



8/29/16

**Position Description**  
**CHAIR**  
**DEPARTMENT OF ENVIRONMENTAL MEDICINE**  
**University of Rochester Medical Center, Rochester, NY**

**EXECUTIVE SUMMARY**

The University of Rochester School of Medicine and Dentistry invites applications and nominations for the position of Chair in the Department of Environmental Medicine. This nationally-recognized basic science department includes 13 tenure-track faculty members, 5 research-appointed faculty members, and 19 jointly-appointed faculty members from other departments representing many disciplines. All enjoy close collaborations with many other departments and centers across the Medical Center and the broader University.

The department's 24-year history includes a strong track record of research contributions and extramural funding, consistently ranking as the best-funded basic science department in the School of Medicine & Dentistry. The department's mission is to advance understanding of the role played by environmental and occupational agents in human disease and dysfunction, so as to foster prevention, amelioration, and treatment of exposure-based health consequences. A key component of the Department is the Environmental Health Sciences Center (EHSC), sponsored by the NIEHS. Established in 1975, the EHSC emphasizes the study of "Environmental Agents as Modulators of Human Disease and Dysfunction," with the goal of discovering and describing the underlying mechanisms of action of toxic substances.

The Department also plays key leadership roles in education. The Department is home to the multidisciplinary toxicology program, providing state of the art graduate and postdoctoral training in the environmental health sciences and toxicology, ranking in the top five such programs in the U.S. As well, educational efforts span important links to the larger community. The innovative University of Rochester Life Sciences Learning Center offers a wide variety of unique, hands-on science education and outreach programs for students (elementary through high school), teachers, and the general community in the Rochester region. Departmental faculty also play key roles in the education of physician residents in preventive medicine and public health, a training program based in the Department of Public Health Sciences.

Two clinical programs are based in the Department. The Division of Occupational and Environmental Medicine (OEM) sees patients in three locations, offering a broad range

of examinations and medical surveillance programs. Finger Lakes Occupational Health Services are dedicated to the diagnosis, treatment, and prevention of occupational injury and disease, and to meeting the needs of businesses and workers by helping reduce or prevent illness and injury in the workplace.

The University of Rochester Medical Center provides an outstanding environment for basic science as well as translational and clinical research, with its Shared Resource Laboratories, Clinical and Translational Science Institute, and top-quarter ranking in federal funding. Department faculty also benefit from the School's close proximity to and collaborations with the University River Campus, home to the School of Arts and Sciences (including a Department of Earth & Environmental Sciences, comprising over 15 faculty members and offering several degree programs including a B.A. in environmental studies and a B.S. in environmental science) and the Hajim School of Engineering and Applied Sciences (a highly ranked research and educational enterprise comprising over 90 faculty members). UR Medicine's clinical enterprise provides opportunities for clinical interactions, and is uniquely poised to create an innovative integrated health care delivery system serving a regional population of over two million people. The Rochester area enjoys economic stability and excellent cultural attractions, and is consistently rated one of the most livable cities in the U.S.

Candidates for this position must have a doctoral degree in a relevant field and must qualify for appointment as a tenured Professor at the University of Rochester School of Medicine and Dentistry. Desirable candidates will have an academic career with a distinguished research and teaching record, including a demonstrated track record of leadership and management, mentorship, and collaboration. Experience with an Environmental Health Sciences Center and with NIEHS funding will be highly valued.

#### **THE UNIVERSITY OF ROCHESTER AND ITS MEDICAL CENTER**

The University of Rochester (UR) is one of the country's leading research universities. With more than 2,400 faculty members and instructional staff, UR offers more than 200 academic majors and is home to over 10,000 students. Learning at UR is on a very personal scale; it is among the smallest and most collegial of the top research universities and emphasizes collaborative interactions. The motto of the university, *Meliora* ("ever better"), captures the continuous progress that has defined UR since its founding in 1850. While the university is one of the smallest Carnegie "very high research activity" research universities, it has a number of departments ranked among the best of their fields.

One of the nation's leading academic medical centers, the University of Rochester Medical Center (URMC) forms the centerpiece of the university's biomedical research, teaching, patient care, and community outreach missions, accounting for over 80% of UR's revenue. URMC's overall academic and clinical enterprise has a budget of almost \$2.5 billion, and the main campus occupies 4.9 million square feet of space, situated in close proximity to the university's River Campus. Led by CEO and Dean Mark Taubman,

MD, the medical center has an integrated administrative structure, budget, and strategic plan.

