



**Chair of the Department of Anesthesiology
and Perioperative Medicine
The Merryl and Sam Israel Endowed Chair in
Anesthesiology**

**Position Prospectus
Tulane University School of Medicine
September 06, 2024**





POSITION PROSPECTUS

Position	Chair, Department of Anesthesiology and Perioperative Medicine <i>The Merryl and Sam Israel Endowed Chair in Anesthesiology</i>
Company	Tulane University School of Medicine
Location	New Orleans, Louisiana
Reporting Relationship	Senior Vice President and Dean School of Medicine
Relevant Websites (Others found throughout this document.)	Tulane University School of Medicine http://medicine.tulane.edu LCMC Health System https://www.lcmchealth.org/

The Opportunity

The Tulane University School of Medicine is seeking accomplished and experienced physician leaders to be considered for the position of the Chair of the Department of Anesthesiology and Perioperative Medicine, The Merryl and Sam Israel Endowed Chair in Anesthesiology. The Tulane University School of Medicine has a rich history ideally located in one of the most culturally vibrant cities in the United States, New Orleans. The Department of Anesthesiology is an integral part of the history, present, and future of the Tulane School of Medicine.

This is a unique opportunity for an experienced anesthesiologist to assume the role of the next department chair, expanding the scope and scale of the Department to initially expand beyond the operating room doors into perioperative care. Continued evolution of the Department is anticipated to harmonize with the many expansion efforts planned for the School and its new health system partner, the Louisiana Children's Medical Center (LCMC) Health, a New Orleans-based, non-profit health system with eight facilities across Southeast Louisiana. The ideal candidate should be a visionary servant leader with the skill, knowledge, and temperament to navigate the modern healthcare landscape. This opportunity comes at a time of transition and growth for the clinical endeavors of the medical school and the department.

In the past year, the department has moved most of its clinical services to the newly remodeled 420-bed East Jefferson General Hospital (EJGH). The Tulane Department of Anesthesiology current faculty of 14 delivers anesthesiology and perioperative services at two LCMC facilities, EJGH and Lakeside Hospital, and expansion of services to other LCMC facilities will be anticipated in the future as the Department grows in size and scope first within these facilities and then expands beyond them. The transition to EJGH has dramatically expanded the clinical substrate and variety, benefiting our faculty, residents, medical students, and patients.



The Department of Anesthesiology boasts a fully accredited anesthesiology residency program with a proven track record of success. We currently train six residents per year and envision expanding the training program to up to ten residents per year. The clinical base of the residency program is almost entirely contained within the LCMC system of hospitals. (The exception is critical care training which occurs at the Oschner Health System Hospital nearby.) The dedicated faculty of the department and additional subject matter experts from the local area provide the didactic education within the program. The Tulane anesthesiology residency program draws from medical schools across the country, and our graduating residents successfully match into the fellowships of their choice or smoothly transition into practice. Included among the fellowship training programs into which our graduates match includes Harvard Medical School and Massachusetts General Hospital's Pain Medicine fellowship, Duke's Adult Cardiothoracic Anesthesiology fellowship, Wake Forest's Cardiothoracic Anesthesiology Fellowship, Virginia Mason Pain Medicine Fellowship and Children's National Pediatric Anesthesiology Fellowship. The move to EJGH has provided increased numbers, variety, and complexity in the clinical opportunities for anesthesiology residents.

The ideal candidate must be able to negotiate the complexities of an academic medical institution in partnership with a large health system. The next chair of the department must provide the vision, passion, and leadership to advance the core principles of the department, which include safe, physician-led perioperative care and education of learners of all types and possess an inclusive approach to our multi-modal work environment. We represent anesthesiologists, nurse anesthetists, and learners of all types. The future chair must be transformative, leading the continued transition and growth of the department and its members. The chair must support the mission of the Tulane School of Medicine, including a commitment to discovering and translating the best science to benefit our patients and prepare our next generation of anesthesiologists.

Leadership:

Consistent with the core values of Tulane University, the Chair is responsible for the entrepreneurial growth, development, and quality of educational, scientific and clinical programs within the department and the organization at large. The Chair is also responsible for the overall leadership and management of the department, includes the appropriate and optimal use of human, financial, space, and other resources to successfully manage the clinical, educational and research missions of the department in support of organizational goals and needs.

