



Position Description



Chief Medical Information Officer

Houston, Texas

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This Position Specification is intended to provide information about UTHealth and the position of Chief Medical Information Officer. It is designed to assist qualified individuals in assessing their interest.

University of Texas System

The University of Texas System is governed by a board of regents appointed by the Governor of Texas. There are six medical/health campuses: UTHealth Science Center at Houston (UTHealth), UT Southwestern Medical Center at Dallas, UT Medical Branch at Galveston, UT M.D. Anderson Cancer Center, UT Health Science Center at San Antonio, and UT Health Science Center at Tyler. There are nine academic campuses: UT Austin, Arlington, Brownsville, Dallas, El Paso, Pan American, Permian Basin, San Antonio and Tyler.

The University of Texas Health Science Center at Houston (UTHealth)

The University of Texas Health Science Center at Houston (UTHealth), the most comprehensive academic health center within the UT System and the entire U.S. Gulf Coast region, is home to schools of biomedical informatics, graduate biomedical sciences, dentistry, nursing, public health and medicine. UTHealth educates more healthcare professionals than any other health-related institution in Texas. Its medical school is the nation's sixth largest. Its faculty group practice has been the fastest growing in the U.S. for five of the last six years. The Medical School includes 24 clinical and basic science departments, a 250-bed psychiatric hospital and nearly 1,300 clinical providers throughout the greater Houston area. The university's primary teaching hospitals include Memorial Hermann-Texas Medical Center, Children's Memorial Hermann Hospital and Harris Health System's Lyndon B. Johnson General Hospital. Founded in 1972, UTHealth's 10,000-plus faculty, staff, students, residents and fellows are committed to delivering innovative solutions that advance human health and well-being.

Mission

As a comprehensive health science university, the mission of UTHealth is to educate health science professionals, discover and translate advances in the biomedical and social sciences, and model the best practices in clinical care and public health.

UTHealth pursues this mission in order to advance the quality of human life by enhancing the diagnosis, treatment, and prevention of disease and injury, as well as promoting individual health and community well-being.

Vision

Excellence above all in the quest to be an acknowledged leader in the collaboration to treat, cure and prevent the most common diseases of our time through education, research and clinical practice.

The University of Texas Medical School at Houston



The University of Texas Medical School at Houston (UTHealth Medical School) has been blazing a course of excellence since it was established by the Texas Legislature on June 13, 1969. Three considerations led to the creation of the school: local, regional, and national shortages of physicians; the extraordinary, but until then underutilized, resources for medical education in Houston and the Texas Medical Center (TMC); and the large number of well-qualified candidates seeking entry to medical school.

Mission Statement

The mission of UTHealth Medical School is to provide the highest quality of education and training of future physicians for Texas, in harmony with the state's diverse population; to conduct the highest caliber of research in the biomedical and health sciences; and to provide exemplary clinical services in relationship to our educational and discovery activities.

History and Overview

The first class of 19 entered the Medical School in 1970, and by 1979, class sizes of 200, as mandated by the Texas Legislature, were the norm at the Medical School. Today, each of UTHealth Medical School's classes has grown in size to 240 students, in order to meet the enormous demand for physicians in the rapidly growing State of Texas.

With nearly 1,000 medical students and more than 1,000 residents and fellows, UTHealth Medical School is one of the largest and most diverse medical schools in the country. A diverse and friendly student body, the Medical School consistently has been named one of the top 10 best medical schools for Hispanic students.

Since its inception, more than 5,000 physicians have earned their medical degree here. The Medical School also provides residency and fellow training as well as continuing education programs for practicing physicians. It is accredited by the Association of American Medical Colleges Liaison Committee on Medical Education.

The Medical School is affiliated with a number of inpatient hospitals and outpatient facilities, providing a broad range of clinical services. As such, the students are exposed to a large and diverse population, with an appropriate balance of common and rare disorders.

