

# President

## UTMB Health

Position Specification

November 2022

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# The Institution

## UTMB HEALTH / THE UNIVERSITY OF TEXAS MEDICAL BRANCH - GALVESTON

The University of Texas Medical Branch (UTMB) is one of the leading research-intensive academic health centers in the nation. Along with a uniquely important role in Texas history as the state’s first medical school, it is investing in continued movement toward becoming one of the very best, nationally recognized for the quality and reach of its clinical care and its research. Founded in 1891, UTMB was the first medical school and hospital in the country under unified leadership. The UTMB of today is a four campus, \$2.8 billion modern health care system with 3,940 students, 964 faculty, and schools of [Medicine](#), [Nursing](#), and [Health Professions](#), [Public and Population Health](#), as well as a [Graduate School of Biomedical Sciences](#).

UTMB is the oldest medical school in the Central and Southwest United States and the first in the State of Texas. The institution grew from one hospital and medical school building in Galveston into a major academic health sciences center of global influence. In addition to its medical, nursing, health professions, public and population health, and graduate biomedical schools, UTMB has four institutes for advanced study, a major [medical library](#), a world-renowned [research enterprise](#); and a growing, comprehensive [health system](#) with hospitals on four campuses and a network of over 90 clinics in over seventy locations.

UTMB’s energy, momentum and optimism is palpable, fueled in part by its culture of collaboration and strengthened by its commitment to diversity. It is consistently ranked as one of top medical schools for Hispanic and African American graduates, and 44% of the faculty are from underrepresented groups. For over 130 years, UTMB has fulfilled its mission to serve the healthcare needs of Texans; however, UTMB’s potential and future increasingly extend beyond.

UTMB is one of thirteen institutions within The [University of Texas System](#). Today, UTMB has a \$3.3 billion annual statewide economic impact, in terms of business volume, personal income and durable goods purchases; more than 46,000 jobs in Texas are directly or indirectly attributed to the institution; and a proud recipient of significant philanthropic support to advance its mission.

UTMB HEALTH KEY STATISTICS AND INFORMATION (FY 2021)		
<b>Total Personnel</b> (excluding students)  <b>13,681</b>	Academic Enterprise	3,906
	Health System w/o CMC	5,186
	Correctional Managed Care	3,026
	Institutional Support	1,563
	Faculty	964
	Enrolled Students	3,940
<b>Total Revenue</b> (in thousands)	Net Tuition and Fees	48,425
	Grants and Contracts	314,580
	Net Patient Care	1,718,916

<b>\$2,851,924</b>	State Appropriations	319,882					
	Gifts, Sponsored Programs, Additions to Endowments	23,469					
	Investment Activity	318,795					
	Auxiliary Enterprise	13,373					
	Other	94,484					
<b>Health System Indicators</b>	Bed Count	998					
	Clinic Locations	95					
	Hospital Discharges	40,084					
	Un-sponsored/Self Pay Hospital Discharges	2,687					
	Hospital Patient Days	191,582					
	Outpatient Encounters <i>(includes 263,938 Covid vaccination only; 56,677 Covid lab test only)</i>	1,721,117					
	Emergency Department Visits	115,125					
	Outpatient Surgical Cases	17,062					
	Inpatient Surgical Cases	7,192					
	Deliveries	6,183					
	Total Telemedicine Encounters	152,460					
Texas Department of Criminal Justice Members-Correctional Managed Care	96,515						
<b>Research Indicators</b>	Total Sponsored Research Expenditures (\$ in millions)	140					
	Average Award Size per Principal Investigator (\$ in thousands)	731					
	FY2021 NIH Ranking (Medical Inst.)	77					
	NIH Dollars Awarded w/ Contracts - Direct and Indirect (\$ in millions)	148					
	Number NIH Grants Awarded for the Year	226					
<b>Facilities</b> (in Gross Square Feet)	<b>Galveston Campus (Owned)</b>	<b>League City Campus (Owned)</b>	<b>Angleton Danbury Campus (Leased)</b>	<b>Galveston Island (Leased)</b>	<b>Other Off-Island (Leased)</b>	<b>Clear Lake Campus (Leased)</b>	<b>Total</b>
Academic	1,300,152	9,892	-	54,544	-	-	1,364,589
Research	1,042,926	4,244	137	42,062	19,554	-	1,108,923
Patient Care	11,970,117	467,118	192,245	212,783	395,406	413,139	3,650,808
Administrative & Support	1,970,173	44,341	63,642	86,863	144,619	49,598	2,359,236
Parking Garages	1,128,461	238,878	-	153,096	-	237,068	1,757,503
<b>Total</b>	<b>7,411,829</b>	<b>764,474</b>	<b>256,024</b>	<b>549,348</b>	<b>559,579</b>	<b>699,805</b>	<b>10,241,059</b>