- Provides leadership over the institutional organizational structure driving department-related activities, managing clinical program development, revenue growth, expense management, and operational efficiencies to support the organization's clinical program needs.
- Serves as a change agent in light of the recent move of the primary base of clinical operations for the Department from downtown New Orleans to East Jefferson General Hospital and expansion efforts of Tulane's partner, LCMC, across the greater New Orleans area.
- Partners with health system colleagues to support goals and activities driving



integration, growth, revenue, quality, and cost control.

- Ensures that clinical faculty and staff accept responsibility and perform duties in a timely and efficient manner, utilizing clinical resources to produce excellent patient outcomes as measured by both accepted standards of practice and by patient satisfaction surveys, whether inpatient or clinic patients.
- Is responsible for ensuring the compliance of all area-specific clinical activities with federal, state, institutional, and accreditation-related policies.

Clinical Excellence:

- Maintains clinical practice within the department, providing direct patient care and supporting new clinical service line initiatives as identified.
- Supervises and mentors attending physicians, fellows, residents, and medical students.
- Ensure the highest standards of evidence-based care.
- Engage with healthcare providers across the spectrum including nursing, medical social workers, administrators, and others.
- Encourages program and professional development of workforce pipelines.
- Partners with the surgical department chairs, as a key member of a monthly meeting to address school-related initiatives. Works with individual chairs to develop new programs and grow our current practices within our health care facilities.

Educational Mission:



- Assures that high-quality education programs are provided for postgraduate physician trainees within the department, as well as medical and other health profession students who rotate through the department, e.g., medical students, allied health students and nursing students.
- Engages in the strategic planning and execution required to expand the residency training program from its current cohort of 6 per year to the ACGME approval quota of 10 per year reflecting the growth and expansion of the Department overall.

Research Mission:

- Provides incentive and mentoring for faculty, residents, fellows, and students in order to encourage and support scholarship and research.
- Supports research within the department as well as collaborative efforts with other programs in the university community.
- Seizes the opportunity brought about by the move to EJGH and its disruption to lay foundation for important and impactful clinical and translational research, including data mining through EPIC and other resources.
- Encourages, facilitates, and supports all efforts to acquire research funding.



Our Partners:

Department of Surgery

The Department of Surgery at Tulane Medicine is a clinical powerhouse in the Gulf South, renowned for excellence in patient care, education, and research. Our surgeons are leaders in their fields, driving advancements in surgical techniques and guidelines that shape the profession. We prioritize the development of modern surgeons with a curriculum focusing on surgical skill, effective teaming, learning systems, wellness, and leadership. Our commitment to community service and outreach further enhances our mission, ensuring that we provide not only exceptional care but also education and support to underserved populations in the region. Collaboration with sister departments - such as anesthesiology - offers exciting opportunities to advance standards of care through innovative research and cutting-edge technology.

Department of Neurosurgery

The Department of Neurological Surgery at Tulane University exemplifies patient-centered care and innovation. Building on the legacy of pioneers like Dean Echols, we provide high-quality care in all neurosurgical subspecialties, particularly through our dual-trained neurosurgeons who integrate microsurgery with minimally invasive techniques. Our involvement in clinical trials positions us at the forefront of neurosurgical research, while our expanded telemedicine network improves accessibility across Louisiana and Mississippi. Our tailored residency program nurtures future surgical leaders, ensuring ongoing advancements in neurosurgery that directly benefit our patients.

Other Partners

And there are many more examples of clinical collaborative areas, including Obstetrics, Endoscopy/Gastroenterology, Cardiology, Pulmonary Medicine, Interventional Radiology, and Pain Management, each contributing uniquely to the tapestry of patient care and medical advancement. Furthermore, our basic science departments are actively uncovering the secrets of the biological systems that underpin health and disease, enabling us to refine and enhance our clinical approaches. This collaborative ecosystem fosters a comprehensive understanding that drives innovation and translates research breakthroughs into tangible improvements in patient outcomes.

Residency Training:

The Anesthesiology Residency Program is a categorical 4-year residency program. Tulane University's Anesthesiology Residency Program offers a comprehensive and supportive learning environment. The program emphasizes professionalism, collaboration, and teamwork, preparing residents for leadership roles in both academic and private practice settings.