As a system, URMC is comprised of:

- School of Medicine and Dentistry, including its integrated faculty practice, the University of Rochester Medical Faculty Group (URMFG)
- School of Nursing
- Eastman Institute for Oral Health
- Strong Memorial Hospital, including Golisano Children’s Hospital at Strong
- Integrated clinical, educational, & research institutes, including the James P. Wilmot Cancer Institute and the Del Monte Institute for Neuromedicine
- Highland Hospital
- Thompson Health
- Visiting Nurse Service
- Recent additional regional affiliates, including Jones Memorial Hospital and Noyes Memorial Hospital; URMC continues to grow its regional clinical network and is currently in discussions with several hospitals and health care facilities in the western New York region

URMC and its Clinical and Translational Science Institute rank within the top quarter of U.S. medical centers for federal research funding. The URMC clinical enterprise across all sites has been branded “UR Medicine” to bring clarity, consistency, and visibility to this growing network, which is anchored by Strong Memorial Hospital, a university-owned teaching hospital as well as a tertiary and quaternary care referral center for Western New York, boasting programs consistently recognized nationally.

URMC is transforming its clinical enterprise to a new accountable care model, seeking to create a multi-county regional delivery system serving over two million people that will care for its communities and also be a laboratory for research and teaching. As an integrated campus with university-owned schools, hospitals, and related facilities, URMC is outstandingly well positioned to make a major impact on the region and to serve as a model nationally.

#### **UNIVERSITY OF ROCHESTER SCHOOL OF MEDICINE & DENTISTRY**

The School of Medicine and Dentistry (SMD) is organized into basic science and clinical departments as well as interdisciplinary research centers. Most basic science and clinical research is undertaken in the School through its full-time faculty. For fiscal year 2014, SMD faculty have garnered over \$151 million in annual federal research funding, including \$144 million from the NIH, and \$217 million in total external funding.

The School of Medicine and Dentistry has over 400 students training for a Ph.D. in the biomedical sciences, statistics, or community and preventive medicine, and over 150 postdoctoral appointees. The undergraduate medical education program, with 104

students per class, has an applicant acceptance rate less than 5%, making it among the most highly selective in the nation. Graduate medical education trainees include over 750 residents and fellows. Approximately 1,800 full- and part-time faculty are employed by the SMD.

The SMD biomedical graduate program utilizes a research and educational cluster approach. This allows students to train in research methods beyond traditional departmental and disciplinary boundaries. Another distinctive feature of graduate education at SMD is the Medical Scientist (MD/PhD) Training Program, which is relatively large in comparison to the size of the overall medical student class. For 2016/2017 enrollment, the program has 61 students.

In 2006, URMC was in the initial cohort of 12 centers nationally to receive funding from the NIH for a Clinical and Translational Science Award, was among the 10 institutions to have this funding renewed in 2011, and has recently learned that the grant will be again renewed with \$19 million in funding. URMC constructed a new 197,000-square-foot building to house the Clinical and Translational Sciences Institute (CTSI), one of the first facilities in the nation devoted to clinical and translational studies. The CTSI brings together scientific disciplines, and supports operations, education and training programs, and specific clinical research activities throughout its Center for Human Experimental Therapeutics and Center for Community Health. The institute is facilitating regional economic development by propelling growth in employment, creating regional research initiatives, and developing new technologies with commercial potential.

SMD scientists also benefit from access to a wide range of core services and collaborative experts:

The Health Sciences Center for Computational Innovation (HSCCI) is the result of a partnership among the University, IBM, and New York State. Home to IBM's latest supercomputer, the BlueGene/Q, and a new Linux cluster, BlueHive 2, the HSCCI is one of the most powerful university-based supercomputing sites in the nation. The HSCCI is maintained within the University's Center for Integrated Research Computing (CIRC), currently supporting systems with an aggregated computing performance of about 420 teraFLOPS. Recognizing the critical importance to the SMD of innovative, complex analyses of extremely large datasets, the School also is coordinating the biomedical informatics expertise and activities of many faculty members across several departments and centers. In late 2013 the University announced a new, \$50 million commitment to greatly expand its activities in data science, including the creation of the Goergen Institute for Data Science, construction of a state-of-the-art building to house it, and the recruitment of up to 20 new faculty members with expertise in the field.