UTHealth and its Medical School were also among the first twelve institutions in the U.S. to receive a Clinical Translational Science Award (CTSA) from the NIH. This award was renewed for another five years in 2012.

Students also learn the time honored and tested traditions of healing through the teachings of the John P. McGovern, M.D., Center for Humanities and Ethics, where Oslerian values are taught and practiced.

UTHealth Medical School, with 24 clinical departments, has approximately 1,400 full-time equivalent faculty representing 85 medical specialties. The clinical faculty are members of UT Physicians, the faculty practice.

The Medical School Building is connected to a six-story research building, the Medical School Expansion (MSE). The building bridges Ross Sterling Avenue to form one continuous structure with Memorial Hermann Hospital–TMC. The Medical School Building contains over a million gross square feet of offices, laboratories, classrooms, lecture halls, study areas, educational and biomedical communications support areas, student lounges, and administrative suites. The Medical School leases space in the nearby Jesse Jones Library Building for administrative functions, departmental functions, and clinical research. The top two floors of the MSE are devoted to a state-of-the-art vivarium, and the first four floors are dedicated to research laboratories.

Within the MSE facility and the Brown Foundation Institute of Molecular Medicine for the Prevention of Human Diseases, scientists focus on unraveling the mysteries of disease at the cellular and molecular level. The MSE research building, which opened in 2008, brought more than 120,000 additional square-feet of state-of-the-art research space and is helping to grow research expenditures from its current status of \$128 million per year.

There are great strengths in innovation and partnership with the other five schools of UTHealth and other institutions throughout the TMC. The National Institutes of Health-funded Center for Clinical and Translational Sciences is helping to foster applications of medicine.

Departments, Centers and Institutes

Departments

- Anesthesiology
- Biochemistry & Molecular Biology
- Cardiothoracic & Vascular Surgery
- Dermatology
- Diagnostic & Interventional Imaging
- Emergency Medicine
- Family & Community Medicine
- Integrative Biology & Pharmacology
- Internal Medicine
- Microbiology & Molecular Genetics
- NanoMedicine and BioMedical Engineering
- Neurobiology & Anatomy

- Neurology
- Neurosurgery
- Obstetrics, Gynecology & Reproductive Sciences
- Ophthalmology & Visual Science
- Orthopaedic Surgery
- Otorhinolaryngology-Head & Neck Surgery
- Pathology & Laboratory Medicine
- Pediatrics
- Pediatric Surgery
- Physical Medicine & Rehabilitation
- Psychiatry & Behavioral Sciences
- Surgery

Centers

- Department of Biomedical Engineering
- Cardiovascular Biology & Atherosclerosis Research
- Center for Healthcare Quality and Safety
- Center of Excellence for Mood Disorders
- Center for Surgical Trials & Evidence-based Practice (C-Step)
- Chemical Immunology Research Center (CIRC)
- Clinical Research Center
- Clinical Research & Evidence Based Medicine
- Gulf States Hemophilia & Thrombophilia
- Center for Human Development Research
- John P. McGovern, M.D. Center for Humanities and Ethics
- Keck Center for the Neurobiology of Learning and Memory
- Center for Laboratory Animal Medicine & Care
- Center for Membrane Biology
- Center for Neurobehavioral Research on Addiction
- Neuroscience Research Center
- Structural Biology Center
- Study of Emerging & Reemerging Pathogens
- The Surgical and Clinical Skills Center
- The Texas Gulf Coast Digestive Diseases Center
- The Center for Translational Injury Research (CeTIR) Trauma Research Center
- Weatherhead PET Imaging Center

Institutes

- The Brown Foundation Institute of Molecular Medicine (IMM)
- Children's Learning Institute (CLI)

UT Physicians



UT Physicians is both the “d.b.a” and management services organization for UTHealth Medical School’s clinical activities.