Simulation-based education enhances and reinforces the clinical education of the residents. Tulane utilizes advanced simulation technology to help residents acquire clinical skills in a safe and controlled environment. This approach allows residents to practice and refine their techniques without putting real patients at risk. The simulation training includes a variety of procedures and scenarios, enhancing both technical and non-technical skills. More information



about our simulation center can be found here: <https://medicine.tulane.edu/centers-institutes/simcenter>.

Our residents have multiple research projects in which they are either principal investigators or co-investigators for IRB-approved studies. Many of our CA-3 residents conduct original research for their required senior projects. Our senior projects encompass original research, reviews of the literature, or case report discussions. Each resident is assigned to a faculty research advisor who provides direction and development assistance for completing their projects. All projects are expected to be of significant quality to be published in a peer reviewed journal.

The program actively encourages and participates in multiple national and regional-level conferences such as the American Society of Anesthesiologists Annual Meeting (ASA), the ASA ADVANCE Meeting, International Anesthesia Research Society (IARS), and the Gulf Atlantic Anesthesia Residents Research Conference (GAARRC). The residents have presented at many of these meetings every year and have won awards for their presentations.

Resident Initiative in Global Health Training (RIGHT)

The Resident Initiative in Global Health Training (RIGHT) program will provide skills and training to residents interested in a career path in global health. By offering opportunities for residents to expand their medical knowledge and experience internationally, the program aims to add to the community of ethically guided advocates for evidence-based holistic approaches to equitable care, locally and abroad.

MBA Program

Tulane's Department of Anesthesiology has had a collaboration with the A.B. Freeman School of Business for more than a decade to provide our residents with the unique opportunity of acquiring a master's in business administration during residency. Our innovative program was designed to allow future leaders in healthcare to receive additional training in practical aspects of the complex and ever-changing medical field. In addition to world class clinical exposure, residents will obtain proficiency in navigating the administrative roles as our profession continues to extend outside of the operating room.

Research:

The faculty members of the Department of Anesthesiology are excited about their new trajectory representing continued growth, a change in direction, and a refocusing of scope and scale. We have had collaborative relationships with many departments and schools within Tulane University including the Department of Biomedical Engineering, Department of Physics and Engineering Physics, the School of Public Health and Tropical Medicine, and The A.B. Freeman School of Business in the past, and realize our need to advance science and discovery in anesthesiology and perioperative care as part of our ongoing transformation.





Our residents and faculty are required to engage in a Quality Improvement project each year. The trainees are also required to present their findings at a local, state or national meeting annually. Some of our trainees present many more times than this before graduation.

With a strong research base in the Department of Surgery and the vision of a new Chair, we envision scholarly productivity from our faculty. Opportunities to partner with other Tulanians and contribute to clinical and translational research at the faculty, resident, and medical student levels are abundant, and the availability of EPIC across the LCMC Health System provides ample opportunity for health services and epidemiological research. In addition to Tulane's bench strength in investigator-initiated research, we have expanding corporate sponsored research, which is anticipated to grow across the School and support many of its research activities.

Characteristics of the new Anesthesiology and Perioperative Medicine leader:

- An inspirational strategic thinker, who can align the tripartite missions of clinical care, teaching, and research to create a vision and value, thereby positioning Tulane and its partner, LCMC, for growth in a competitive health care environment.
- Outstanding record of achievement in an academic medical center as a clinician, educator, investigator, and administrator.
- Demonstrated effectiveness leading and managing within a complex university and health care system environment, preferably one that is affiliated with a community-based or -affiliated hospital system.
- Articulated vision for leading and developing a futuristically minded, collaborative and diverse clinical enterprise.
- An experienced and effective communicator accustomed to utilizing influence rather than authority over multiple interdependencies; understands the importance of inviting colliding perspectives and has aptitude in holding crucial and difficult conversations.
- Possesses a strategic, problem-solving orientation and has superior planning, organizational, and financial management skills.
- Ability to inspire and support an evolving team of clinicians, residents and staff to create a high-energy, results-oriented practice culture which fosters growth and development as individuals and care providers.
- Has a deep understanding of the complexities and economics of modern healthcare, including the need to manage the tensions around cross-subsidization of the pillars of education and research, and possesses a business flare to support the commitment to academic excellence.
- Demonstrated ability to identify opportunities or threats and apply effective management principles and data-driven analyses to achieve success.
- Consistently provides strong interpersonal skills and the ability to build and sustain effective working relationships with professionals across disciplines.
- Has high energy, enjoys working with people at all levels of the organization.
- Has a strong customer focus and operates with a positive "can-do" philosophy.
- Has the highest level of honesty and integrity.
- Exceptional analytical and communication skills with the ability to effectively and concisely communicate findings to a variety of key groups and individuals.