### **UTMB HEALTH HIGHLIGHTS**

- Expanding access to health care and education opportunities for health care trainees beyond the historic Galveston Campus to campuses in Clear Lake, League City and Angleton-Danbury.
- Significant economic impact on the regional economy includes: \$2.3 billion budget, enrollment of 3,940 students, and 13,681 employees statewide; approximately \$300 million in business volume on Galveston Island; over \$500 million in business volume for Galveston County, and over \$3 billion in business volume for Texas.
- UTMB fosters collaboration as a member of the [Texas Medical Center](#);
- Level 1 Trauma Center provides care to 1.2 million people in a nine-county service area and is the only Level I trauma center in the region that is also an official American Burn Association Verified Burn Center;
- Extensive (90 plus) network of clinics providing care from Conroe to McAllen, including new clinics in Angleton, Webster, Texas City and Friendswood;

- UTMB's Sealy Center on Aging has been designated by the World Health Organization as a World Health Organization/Pan American Health Organization (WHO/PAHO) Collaborating Center in Aging and Health. WHO/PAHO Collaborating Centers assist the global organization to investigate public health issues from many angles, ranging from basic science and animal studies to clinical trials, public policy, training and dissemination. UTMB is one of only two institutions in the United States to receive this designation.

## **UTMB SCHOOLS**

### **John Sealy School of Medicine**

Opened in 1891, UTMB's John Sealy School of Medicine combines a rich history of service with a forward-thinking spirit to fulfill its role as a public trust for the people of Texas and beyond. With 20 departments and three institutes, the School of Medicine is a leader in education, diversity, translational research and clinical care. Over 4,500 UTMB graduates are practicing medicine in Texas, the highest number from any Texas medical school.

UTMB's Faculty Group Practice includes more than 600 physicians providing specialty care and primary care for the entire family, including state-of-the-art preventive, diagnostic and treatment services. As an academic medical practice, many UTMB physicians are also teachers and researchers working toward the continued improvement of the practice of medicine.

### **School of Nursing**

Established in 1890, the University of Texas Medical Branch School of Nursing (SON) is the oldest school of nursing in the Southwest. The SON is well known for its commitment to innovation, the aptitude of its graduates, and its wonderful history of accomplishments. UTMB SON was the first to educate master's degree prepared nurse practitioners in Texas and the first to offer on-line graduate nursing education. The School graduates over 500 students annually and is ranked 18<sup>th</sup> in *U.S. News and World Report* for online graduate nursing programs. Additionally, the PhD program is ranked #5 Best Value PhD Nurse Programs. The school has also been named an Apple Distinguished School for 2021-2024, recognizing it as a center of innovation, leadership and education excellence in the use of technology to enhance the learning experience. The School achieved successful reaccreditation of the Baccalaureate, Master's and Doctor of Nursing Practice Programs by the Commission on Collegiate Nursing Education and was awarded a ten-year accreditation for all three programs in 2014.

### **School of Health Professions**

For over a century, the University of Texas Medical Branch has dedicated its efforts toward improving the health of society in Texas and beyond. Since 1968, the School of Health Professions (SHP) has helped carry on this tradition, granting degrees and certificates to more than 11,000 graduates in several health professions.