The SMD Shared Resource Laboratories (SRLs) provide an extensive spectrum of trained personnel, innovative and leading-edge services, and instrumentation to all School researchers. The SRLs include cores focused on: confocal and conventional microscopy;

electron microscopy; flow cytometry; genomics research; multiphoton imaging; and proteomics. Many other facilities provide additional shared expertise and the ability to process or image specimens and samples with a wide range of technologies.

The work of SMD scientists also is supported by University-wide services including UR Ventures, an office devoted to help bringing technologies to the marketplace including licensing of intellectual property to outside companies. The SMD's close proximity to the University's River Campus fosters collaborations with the School of Arts and Sciences and the Hajim School of Engineering and Applied Sciences.

### **THE ROCHESTER COMMUNITY**

Rochester is the seat of Monroe County, New York. Situated east of Buffalo, west of Syracuse, northwest of New York City, and across Lake Ontario from Toronto, it is at the center of a large metropolitan area that includes the neighboring counties of Genesee, Livingston, Ontario, Orleans, and Wayne. The Rochester region has a population of about 1 million, while the broader area of western New York has a population of approximately 1.7 million. The City of Rochester, with approximately 200,000 residents, is New York's third-most populous city after New York City and Buffalo. Located on the Genesee River, where the Great Lakes meet the vineyard-dotted Finger Lakes, Rochester provides easy access to a wealth of four-season outdoor recreation.

Rochester became America's first 19<sup>th</sup>-century "boomtown," rising to prominence initially as the site of many flour mills located on the Genesee River and as an important stop along the Erie Canal. Today, it is an international center of higher education and medical and technological development. The region is known for many acclaimed universities, and several of them (notably the University of Rochester and the Rochester Institute of Technology) are nationally-renowned for their research programs. In addition, Rochester continues to be the site of many important inventions and innovations in consumer products. The Rochester metropolitan area is the second-largest regional economy in New York State, after the New York City metropolitan area. Its lively "knowledge economy" draws its strength from established companies such as Xerox, Bausch and Lomb, IBM, and Eastman Kodak, and their many small business spin-offs, including growing telecommunications, biotechnology, and information technology enterprises. In recent years, the University of Rochester has become the largest employer in the Rochester area and the sixth-largest private employer in New York State.

In 2015 a consortium of organizations — led by the University of Rochester, Rochester Institute of Technology, and SUNY Polytechnic Institute — was selected by the Department of Defense as winners of the American Institute for Manufacturing Integrated Photonics competition. This \$600 million initiative will be headquartered in Rochester and comprises more than 90 leading industry and academic partners in 18 states. The focus of the new "AIM Photonics" institute will be to drive the innovation necessary to create and manufacture new types of devices that use light and electricity

for communications and data processing, technologies that will have a wide array of potential applications, ranging from telecommunications to national security to medical devices. Rochester will be home to the research and development, technology commercialization and incubation, and administrative elements of the institute; it also is the only site within the consortium to include a medical center, and is thus ideally poised to conduct first-in-human trials of novel photonic devices.

Rochester consistently receives high rankings nationally as a “most livable city,” for overall quality of life, and as one of the very best places to raise a family. The region has outstanding, highly-ranked public and private schools, with a relatively modest cost of living and a stable, affordable housing market. Home to the renowned Eastman School of Music, the Rochester Philharmonic Orchestra, and the Xerox Rochester International Jazz Festival (among the nation’s most popular and respected), and to several professional sports teams, Rochester enjoys economic stability and a level of arts, culture, sports, and dining comparable to that of many larger cities.

For more information about living in Rochester, see [www.rochestermadeforliving.com](http://www.rochestermadeforliving.com), [www.visitrochester.com](http://www.visitrochester.com), or [www.cityofrochester.gov](http://www.cityofrochester.gov).

