of the mission, vision and values of RowanSOM the candidate will provide leadership, direction and development to all teaching, clinical, research, community, and support activities within the Department of Pediatrics. Reporting directly to the Dean of RowanSOM, the Chair will work closely with the Associate Dean for Clinical Affairs, the Senior Associate Dean for Academic Affairs, the Senior Associate Dean for Research, and other members of the Dean's Cabinet to fulfill his/her role.

Essential Duties will include:

Leadership

- Effectively leads the Department toward excellence in the conduct of teaching, research, patient care delivery, administrative services and community activities.
- Communicates the mission, vision and values of the University, School and Department to faculty and staff through personal example and commitment.
- Has an understanding of the growing health needs of the community of which the School is a part of and develops ways to meet them.
- Understands the needs and requirements of the department and effectively communicates and advocates for those with the Dean and Associate Dean for Clinical Affairs.
- Motivates and develops faculty and staff by accurately assessing and addressing their strengths, weaknesses and developmental needs. Clearly defines expectations and provides specific and regular feedback on performance and personal development.
- Demonstrating principled leadership and sound professional, academic and business ethics, creates an environment of cooperation and trust. Champions new initiatives, assuming the risk and responsibility for the Department. Builds and maintains effective relationships with clinical and academic partners.

Clinical

- Oversees the provisions of outstanding patient care that is of the highest quality meeting all requirements of local, state and federal accrediting agencies.
- Provide and manage direct patient care at one or more of our outpatient clinical offices located in the Southern New Jersey area.

- ❑ Works closely with other Department Chairs of the School to achieve common goals that improve the Faculty Practice Plan's quality, service delivery and financial performance.
- ❑ Develops and grows clinical services of the Department, in coordination with the Faculty Practice Plan to meet the needs of the changing consumer market.
- ❑ Ensures timely, customer-focused communication with physicians and hospital staff to support and enhance patient care.

Academic

- ❑ Ensures adequate faculty effort, oversight, and support for programs of undergraduate and graduate medical education.
- ❑ Responsible for the clinical education and training of students, interns and residents, and oversees their interaction with and treatment of patients.
- ❑ Supports faculty pursuit of research and scholarly activity, consistent with their other duties.
- ❑ Provides a departmental vision and environment to promote research and research funding.
- ❑ Promotes cross departmental and cross school research projects.

Planning

- ❑ Works with the Dean and Dean's cabinet to implement a comprehensive plan that prepares the School and its affiliated hospital partners for medical excellence in the 21st century through appropriate strategic partnerships.
- ❑ Identifies the needs of the University, School and hospital constituents (students, faculty, patients, staff, affiliates, and communities) and takes decisive action to meet them, continually searching for ways to increase satisfaction among these constituents.
- ❑ Considers a broad range of internal and external factors when making decisions, including information about the community, the market and competitors.
- ❑ Demonstrating flexibility, adjusts to shifting priorities, ambiguity and rapid change.

Administrative

- ❑ Develops appropriate budget for the Department and manages the budget to ensure the attainment of fiscal targets.
- ❑ Directs and facilitates the recruitment, retention and professional development of high quality faculty and staff and deploys them strategically to meet the needs of our community and affiliated partners.
- ❑ Serves, as appointed, on key committees and task forces within the School, University, affiliated hospitals and other groups.
- ❑ Supports diversity in the employment, education and development of faculty and staff, making decisions based on the principles of Affirmative Action and Equal Employment Opportunity.
- ❑ Acts professionally and responsibly at all times, within and outside of the University, contributing to a positive image of the Department, the School and the University. When appropriate, serves as a spokesperson for the School and affiliated partners to promote clinical care, research and teaching programs.
- ❑ Performs other duties as may be assigned by the Dean.

Qualifications:

Candidates must hold a D.O. or M.D. degree and be either AOA or ABMS Board Certified in Pediatrics, and have five years of professional experience, including prior experiences in management role. Considered candidates must have the academic and professional experience necessary to qualify at the rank of Professor (preferred) or Associate Professor and must be able to demonstrate and provide examples of leadership (i.e. previous departmental leadership positions, involvement in regional/national organizations etc.), teambuilding (i.e. previous successes, experience, interpersonal skills), academic strength (i.e. teaching experience, research experience, publications), clinical strength (peer recognition, reputation, patient satisfaction) and management strength (coaching, type and quality of management experience, advanced degree with experience).

Salary and Benefits:

We offer a competitive salary commensurate with experience, and a comprehensive benefits package that includes:

- Generous paid time off
- APB retirement benefit plan with employer contribution up to 8% of base salary (state regulations apply)
- Malpractice insurance that provides coverage to clinical faculty
- State Health Benefit program that includes medical, dental and prescriptions
- Life insurance and option to apply for long term disability insurance
- Employee Housing Incentive reimbursement (\$1500/year for up to ten years)
- Family relocation reimbursement (in accordance with IRS guidelines-Publication 521)
- Undergraduate tuition scholarship program for dependent(s), spouse, domestic or civil union partner

Rowan University and the School of Osteopathic Medicine promote a diverse community that begins with students, faculty, staff and administration who respect each other and value each other's dignity. By identifying and removing barriers and fostering individual potential, Rowan will cultivate a community where all members can learn and grow. The Rowan University community is committed to a safe environment that encourages intellectual, academic, and social interaction and engagement across multiple intersections of identities. Creating and maintaining a caring community that embraces diversity in its broadest sense is among the highest priorities.

Leadership, staff, and faculty identified diversity, equity, and inclusion as core values for Rowan School of Osteopathic Medicine. We believe promoting these values cultivates a more diverse physician workforce and develops skillful, culturally competent physicians to improve health and solve health disparities.

Experience with diverse populations. Record of respect and openness towards people whose social and cultural background is different from one's own. Ability to recognize and manage one's behaviors and communication to create an inclusive, equitable, and welcoming environment within the department/organization.

Qualified candidates must apply to this link to be eligible for consideration - <https://jobs.rowan.edu/en-us/job/495975/chair-department-of-pediatrics>