With more than 1,050 physicians certified in 85 medical specialties and subspecialties, UT Physicians provides multi-specialty care for the entire family. UT Physicians is the fastest growing academic practice in the nation – for five of the last six years – as ranked by the Association of American Medical Colleges (AAMC). UT Physicians helps patients needing urgent, highly specialized or complex care and also provides high-quality, wellness-oriented primary care for routine illnesses and maintenance of good health.

Affiliated with UTHealth Medical School, UT Physicians’ doctors are internationally recognized for leading-edge medical research and treatment. Many are among the Woodward-White “Best Doctors in America.” UT Physicians and the UTHealth Medical School are national leaders in research, education and clinical excellence.

UT Physicians is committed to providing the best that medicine has to offer with quality care that incorporates the latest medical treatments and innovations and the most up-to-date technology. This commitment is supported by a team of expert physicians that can consult on virtually every type of medical condition and by a philosophy that prevention and education are essential to overall wellness.

Clinical excellence

UT Physicians providers are dedicated to patient quality and clinical effectiveness. Each UTHealth Medical School clinical department has an advocate for patient quality and effectiveness in the role of vice chair – evidence of a commitment to improving patient outcomes and ensuring quality measures across the inpatient–outpatient continuum.

Mission and Vision

Mission

UT Physicians is committed to providing the best that medicine has to offer within a nurturing and caring environment. Its rigorous academic strengths allow it to incorporate innovative and effective care for its patients.

Vision

To exceed all clinical, quality, and safety measures and to be an innovative clinical practice that not only is the provider of choice for the Greater Houston area but also is a model for other practices.

Research and Education

As the medical group practice of the UTHealth Medical School, UT Physicians has a rich history that spans academics, research, and clinical practice. With an emphasis on improving quality outcomes, its goal is to quickly translate that knowledge to their students and residents so that they can most effectively serve their patients. The UT-Memorial Hermann Center for Healthcare Quality and Safety's primary goal is to conduct research that generates new knowledge about how to improve the quality and safety of healthcare. Faculty researchers also actively disseminate findings and participate in educational programs designed to improve care.

By the Numbers

- Founded in 1995
- More than 1,050 physicians and nearly 300 other providers
- 85 specialties and subspecialties
- Nearly 600,000 annual patient visits
- More than 1,100 clinical employees
- Over a thousand residents and fellows

Around the Greater Houston Area

In addition to its flagship location in the TMC on Fannin Street, UT Physicians has numerous neighborhood locations throughout the Greater Houston area to better serve the community. And their number is growing.

- UT Physicians Bayshore Family Practice Center – Pasadena/Clear Lake
- UT Physicians at Sienna Village – Missouri City
- UT Physicians at Bellaire – Bellaire, Southwest Houston

- UT Physicians at Cinco Ranch – Katy
- UT Physicians Bellaire Family Medicine

There are also specialty clinics at numerous Memorial Hermann Hospital locations.

Centers of Excellence

- **UT Neurology Neuromuscular Clinic** – designated a Center of Excellence by the Guillain-Barré Syndrome Chronic Inflammatory Demyelinating Polyneuropathy Foundation International
- **UT Center of Excellence on Mood Disorders** –clinical focus on bipolar disorder and depression
- **UT Physicians Bariatric Surgery** – designated an American Society of Bariatric Surgery Center of Excellence

Hospital Affiliations

Memorial Hermann – Texas Medical Center and Children’s Memorial Hermann Hospital – partners in the Memorial Hermann Healthcare System, serve as the center of inpatient clinical activity for the Medical School’s full-time faculty who work closely with part-time faculty and private physicians. In addition, faculty provide services at a number of other Memorial Hermann Healthcare System hospitals.

Lyndon B. Johnson General Hospital – owned and operated by the Harris County Hospital District, physician services are provided by Affiliated Medical Services, a nonprofit organization composed of UTHealth faculty, which staffs LBJ, and Baylor College of Medicine, which staffs Ben Taub General Hospital.

The University of Texas MD Anderson Cancer Center – consistently ranked as the top hospital in the nation for cancer care by U.S. News & World Report. The Medical School’s Department of Dermatology is a joint department with MD Anderson Cancer Center, working closely in the pursuit of education, research, and improving patient care.