- Values complexity and “a good challenge;”
- Enthusiasm for advancing professional goals for faculty, residents and staff as well as institutional goals for excellence.
- Relates well to a wide variety of diverse styles, types, and classes; open to differences and builds diverse networks; quick to find common ground, treats differences fairly and equitably.
- Experience in medical education and its administration.
- Regional, state and/or national recognition.
- History of scholarly productivity; record of peer-reviewed publications and grant and/or contract research funding, desired, not required.

Organization Overview

Tulane University School of Medicine

Founded as the Medical College of Louisiana, Tulane University School of Medicine is the second oldest medical school in the Deep South and the 15th oldest US medical school. The School recruits top faculty, researchers, and students from around the world, and pushes the boundaries of medicine with groundbreaking research and surgical advances. Looking to the future, we are actively engaged in a school-wide strategic planning process to outline a coherent vision with an actionable and sustainable plan to differentiate our School over the next five to seven years.

Tulane University is one of 65 members of the prestigious Association of American Universities (AAU), comprised of the nation's leading research institutions of higher learning. To be part of this elite “club,” the research accomplishments of the institution must be considered superior. Clinical research endeavors across the school are increasing: The School/University seeks to specifically increase industry-sponsored research across the enterprise. Its current NIH ranking is 62. Two Nobel Laureates did their seminal work while at Tulane, and we count Dr. Michael DeBakey among our distinguished alumni.

The Key Partners in Our LCMC Enterprise

East Jefferson General Hospital (EJGH) is the new flagship Tulane academic medical center with 420 beds, over 650 physicians and 3,000 medical staff. High-level complex cardiac care, advanced stroke care, bone marrow and abdominal transplant, and advanced interventional pulmonary programs provide tertiary and quaternary care for the Southeast region. EJGH was the first hospital in Louisiana to achieve Magnet status recognition, Leapfrog “A” rating, and has undergone a \$220 million dollar investment and expansion including the emergency room intensive care units, operating rooms, and interventional radiology. At the time of this writing, EJGH has 22 operating rooms with 4 new ones coming online in November 2024. Also recently acquired is an “attached” Ambulatory Surgical Center that will be opening in Q1 or Q2 of 2025. This new additional facility will be overseen as part of the Main OR operations. In addition, EJGH currently has 6 heart catheterization laboratories and 4 interventional radiology suites. Notably, 4 new catheterization rooms were opened this past year). An advanced pulmonary procedural suite is adjacent to the main operating room. EJGH’s transformation



included the build out of state-of-the-art specialized critical care units (neurological, abdominal transplant and bone marrow transplant) with heart failure/cardiovascular critical care unit being designed actively.

Lakeside Hospital was founded in 1964 as a maternity hospital and is still known for extraordinary care provided in treating women and their babies. Our range of services has expanded to meet the healthcare needs of the whole family. We serve patients from across Jefferson Parish and beyond, who receive care in a range of specialties including obstetrics/gynecology, orthopedics, ophthalmology, interventional pain management, inpatient rehabilitation, radiology, and general surgery. Patients in our 121-bed facility get the benefit of a team of physicians, nurses, and staff known for going above and beyond to provide a level of care beyond extraordinary.

Children's Hospital of New Orleans (chnola.org) is a 263-bed, non-profit academic pediatric medical center that offers comprehensive healthcare services, including over 40 pediatric specialties, delivered just for children. With more than 600 pediatric providers, Children's offers a comprehensive array of pediatric healthcare services in Louisiana and the Gulf South. In addition to its main campus located in New Orleans, the hospital operates a network of specialty clinics across Louisiana, including in Covington, Baton Rouge, Alexandria, Lafayette, and Diamondhead, MS. Children's offers primary care services at 14 convenient locations and via its Virtual Care for Kids program.