Today, SHP's interprofessional learning environment includes:

- Certificate in [Interdisciplinary Pain Management](#)
- Baccalaureate degree in [Clinical Laboratory Sciences](#)
- Master's degrees in [Clinical Laboratory Sciences](#), [Health Professions](#), [MS Dietetic Internship \(MS/DI\)](#) and [Respiratory Care](#)
- Doctorate degrees in [Clinical Laboratory Sciences](#), [Occupational Therapy](#), and [Physical Therapy](#)

## **Graduate School of Biomedical Sciences**

Since its establishment in 1969, the Graduate School of Biomedical Sciences (GSBS) has been dedicated to training the next generation of biomedical scientists and to maintaining U.S. leadership in biomedical investigation. Specialized training is provided by over 250 faculty members to more than 380 students in nine degree programs, including: Biochemistry, Cellular and Molecular Biology (PhD), Clinical Science (PhD and MS), Experimental Pathology (PhD), Human Pathophysiology and Translational Medicine (PhD), Master of Medical Science (MS), Microbiology and Immunology (PhD), Neuroscience (PhD), Graduate Nursing (PhD), and Pharmacology and Toxicology (PhD and MS). Collaborative, interdisciplinary research is bolstered by over \$140 million in research funding and state-of-the-art laboratories. Through these endeavors, GSBS at UTMB has become one of the leading institutions of higher education in the biomedical sciences community in the country.

## **School of Public and Population Health**

In the Summer of 2022, the UTMB School of Public and Population Health was formally approved by the UT System Board of Regents and recognized by the Council on Education for Public Health, bringing the total number of schools at UTMB to five. The new School will serve as a hub for integrating and aligning research, scholarship, practice, and education strengths across the UTMB campus to address public health challenges locally, across Texas, and beyond.

The School of Public and Population Health houses five departments: Biostatistics and Data Science, Bioethics and Health Humanities, Epidemiology, Population Health and Health Disparities, and Global Health and Emerging Diseases. The collaborative and interdisciplinary environment consists of 35 faculty members, including biostatisticians, epidemiologists, social and behavioral scientists, bioethicists, scholars from across the humanities, and public health scientists. The program will offer three CEPH-accredited PhD programs (Bioethics and Health Humanities, Population Health Sciences, and Rehabilitation Sciences) and five CEPH-accredited tracks for the Master of Public Health (MPH) degree (including Aerospace Medicine, Bioethics, Biostatistics, Epidemiology, and a Generalist track (MD/MPH combined degree)).

## **ADDITIONAL UTMB ENTITIES**

### **Galveston National Laboratory**

The Galveston National Laboratory (GNL) is a sophisticated high containment research facility that serves as a critically important resource in the global fight against infectious diseases. The GNL is located on the campus of the University of Texas Medical Branch and operates under the umbrella of UTMB's Institute for Human Infections and Immunity. The GNL is one of two labs with Biosafety Level 4 (BSL4) capabilities located on a U.S. university campus.

The National Institute of Allergy and Infectious Diseases (NIAID) provides funding for the BSL4 laboratories and operations at the GNL, and the lab's top priority is research to develop diagnostics, therapeutics and vaccines to combat emerging and re-emerging diseases that threaten public health, not only in our country, but around the world.

Researchers at the GNL are internationally known for their expertise working with pathogens including Ebola and Marburg and emerging infectious diseases like COVID-19 and MERS. Scientists not only research the pathogens (viruses) themselves, but they also study the vectors for disease threats: mosquitos, which carry and transmit West Nile, Zika, Malaria, Chikungunya and many other diseases, and ticks, which cause

diseases that are of grave concern and top priority to the National Institutes of Health. In addition to basic research that aides understanding about transmission and pathogenesis of emerging viruses, GNL scientists are developing medical countermeasures for disease threats, including dangerous pathogens called Select Agents, which are high priority for study because of their high mortality rates, limited treatments and potential to be used as weapons around the world.

The Galveston National Laboratory is home to research that is funded by NIAID, the U.S. Department of Defense, the U.S. Centers for Disease Control & Prevention and other federal agencies, as well as academic partners, private foundations, and the Biopharmaceutical industry.

### **Correctional Managed Care / UTMB Texas Department of Criminal Justice Hospital (UTMB-TDJC)**

Originally established as a partnership with the Texas Department of Criminal Justice in 1994, the University of Texas Medical Branch Correctional Managed Care provides managed health care for inmates in more than 100 adult and juvenile correctional facilities throughout the state. It offers medical, dental, and health services to more than 126,000 patients, or some 80% of the state's inmate population.

Correctional Managed Care is also among the world's leader in telemedicine and electronic medical records applications. With 4 million documented patient encounters per year, UTMB Correctional Managed Care is known for its innovative programs and creative solutions in the fields of correctional health care in jails, state prisons, juvenile detention centers and federal prisons.