TIRR Memorial Hermann – consistently recognized by U.S. News & World Report, TIRR treats patients with a range of disabilities from complex conditions like brain injury, stroke, spinal cord injury, multiple trauma and amputation, to rehabilitation. The Medical School’s Department of Physical Medicine and Rehabilitation is closely aligned with TIRR to improve these patients’ lives.

UTHealth Harris County Psychiatric Hospital – an operating unit of UTHealth, the hospital delivers a comprehensive program of inpatient psychiatric services to children, adolescents and adults suffering from mental illness.

Adult Clinics

- Adult Congenital Heart Disease Clinic
- Bariatric Surgery
- Cardiology
- Cardiothoracic and Vascular Surgery
- Cardiovascular Imaging and Arrhythmia Diagnostic Center
- Cosmetic Dermatology
- Dermatology
- Endocrinology
- Family Medicine
- Gastroenterology
- General Medicine
- General Surgery
- Geriatric Medicine/Center for Healthy Aging
- Gulf States Hemophilia and Thrombophilia Center
- Health Center at Bellaire
- Hematology
- HIV Clinic
- Hyperbaric Medicine
- Infectious Diseases
- Katy Orthopaedics
- Texas Center for Maternal-Fetal Medicine
- Medical Genetics
- Medical Genetics (Cardiovascular)
- Medical Weight Loss
- Neurology
- Neuropsychology
- Neurosurgery
- Obstetrics and Gynecology (OB/GYN)
- Oncology
- Spine and Scoliosis Center
- Urology
- Wound Healing and Venous Diseases Clinic

Pediatric Clinics

- Adolescent Medicine
- Child and Adolescent Psychiatry
- CHOSEN Clinic
- Family Medicine
- General Pediatrics
- High-Risk Infant Clinic
- Hyperbaric Medicine
- Katy Orthopaedics
- Medical Genetics
- Medical Genetics (Cardiovascular)
- Ophthalmology at the Robert Cizik Eye Clinic

- Pediatric Allergy and Immunology
- Pediatric Asthma
- Pediatric Audiology
- Pediatric Cardiology
- Pediatric Cardiovascular Surgery
- Pediatric Dermatology
- Pediatric Endocrinology
- Pediatric Gastroenterology
- Pediatric Hematology
- Pediatric Hemophilia
- Pediatric Infectious Diseases
- Pediatric Neurodevelopmental Clinic
- Pediatric Neurology
- Pediatric Neurosurgery
- Pediatric Orthopaedics
- Pediatric Otorhinolaryngology – Head and Neck Surgery
- Pediatric Plastic and Reconstructive Surgery
- Pediatric Pulmonary Medicine
- Pediatric Renal Diseases and Hypertension
- Pediatric Rheumatology
- Pediatric Specialty Clinic at Memorial City
- Pediatric Specialty Clinic at The Woodlands
- Pediatric Surgery
- Pediatric Weight Management

The Community

Houston, TX

Houston is the fourth-largest city in the United States of America, and the largest city in the state of Texas. According to the 2010 U.S. Census, the city had a population of 2.1 million people within an area of just over 650 square miles. Houston is the seat of Harris County and the economic center of Houston - Sugar Land - Baytown, the fifth-largest metropolitan area in the U.S. with over 6 million people.

Houston was founded in 1836 on land near the banks of Buffalo Bayou, now known as Allen's Landing and incorporated as a city on June 5, 1837. The city was named after former General Sam Houston, who was president of the Republic of Texas and who commanded and won the Battle of San Jacinto. The burgeoning port and railroad industry, combined with oil discovery in 1901, has induced continual surges in the city's population. In the mid-twentieth century, Houston became the home of the Texas Medical Center, the world's largest concentration of healthcare and research institutions and NASA's Johnson Space Center where the Mission Control Center is located.