#### **THE DEPARTMENT OF ENVIRONMENTAL MEDICINE**

Research and education in environmental health sciences has a long, distinguished history at the School of Medicine & Dentistry. In the 1940s and 1950s, UR faculty members were asked to assess the toxicity of metals and chemicals involved in the production of the first atomic bomb, laying the groundwork for a national resource of toxicology of metals research in what was then the Department of Radiation Biology and Biophysics. This was followed in the 1960s with the establishment of the Society of Toxicology, with Harold Hodge, PhD, chair of the UR Department of Pharmacology, serving as the Society’s co-founder and first president. The School’s Ph.D. program in Toxicology was founded in that decade and remains NIH-funded to this day. The 1960s also saw the origins of a unique program in neurobehavioral toxicology and the implementation of a Rochester Conference Series on Environmental Toxicology. A NSF program project award in 1971, supporting groundbreaking studies of methylmercury poisoning in Iraq, led to the initial funding of the UR’s NIEHS Core Center grant in 1975; its continuous funding to this day supports what is now the UR Environmental Health Sciences Center. Center research programs continued to expand in the 1980s, including the addition of a renowned pulmonary toxicology program, expertise critical to the subsequent development of EPA-NIH-funded Particulate Matter Centers. All of this growing expertise ultimately led in 1992 to the establishment of the Department of Environmental Medicine. The department’s mission is to advance understanding of the role played by environmental and occupational agents in human disease and dysfunction, so as to foster prevention, amelioration, and treatment of exposure-based health consequences.

The department has been led by internationally renowned chairs, including founding chair Thomas Clarkson, PhD (1992–1998), Deborah Cory-Slechta, PhD (1998–2001), and Thomas Gasiewicz, PhD (since 2001). Dr. Gasiewicz became ill in early 2015, at which time Dr. Cory-Slechta assumed the functions of acting chair. With it now clear that Dr. Gasiewicz will be unable to return to his leadership role, we seek his successor as permanent Chair of the Department. Importantly, the Department Chair has also always served as Principal Investigator for the NIEHS Environmental Health Sciences Center, a highly successful arrangement that has fostered synergies among the Center, the Department, and many other departments and centers at the University.

Department faculty currently comprise eight Professors, three Associate Professors, and two Assistant Professors, as well as four Emeritus Professors and eight non-tenure track faculty members (including five with research appointments). Almost 30 faculty members from other departments, centers, and institutions hold joint or adjunct appointments, reflecting the range and breadth of the Department's collaborative relationships. The department consistently has been the top-funded basic science department in the School of Medicine & Dentistry. Current support comes from over 20 grants totaling over \$8 million annually from the NIH. Department faculty play important leadership and other roles with numerous professional organizations and funding agencies nationally and internationally. There is one endowed professorship held in the Department: Richard Phipps, PhD, Director of the Lung Biology and Disease Program, is the Wright Family Research Professor of Environmental Medicine, also holding joint appointments as Professor of Microbiology & Immunology, Medicine, Obstetrics & Gynecology, Pathology & Laboratory Medicine, Pediatrics, and Ophthalmology.

Faculty research programs are highly multidisciplinary, and include pulmonary, cardiovascular, neurologic, reproductive and developmental, neuro-, osteo-, and immunotoxicology, as well as stem cell biology and epigenetics. Many departmental investigators are part of the Medical Center's Lung Biology and Disease Program, a coordinated multidisciplinary group of over 30 faculty members with research interests in basic science aspects of lung disease, translational and pre-clinical animal models, and clinical research.

A key component of the Department is the Environmental Health Sciences Center (EHSC), sponsored by the NIEHS. Established in 1975, the EHSC emphasizes the study of "Environmental Agents as Modulators of Human Disease and Dysfunction," with the goal of discovering and describing the underlying mechanisms of action of toxic substances. The EHSC is committed to translating research findings to improve public health. The Community Outreach and Engagement Core (COEC) maintains two-way links between environmental health research and the information needs of the community, through a Community Advisory Board and partnerships with community groups.

The Department also plays key leadership roles in education. The Department is home to the multidisciplinary toxicology program, providing state of the art graduate and postdoctoral training in the environmental health sciences and toxicology, ranking in the top five such programs in the U.S. Mentors come from over 10 basic science and clinical departments, and program alumni have assumed significant leadership positions in academia, government, industry and other occupations related to toxicology, environmental health, and public policy, making important contributions to research and education in these fields. There are currently 26 graduate students in the Ph.D. program, as well as nine postdoctoral research associates in residence. As well, educational efforts span important links to the larger community. The EHSC's COEC is described above. The innovative University of Rochester Life Sciences Learning Center offers a wide variety of unique, hands-on science education and outreach programs for students (elementary through high school), teachers, and the general community in the Rochester region. Departmental faculty also play key roles in the education of physician residents in preventive medicine and public health, a training program based in the Department of Public Health Sciences.