The University of Texas Medical Branch at Galveston - Texas Department of Criminal Justice Hospital (UTMB-TDCJ) is a general acute care facility accredited by the Joint Commission on Accreditation of Health Care Organizations (JCAHO).

The UTMB-TDCJ Hospital was the first and remains the only one of its kind, specializing in offenders health care on the campus of a major academic medical center. The hospital opened in July 1983 and currently operates 172 inpatient beds, a multi-service ambulatory care center, a minor operating room with a recovery room, a telemetry unit of 12 beds, a medical intensive care unit of 6 beds and a 56-bed overnight holding unit. The UTMB-TDCJ Hospital provides a complete range of inpatient and outpatient services within the confines of a secured environment, which is staffed by Texas Department of Criminal Justice Institutional Division officers.

### **Sealy Institute for Vaccine Sciences**

The Sealy Center for Vaccine Development (SCVD) was established at UTMB in December 2001. In January 2018, vaccine research and development expanded at UTMB with the inauguration of the Sealy Institute for Vaccine Sciences (SIVS), which helps support and guide the development of prophylactic and therapeutic vaccines at UTMB.

With 76 UTMB faculty members from twelve School of Medicine departments, the institute incorporates the expertise of more than 100 cutting-edge research programs currently at UTMB. The faculty and staff of the SIVS strive to create, perfect, and promote the most effective and safest disease prevention strategies. In this endeavor, the institute carries on the proud tradition of medical research and discovery that has been a hallmark of UTMB since its beginning.

## **Institute for Drug Discovery**

UTMB has a stellar track record in countermeasure development against emerging viruses through partnership with government and industry. In response to the recent emergence of Ebola virus and SARS-CoV-2, UTMB has played a pivotal role in developing the first FDA-approved therapy and vaccine. To expand the success to other disease areas, UTMB launched the Institute for Drug Discovery in September 2021.

The Institute for Drug Discovery capitalizes UTMB's world-class research in infectious disease, neuroscience, and other disciplines for therapeutics development. Through academic and industrial partnerships, the Institute integrates the best interdisciplinary teams to discover small molecules and biologics for treatment of diseases. The drug discovery for pandemic preparedness is empowered by the Galveston National Laboratory, the largest biosafety-level-4 facility in the world on an academic campus, and well-established pathogen models at UTMB. The institute seeks collaborations with academia, industry, government, and philanthropy to develop medicines to improve and extend human lives.

## **Institute for Translational Sciences**

The Institute for Translational Sciences (ITS), established in 2007, is the academic home of UTMB's Clinical and Translational Science Award (CTSA), funded by the National Institutes of Health's National Center for Advancing Translational Sciences (NCATS). Currently, more than 50 institutions are active members of the CTSA Consortium. These CTSA institutions work together to speed the translation of research discoveries into improved health by transforming the way biomedical research is conducted. Programs are designed to train a new generation of clinical and translational researchers, engage stakeholders and communities in research, address barriers to clinical and translational research, and advance translational research through team-based approaches.

Aligned with the goals of UTMB, the ITS seeks to facilitate translational research as a rigorous discipline, develop translational research training programs at all levels in the graduate continuum, effectively conduct basic science research, translate discoveries from the lab bench into clinical trials, bring these research findings into the community, and ultimately influence clinical practice and improve public health. Throughout these initiatives, ITS interfaces productively with the national CTSA consortium.

## **UTMB HEALTH LOCATIONS**

UTMB spans four major campuses featuring comprehensive hospital and emergency care and more than 90-full range primary and specialty care clinics throughout Galveston and Brazoria counties, the Bay Area and Southeast Texas, including:



Galveston Campus: The Galveston campus is the birthplace of UTMB. The campus spans 120 acres and includes 8.1 million square feet of facilities housing healthcare, educational and research functions. Galveston is also home to one of only two non-military Biosafety Level 4 (BSL4) laboratories in the nation. These BSL4 laboratories are operated in conjunction with the Center for Disease Control (CDC) and have been instrumental in the discovery, treatment and vaccine development for diseases such as Ebola, Zika, and Covid-19.