The city has a population from various ethnic and religious backgrounds and a large and growing international community. It is home to many cultural institutions and exhibits, which attract more than 7 million visitors a year to the Museum District. Houston has an active visual and performing arts scene in the Theater District and offers year-round resident companies in all major performing arts.

Economy

Houston is recognized worldwide for its energy industry – particularly for oil and natural gas – as well as for biomedical research and aeronautics. Renewable energy sources – wind and solar – are also growing economic bases in Houston. The ship channel is also a large part of Houston's economic base. Because of these strengths, Houston is designated as a global city by the Globalization and World Cities Study Group and Network and by global management consulting firm A.T. Kearney.

Arts & Theater

The Houston Theater District, located downtown, is home to nine major performing arts organizations and six performance halls. It has the second-largest concentration of theater seats in a downtown area in the United States. Houston is one of few United States cities with permanent, professional, resident companies in all major performing arts disciplines: opera (Houston Grand Opera), ballet (Houston Ballet), music (Houston Symphony Orchestra), and theater (The Alley Theatre). Houston attracts many touring Broadway acts, concerts, shows, and exhibitions for a variety of interests.

Tourism & Recreation

The Museum District's cultural institutions and exhibits attract more than 7 million visitors a year. Notable facilities include The Museum of Fine Arts, Houston Museum of Natural Science, the Contemporary Arts Museum Houston, the Station Museum of Contemporary Art, Holocaust Museum Houston, and the Houston Zoo. Located near the Museum District are The Menil Collection, Rothko Chapel, and the Byzantine Fresco Chapel Museum.

The Theater District is a 17-block area in the center of downtown Houston that is home to the Bayou Place entertainment complex, restaurants, movies, plazas, and parks. Bayou Place is a large multilevel building containing full-service restaurants, bars, live music, billiards, and Sundance Cinema. The Houston Verizon Wireless Theater stages live concerts, stage plays, and stand-up comedy.

Space Center Houston is the official visitors' center of NASA's Lyndon B. Johnson Space Center. The Space Center has many interactive exhibits including moon rocks, a shuttle simulator, and presentations about the history of NASA's manned space flight program. Other tourist attractions include the Galleria (Texas's largest shopping mall, located in the Uptown District), Old Market Square, the Downtown Aquarium, and Sam Houston Race Park.

Houston is home to 337 parks including Hermann Park, Terry Hershey Park, Lake Houston Park, Memorial Park, Tranquility Park, Sesquicentennial Park, Discovery Green, and Sam Houston Park. Within Hermann Park are the Houston Zoo and the Houston Museum of Natural Science. Sam Houston Park contains restored and reconstructed homes which were originally built between 1823 and 1905. There is a proposal to open the city's first botanical garden at Herman Brown Park.

Education

Seventeen school districts exist within the city of Houston. The Houston Independent School District (HISD) is the seventh-largest school district in the United States. HISD has 112 campuses that serve as magnet or vanguard schools — specializing in such disciplines as health professions, visual and performing arts, and the sciences. There are also many charter schools that are run separately from school districts. In addition, some public school districts also have their own charter schools.

The Houston area encompasses more than 300 private schools, many of which are accredited by Texas Private School Accreditation Commission recognized agencies. The Houston Area Independent Schools offer education from a variety of different religious as well as secular viewpoints. The Houston area Catholic schools are operated by the Archdiocese of Galveston-Houston.

Four separate and distinct state universities are located in Houston. The University of Houston is a nationally recognized Tier One research university and is the flagship institution of the University of Houston System. The third-largest university in Texas, the University of Houston has nearly 40,000 students on its 667 acre campus in southeast Houston. The University of Houston–Clear Lake and the University of Houston–Downtown are stand-alone universities; they are not branch campuses of the University of Houston. Located in the historic community

of Third Ward is Texas Southern University, one of the largest historically black colleges and universities in the United States.