The University Medical Center of New Orleans (UMCNO) is a 446-bed non-profit facility, which serves as Louisiana's largest training center for future health care professionals. It is operated within the LCMC Health System and affiliated with the Louisiana State University Health Sciences Center New Orleans and Tulane University School of Medicine. As an academic medical center, UMCNO is dedicated to training the next generation of health care professionals and leading research to find tomorrow's cures and treatments. From expert primary care and the widest variety of specialty care to innovative emergency care to the region's only Level 1 Trauma Center, UMCNO offers the area the widest breadth of healthcare services which includes an active burn center. As a replacement facility for historic Charity Hospital and University Hospital, this is also a tertiary referral center for indigent patients from throughout southeast Louisiana.

Lakeview Hospital in Covington is a 167-acute care facility which includes a 24/7 Emergency Room, a Heart Center, a Surgical Institute, a Rehabilitation Center, and a Behavioral Health Center and is St. Tammany Parish's only level two trauma center. It opened in 1977.

And Our Other Key Partner: Southeast Louisiana Veterans Health Care System

Southeast Louisiana Veterans Health Care System (SLVHCS) provides acute general and specialized services to Veteran patients through 23 parishes in southeast Louisiana with a \$1.1B facility in downtown New Orleans and seven community-based clinics throughout the state. The annual budget for the SLVHCS in 2023 was over \$930M. The SLVHCS has the following bed count: 120 medicine/surgery, 20 acute psychiatric and 60 community living center; and employs more than 2500 individuals. It is affiliated with both the Tulane University and LSU medical schools and per the VA annual Health Services Training Report, in FY2022-



2023 more than 2300 trainees rotating through its facilities. The SLVHCS has a robust biomedical research program for both basic science and clinical research. More than 50 researchers from both medical schools and the LaCaTS Center engage in scientific discovery in our facilities which include 14 VA-funded biomedical research labs, 2 VA cooperative Studies Program Projects, including the Million Veteran Program (MVP) and 5 Career Development Awards. In 2023, approximately \$4.3M in direct research expenditures were made from this site. Tulane SoM has developed systems to capture patient quality data and set the stage for faculty practice plan partnerships with insurers on improved care over the continuum of health management.

Professional Qualifications:

- MD, MD/PhD or DO with board certification in Anesthesiology.
- Eligibility for medical licensure in Louisiana.
- Demonstrated comprehensive understanding of academic and healthcare settings.
- Demonstrated ability to build and sustain collegial relationships with peers, faculty, departmental staff, administration, residents and students.
- Familiarity with the process of scientific inquiry and factors that support this growth of research within an academic environment including the securing of research funds.

Procedure for Candidacy

Please direct any confidential inquiries and formal applications to:

Senior Associate
Nadine Weiler, RN nweiler@dwingconsulting.com 267.640.1927 (cellular)

This recruitment is being managed by the search firm of Deborah Wing Consulting and Coaching LLC. To be formally considered you must apply through Tulane University employment portal at this link:<http://apply.interfolio.com/153465>. For full consideration, applications should be received by October 31, 2024.

Tulane University School of Medicine is an equal opportunity and affirmative action employer. Women and minorities are strongly encouraged to apply.



THE SEARCH TEAM



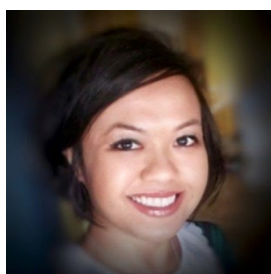
Deborah A. Wing, MD, MBA (Dee)
Executive Search and Healthcare Consultant/Executive Leadership Coach

Dee is a former academic leader in maternal-fetal medicine with more than 25 years of professional experience in both private and public institutions. Her career trajectory included being the Division Director and Fellowship Director of Maternal-Fetal Medicine at the University of California, Irvine, where she was a tenured professor of Obstetrics-Gynecology. Dee is a former clinician-scientist who amassed over \$8M in NIH funding over her career, has proudly trained dozens of maternal-fetal medicine fellows and has held national leadership positions. She is known for her work with misoprostol for its use in cervical ripening and labor induction. Deborah's work history also includes successful stints as an executive search consultant at Korn Ferry and WittKieffer, some of the world's largest talent management firms. Her skillset includes executive coaching and leadership development.