The Galveston campus is anchored by the John Sealy Hospital. The former hub of UTMB's inpatient care complex, John Sealy Hospital was completed in 1978 at a cost of \$32.5 million and was funded in full by The Sealy & Smith Foundation. The 12-story hospital includes single patient rooms and specialized care units. It is the third facility to bear the name John Sealy Hospital, in memory of the benefactor whose bequest built the first John Sealy Hospital in 1890. Portraits of John Sealy and his son, John Sealy II, and daughter, Jennie Sealy Smith, are on display in the lobby. John Sealy Hospital continues to house the world-renowned Blocker Burn Unit, Mother & Baby and Labor & Delivery Units, the Children's Hospital, the Sleep Lab, cafeteria and various other services.

In addition, the campus includes the Jennie Sealy Hospital, a \$438 million facility features 310 patient rooms, including 60 dedicated ICU beds, a 28-bed day surgery unit, and 20 state-of-the-art operating suites. It also connects to UTMB's Clinical Services Wing, which contains the hospital pharmacy, laboratory space, support services (environmental services, materials management, linen) and a commercial kitchen.

League City Campus: League City is a community between Houston and Galveston comprised of over 100,000 residents and is one of the fastest growing communities in the nation. To meet the needs of that community and to competitively position the organization for the multitude of healthcare changes on the horizon, UTMB opened the League City Campus Hospital and Emergency Center in 2016. In collaboration with the University of Texas MD Anderson Cancer Center, a 190,000 square foot outpatient oncology facility was also constructed on campus, bringing world class oncology services to the citizens of League City and surrounding areas.



UTMB's expansion of the League City Campus earned the Houston Business Journal's 2022 Landmark Award in the medical category. The expansion gave the League City campus a total of 97 beds, designed to support the growing mainland population over the next decade. The new five-story patient tower features several new departments and amenities, adding 60 new patient beds, lab spaces, new food service and dining, and an adjacent helipad. The tower also can support future vertical expansion of up to 12 floors and 360 beds. The first phase of the expansion also included a new parking garage and a pedestrian bridge.

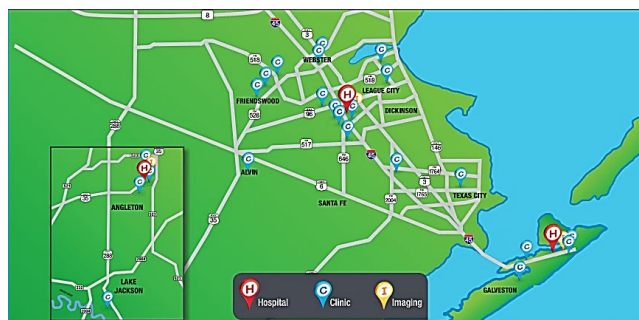
Angleton Danbury Campus: UTMB assumed the operations of the 237,000 square foot Angleton Danbury Hospital in 2014 under a 10-year agreement with the Angleton Danbury Health District. The 53-acre campus includes a 65-bed inpatient facility, Emergency Room, Professional Building, and Urgent Care Center. The hospital and clinics serve the communities of Angleton, Danbury, Rosharon and the surrounding areas. As the first trauma designated facility in Brazoria County, the facility and its care teams serve more than 60,000 lives from throughout southern Brazoria County. Earlier this year, the Angleton Danbury Campus achieved Level I Neonatal Facility Designation from the Texas Department of State Health Services.



Clear Lake Campus: Residents of the Bay Area have access to more innovative adult and pediatric inpatient and outpatient care at the UTMB Health Clear Lake Campus, home to the university's newest hospital with the most advanced technology and state-of-the-art equipment. The 367,976-square-foot facility opened in 2019 and offers 87 medical/surgical private patient rooms with the capacity to expand to 191 rooms. Also included in the facility are 90 intensive and intermediate care beds, 26 pre-anesthesia and post-anesthesia care beds, 23 private emergency rooms (including three for trauma), eight operating rooms, three interventional suites for cardiac procedures, two interventional radiology/interventional neurology suites and a pair of endoscopy suites. In December 2021, the Clear Lake Campus achieved Chest Pain Center Accreditation through the American College of Cardiology following an extensive 12-month review by a multidisciplinary team of staff and providers.