Several private institutions of higher learning — ranging from liberal arts colleges to Rice University, the nationally recognized research university — are located within the city. Rice, with a total enrollment of slightly more than 6,000 students, is widely recognized as one of the top twenty universities in the nation, and it has a number of distinguished graduate programs and research institutes such as the James A. Baker Institute for Public Policy. The university's undergraduates are among the most select in the nation.

Three community college districts exist with campuses in and around Houston. The Houston Community College System serves most of Houston. The northwestern through northeastern parts of the city are served by various campuses of the Lone Star College System, while the southeastern portion of Houston is served by San Jacinto College. The Houston Community College and Lone Star College systems are within the 10 largest institutions of higher learning in the United States.

For more information, please visit:

<http://www.forbes.com/sites/morganbrennan/2012/07/26/houston-tops-our-list-of-americas-coolest-cities-to-live/>

<http://www.houston.org/living/>

The Position

Job Title: Chief Medical Information Officer (CMIO)

Reports to: President of The University of Texas Health Science Center at Houston

Summary of Position

The Chief Medical Information Officer (CMIO) will lead and be responsible for the planning and implementation of information systems used in the clinical environment and facilitate the University of Texas Health Science Center at Houston's (UTHealth) clinical enterprise strategic plan. The CMIO will be the strategic and tactical leader for clinical systems initiatives across the enterprise which encompasses a large faculty practice plan. He/she will provide leadership and vision as UTHealth embarks on a significant EMR transformation and implementation.

UT Physicians has been using Allscripts for its outpatient EMR and they have recently made a collective decision to exit Allscripts and implement a new vendor – likely, Cerner's Ambulatory EMR program. Memorial Hermann's implementation of this product is referred to as ClinicCare4 (CC4). Also, UT Physicians is a very significant user of Cerner's in-patient EMR platform, within Memorial Hermann's in-patient environment, as well as EPIC, within the Harris Health System (both in-patient and outpatient). The CMIO will champion and provide leadership for the implementation, advancement and optimization of this new outpatient clinical system, as well as support existing EMR platforms. The CMIO will operate as a leader in helping to establish and communicate a vision and plan for the use and adoption of the new EMR. The CMIO will be responsible for supporting the development, implementation and use of clinical information systems to assist clinicians in the delivery of the highest quality and most appropriate patient care.

The CMIO will have supportive teams to help him/her accomplish initiatives and meet goals. The CMIO will lead UT Physicians' EMR Governance Committee, its clinical advisory group, which provides broad-based input into the design of the clinical information system. This committee will meet monthly and handle issues surrounding the EMR. The team and structure will be in place to help make the CMIO successful. The CMIO will be UTHealth's lead executive in shared EMR activities with Memorial Hermann.

This role will be 100% dedicated to CMIO duties and will not be expected to maintain an outside medical practice unless the candidate chooses to maintain a small percentage of clinical activity effort.

Principal Duties and Responsibilities

- Serves as the primary liaison between IT and ambulatory clinical communities.
- Chairs the appropriate clinical information system committee(s).
- Oversees strategic planning with budget responsibility.

- Builds relationships with physicians to gain support of information technology initiatives. Is highly responsive to users needs, including training, to assure widespread acceptance and provider use of the clinical systems.
- Assists in the development of implementation strategies based on medical informatics trends and best practices.
- Reviews medical informatics trends, experiences and approaches, develops technical and application implementation strategies and assists in the development of strategic plans for clinical information systems.
- Leads development of clinical "rules" supporting patient care and protocol research as well as the design of clinical system features supporting protocol management and the use of the system to leverage the clinicians' time and maximize communication with affiliates and referring physicians.
- Leads and facilitates key clinical leadership groups in the creation of required clinical content, protocols, workflows and related system usage policies.
- Serves as the primary physician champion for all major clinical information technology projects including the EMR implementation.
- Creates and supervises clinical optimization teams to review and enhance system utilization and configuration to improve the efficiency and outcomes of clinical care.
- Maintains awareness of existing and emerging technology, regulatory, and market factors and assists in the development of the IT strategy and plan.
- Works with senior clinical leadership in deploying standardized evidence-based best practices in medicine and clinical content and ensures adoption of best practices.
- Works in concert with IT and departmental quality efforts to design and implement systems supporting patient care, research activities, and quality improvement.
- Oversees data governance by identifying and addressing critical data quality management issues and monitoring and improving quality data.
- Acts as an advocate for the protection of patient privacy and the security of protected health information.
- Supports various regulatory compliance activities including HIPAA, Meaningful Use, and Billing Compliance.
- Takes ownership of UT Physicians by gaining credibility, trust and authority to create policies and procedures to drive change towards standardization and integration.