K. Nadine Weiler, RN
Senior Associate

K. Nadine was a Managing Associate with the Philadelphia office of Korn/Ferry International where she was a member of the firm's Health Care Practice Her searches encompass senior level executives, administrators, academicians and physician leaders in multi-institutional systems and academic medical centers. Nadine has 30 years of national executive search and consulting experience complemented by a background in healthcare/hospital administration. Her depth of knowledge and experience to understand her client's culture and organizational nuances allows her to work effectively with individuals at all organizational levels to build and maintain relationships in diverse, complex and matrix settings. Previously Nadine was Principal and Vice President, Operations at Health Care Resource Solutions, Vice President of Tyler & Company and Katz Search, Inc. She is a registered nurse by training.



Jenillee San Juan, MA
Associate and Project Coordinator

Jenillee has a diverse and eclectic range of experience in executive search, human resources, recruiting, healthcare administration, university infrastructures, and linguistics. Before joining Deborah Wing Consulting and Coaching LLC she was a Project Coordinator at Korn Ferry within the Global Healthcare services sector. Previous roles include serving as an Executive Assistant in the Division of Maternal-Fetal Medicine at UC Irvine Health and then as a Junior Recruiter in Human Resources at UC Irvine. During and after pursuing her graduate studies she served in a range of different administration and student services positions at the University of London Goldsmiths where she earned her Master of Arts degree in Applied Linguistics: Sociocultural Approaches. Her research and dissertation centered on discerning identity patterns and power structures via conversational analysis.



THE COMMUNITY: New Orleans



New Orleans is a consolidated city-parish located along the Mississippi River in the southeastern region of the U.S. state of Louisiana. According to the latest U.S. Census Bureau data (2024), the city had an estimated population of 356,280 and is considered the most populous city in Louisiana. Serving as a major port as it has for centuries, New Orleans is considered an economic and commercial hub for the broader Gulf Coast region of the United States.

CITY OF NEW ORLEANS

Founded in 1718 by French colonists, New Orleans was once the territorial capital of French Louisiana before being traded to the United States in the Louisiana Purchase of 1803. The city has historically been very vulnerable to flooding, due to such factors as high rainfall, low-lying elevation, poor natural drainage, and location next to multiple bodies of water. State and federal authorities have installed a complex system of levees and drainage pumps to protect the city.

New Orleans is world-renowned for its distinct music, Creole cuisine, unique dialects and its annual celebrations and festivals, most notably Mardi Gras. The historic heart of the city is the French Quarter, known for its French and Spanish Creole architecture and vibrant nightlife along Bourbon Street. The city has been described as the "most unique" in the United States, owing in large part to its cross-cultural and multilingual heritage. Additionally, New Orleans has increasingly been known as "Hollywood South" due to its prominent role in the film industry and in pop culture.

Always, forever, the city's music is its beating heart – especially true during Mardi Gras, Jazz Fest, and other celebrations. The musical notes of jazz, brass, R&B, soul, and many mixes fill the air along with night-blooming jasmine and other fabulous tropical fragrances. New Orleans has produced its share of musical giants, from greats like Louis Armstrong, Dr. John, and Allen Toussaint to contemporary acts like Trombone Shorty, Big Freedia, and Hurray for the Ruffraf. Preservation Hall on Bourbon Street is always a hit but also visit the Mother-In-Law Lounge on Claiborne Avenue, Rock-N-Bowl in Mid-City, the Maple Leaf Uptown, and Vaughn's in the Bywater. These local dives and music venues will keep you dancing all night.

Theater and drama are everyday occurrences in New Orleans, a city where costume closets are a must and dressing up happens on a myriad of occasions. When it comes to more serious theatrical arts, New Orleans boasts impressive firsts, from the first documented performance of opera in America, back in 1796, to the first-ever commercial movie theater, which opened 100 years later on Canal Street. The birthplace of jazz is also home to a world-class philharmonic orchestra, ballet, and other dance companies, both touring and locally produced theater, and a rich array of museums and art exhibitions.

New Orleanians are of a single mind when it comes to sports teams. They adore them. With teams like the Saints, the Pelicans, and even the Tulane Green Wave, everyone has something to cheer about. Exciting sporting events take place year-round. For more, please see:

[https://www.neworleans.com/.](https://www.neworleans.com/)