Regional and Multi-Specialty Clinics: In addition to the four campuses, UTMB also operates more than 90 clinics that provide primary, maternal, pediatric, urgent, wound and internal medicine care to regional patients in 500,000 square feet of space throughout Southeast Texas.



## **THE UNIVERSITY OF TEXAS SYSTEM**

For more than 130 years, The University of Texas System has been committed to improving the lives of Texans and people all over the world through education, research, and health care. With 13 institutions that enroll more than 240,000 students collectively, the UT System is one of the largest public university systems in the United States. UT institutions produce more than 67,000 graduates annually and award more than one-third of the state's undergraduate degrees and more than 60% of its medical degrees. Collectively, UT-owned

and affiliated hospitals and clinics accounted for more than 10.6 million outpatient visits and more than 2 million hospital days in 2021. UT institutions are among the most innovative in the world, collectively ranking No. 3 for most U.S. patents granted in 2021, and the UT System ranks No. 1 in Texas and No. 2 in the nation for federal research expenditures. The UT System also is one of the largest employers in Texas, with more than 22,000 faculty – including Nobel laureates and members of the National Academies – and more than 93,000 health care professionals, researchers and support staff. The UT System has an operating budget of \$25.2 billion.

# The Opportunity



**Position:**  
**President, UTMB Health**

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**Location:**  
**Galveston, Texas**

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**Reporting Relationship:**  
**The President for UTMB Health reports to the Chancellor of UT System.**

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**Website:**  
**<https://www.utmb.edu/>**

## Position Summary / Overview

The President of UTMB articulates and executes the strategic direction of the organization, working closely with the UT System Leadership Team and Board of Regents to elevate the brand, promote and advance the journey of academic excellence, and energize UTMB's workforce and leadership to achieve goals. This individual focuses on innovation and growth, ensuring that UTMB remains financially strong, responsive to consumers, and adaptive to ever-changing market conditions.

The President is responsible for providing executive leadership and is accountable for all operations, management, and financial performance for UTMB. They assist in the development of, and is responsible for, carrying out goals, objectives, plans and policies established by the UT System Board of Regents.

The President will ensure that UTMB is very community-focused and meets the needs of the people it serves. They will support the system's environment of accountability for operational and financial performance while assuring excellence in clinical quality, patient safety, customer service, employee engagement, as well as both faculty and patient satisfaction.

The President manages key partnerships and stakeholder relationships in the region as well as in the state and with the national government. The President will have the opportunity to shape UTMB with their own new vision and programs, leveraging the existing strengths of an already strong university. The President will work closely with state government leaders to maintain and build support, both programmatically and financially to ensure that the UTMB can honor its long history of accomplishment and service.

The new President will be an outstanding leader with a strong academic record, widely recognized for thought leadership. They must be a compelling leader whose passion for the educational, clinical, and research

missions energize the faculty, students, and staff, focusing their efforts on a strategic vision of excellence in all missions. The President must be a respected leader who is operationally savvy, highly knowledgeable of cutting edge science, capable of managing complexity and of effectively communicating with audiences throughout the state, elected officials and prospective donors. In addition, they will be a person of the utmost integrity and possess outstanding people skills.

The President will lead development programs, setting philanthropic strategy and goals, serving as the public and private philanthropic face of the UTMB, building relationships with prospective and established donors, identifying and developing new relationships with individuals and organizations, and collaborating with clinical and scientific leaders to engage and inspire donors to help build the UTMB's balance sheet and support future capital expenditures and growth initiatives; develop broad and deep relationships with the existing and potential donor communities.

UTMB and UT System place great value on being a diverse and inclusive community. UTMB is dedicated to diversity, equity and inclusion; therefore the President advances a culture of fairness, opportunity, and excellence by ensuring organizational accountability to the UTMB and system goals for diversity, equity, and inclusion, and driving a DEI strategy locally.

In addition, the President must be a competent and prudent steward of UTMB, guiding it through what will almost certainly be uncharted territories of change in the healthcare and social environment. Importantly, the President must be viewed by all stakeholders as a strong advocate for balancing the academic, educational, and clinical missions of the University as well as advocating for inclusion and diversity. They will promote a culture of institutional stewardship and transparency, including commitment to improved business operations, effective development and fundraising, and a willingness to re-align resources with evolving strategies.