Skills and Abilities

- Excellent listener.
- Demonstrates openness and honesty in interactions.
- Drives change, while communicating effectively, and producing evidence to support change.
- Maintains a calm but effective demeanor when handling issues.
- Visionary leadership that is also operational and can effectively communicate between executive leadership and all levels of IT.
- Strong technical capabilities.
- Ability to prioritize projects and set realistic timelines.
- Excellent interpersonal skills and ability to work effectively with a diversity of personalities.
- Approachable and respectful of others.
- Able to present data with effective communication and presentation skills.
- Effective consensus builder.
- Strong leader with a mature sense of priorities and solid practical experience who can design and implement systems within the framework of technical boundaries.
- Politically savvy.
- Systems thinker with strong organizational skills who can pull all the pieces together and deliver on time and within budget.
- Strong manager who is adaptable and has a strong collaborative management style.
- Creative thinker with high energy and enthusiasm.
- Team player who promotes the concepts of people working together versus individual performance.
- Contemporary clinician who understands major trends in healthcare and managed care and is familiar with point of care products and medical informatics trends and tools.
- Expertise in process improvement, data analysis and the use of information systems to develop and support outcome measurement and management.

Personal Characteristics

- Strong leadership and management capabilities.
- Outstanding communication and interpersonal skills.
- A visionary, one who is able to see “the big picture,” and who views problems as opportunities and is willing to be held accountable.
- Commitment to execution and results orientation.
- Strong, confident leader who is receptive to suggestions, yet able to take a stand, make tough decisions, and provide direction in proactive manner.
- Sets realistic goals and produces results.
- Clinical credibility.
- Collaborative and team builder.
- Sensitive to and realistic about current organizational culture, but who nonetheless drives change.
- Negotiation/conflict resolution skills.
- Diplomatic.
- Confident, takes initiative.
- Change agent.
- Patient, polite.
- Collegial.
- Consensus builder.
- Ethical, honest.
- Able to navigate and/or remove barriers.

Education and Experience

- Licensed and board certified MD/DO with recent clinical experience.
- A minimum of 5 years experience as an IT physician leader with progressive leadership responsibilities in a complex, multi-specialty healthcare environment. Preference for academic health center experience, but not absolute requirement.

- Experience in medical informatics, clinical systems implementation, process re-design and change management associated with introduction of IT to clinical culture; familiarity with products and medical informatics trends and tools.
- Solid practical experience to design and implement systems within the framework of technical boundaries.
- Established track record of accomplishments in management, particularly involving successful, collaborative work with physicians.
- Practical experience with electronic health information systems including configuration, implementation, support and optimization in an ambulatory or hospital setting.

Procedure for Candidacy

Please direct all nominations and resumes to:

<p>Hillary Ross Witt/Kieffer 2015 Spring Road, Suite 510 Oak Brook, IL 60523 Phone: 630/575-6116 Email: hross@wittkieffer.com</p>	<p>Michelle Passannante Witt/Kieffer 2015 Spring Road, Suite 510 Oak Brook, IL 60523 Phone: 630/575-6153 Email: michellep@wittkieffer.com</p>
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The University of Iowa is an equal opportunity and affirmative action employer. Women and minorities are strongly encouraged to apply.

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from the University of Texas Health Science Center at Houston 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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