## Key Responsibilities

### Leadership

- Commitment to advancing UTMB's role as a world-class academic health science center.
- Oversee the creation and implementation of a strategic business plan, subject to Board approval, that will enable UTMB to achieve its vision.
- Advance all missions – clinical, education, research, and service to the community - and lead through innovation and execution.
- Advance culture which enables employers and leaders, promotes healthy dialog, and provides participation in decision-making. Ensure high levels of employee and faculty engagement as well as trust in executive leadership.
- Be the visible leader and role model for UTMB in building a diverse and inclusive workforce throughout all levels of leadership.
- Ensure, build and/or maintain strong and stable leadership teams with a commitment to talent development and effective succession planning in order to advance the organization.
- Champion the UTMB reputation by articulating the strategic goals and messages of the university to build broad support both internally and externally.

## **Management**

- Ensure consistent translation of UTMB's strategic priorities into operational tactics that support UTMB's continued status as one of the state and nation's leading academic health systems.
- Ensure that UTMB achieves positive financial performance for the investments required of its strategy; develop and achieve budgetary, financial, quality, and operational goals.
- Provide leadership, support, and consistent messaging to UTMB senior leaders to support system integration activities, service line development, clinical collaborations, and optimal use of system assets – reducing duplication of services, where appropriate, and enhancing operational efficiency.

## **External Activities**

- Promote a positive and constructive relationship between the Board of Regents, the Chancellor, and the Executive Vice Chancellor for Health Affairs, and executive leadership, providing an appropriate level of communication and seeking guidance as needed to support the needs of the organization.
- Be an effective ambassador to the communities and the regions in which UTMB operates by engaging with consumers, business and political leaders, public health, and regulatory authorities. Communicate to external constituencies the innovation, strategy, and quality differences or "value-add" that UTMB brings to health care.
- Provide leadership and actively lead a high performing philanthropy program; advance a culture of giving to the organization.

# The Candidate

## Experience and Professional Qualifications

The next President will be a nationally recognized scholar and leader in academic medicine, one who is passionate about the mission, vision, and values of the School and is prepared to manage the cultural, strategic, and operational changes necessary to continue its success. The President will have a track record of collaborative partnership across organizational boundaries, demonstrate the learning agility that is characteristic of great leaders, and exhibit the cultural intelligence to effectively engage all those that contribute to the School's success while focusing their efforts to benefit the School, the community, and society.

The President is a leader of people and a developer of talent. The President selects, develops, and motivates key academic, research, and health system leaders and fosters the development and career advancement opportunities of talented employees at all levels of the organization.

The new President will be recognized as a natural leader, possess outstanding communication, listening and interpersonal skills, and be able to quickly establish credibility and rapport with a broad set of executives and constituencies. The President will be an individual of unwavering integrity and sense of purpose.

### **Professional Experience/Qualifications:**

- A track record of successfully achieving results through compelling leadership, strategic capability, vision, and effective culture building.
- Experience working effectively with boards, senior management teams, community leaders, government officials, and consumer groups to achieve results.
- A track record of recruiting, retaining, and developing high-performance and engaged leadership teams; skilled at motivating individuals, teams, and an entire organization to perform at a higher level and embrace change.
- A commitment to advancing diversity and inclusion in the organization's culture.
- A track record of engaging with donors and other constituents to advance philanthropic efforts.
- Demonstrated ability to secure and deploy resources effectively and efficiently.

### **Personal Characteristics/Attributes**

- Strong business acumen with an ability to interpret financial indicators in making sound decisions.
- Ability to anticipate and innovate, creating new ways for an organization to be successful; seeing ahead to future possibilities and translating them into breakthrough strategies.
- Strong executive presence and a leadership style that is humble, authentic, inspirational, and aspirational; politically astute with a high level of emotional intelligence.
- A highly effective communicator and listener at all levels of an organization as well as within the community.

## Education

The President must possess an M.D., M.D./Ph.D., or Ph.D.; a well-respected academician with significant leadership accomplishments, as well as having progressive senior administrative experience with national/international recognition.

## Equal Opportunity

UTMB Health and the University of Texas System are equal opportunity employer and does not discriminate on the basis of race, color, religion, age, national origin, sex, sexual orientation, gender identity/expression, disability, veteran status, genetic information, or any other basis protected by federal, state, or local laws, unless such distinction is required by law.



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