Two clinical programs are based in the Department. The Division of Occupational and Environmental Medicine (OEM) sees patients in three locations, including an on-site facility for University of Rochester Medical Center employees. Services include a broad range of examinations and medical surveillance programs. Finger Lakes Occupational Health Services are dedicated to the diagnosis, treatment, and prevention of occupational injury and disease, and to meeting the needs of businesses and workers by helping reduce or prevent illness and injury in the workplace.

#### **RESPONSIBILITIES OF THE CHAIR**

The Chair of the Department of Environmental Medicine is an academic appointment within the School of Medicine and Dentistry. The Chair reports directly to Mark Taubman, MD, the URMCE CEO, University Senior Vice President for Health Sciences, and the SMD Dean. The chair also reports indirectly to the Dean through the Vice Dean for Research, Stephen Dewhurst, PhD.

The Chair is accountable for the development and implementation of strategy and policies; will plan, lead, organize, and direct the educational, research, and business affairs of the department, as well as represent the department within the medical center and the university, and to other external constituents, collaborators and customers. The Chair is overall charged, through vision and persuasion, with supporting an environment in which the departmental community functions as a whole greater than the sum of its parts. This is expected to include maintaining and strengthening existing activities and, in coordination with institutional goals, developing new efforts. While the Chair will bring important leadership and perspective in shaping such work, the vision and plans likely will include the following opportunities and challenges. He/she will be responsible for:

**Leading, recruiting, and developing a high-functioning team.**

Given the importance of collaboration to the field and the institution, the Chair must nurture an environment that fosters teamwork among faculty and staff both within the department and across the medical center. The chair must encourage creativity and offer equitable opportunities for individual and collective growth and development. The Chair must be a skilled manager of diverse talent, creating roles for the range of faculty interests and aptitudes along with necessary expectations and support, embedded in organizational structures that best support the continued vitality of the department as a whole. Targeted recruitment efforts (substantially informed by recruitment commitments specified in the EHSC), ongoing refinement of mentoring programs, and providing support for career development will help accomplish these goals.

**Continuing to develop the productivity and impact of the department's research enterprise.**

Maintaining the Department's nationally-ranked research programs will require continued alignment with the URMC research strategic plan. Competitive renewal of the EHSC grant from the NIEHS in 2019 will be essential to the continued success of the Department and Medical Center. The Chair should encourage further collaborations across research groups, both within the Department and across the Medical Center and University where appropriate.

**Continuing to develop the quality of educational programs.**

Department faculty play key leadership and front-line teaching roles in excellent programs in graduate, postdoctoral, and community education. Beyond continued quality improvements within existing programs, the Chair will need to consider potential opportunities for broadening the graduate student and postdoctoral applicant pools, and for further innovative approaches to multidisciplinary lifelong education in the basic and translational sciences.

More specifically, the Chair of the Department of Environmental Medicine will:

- Provide overall leadership for the Department and to URMC, fostering a culture of trust, collaboration, transparency, and the highest quality of research and training activity
- Develop and clearly communicate a vision for the Department and establish, in conjunction with the members of the Department, its goals and objectives, in keeping with the medical center planning goals and maintaining state-of-the-art and innovative programs
- Be accountable for all professional and administrative activities within the Department
- Keep abreast of local, regional, and national trends in science and education as related to the Department's activities, and communicating relevant changes to faculty, staff, and trainees

- Serve as the liaison between senior URMC and SMD leadership and the Department, providing guidance on the overall institutional policies and specified activities in the Department
- Refining the Department's compensation models to equitably reward high quality research and teaching
- Be accountable for every phase of administration, including budgetary authority of the Department through cooperation with URMC and SMD leadership
- Be accountable for the maximum operating efficiency of staff through effective communication and relationships
- Promote and grow the research enterprise of the Department
- Grow and enhance educational and training programs across the range of trainees served by the Department
- Assure the active involvement of Department faculty members in teaching, in coordination with the relevant education directors
- Maintain a regular review of the professional performance of the faculty members in the Department
- Regulate and participate in the admission process for new members of the Department, transmitting to the appropriate authorities the Department's recommendations concerning appointment and classification, reappointment, delineation of clinical privileges or specified services, and corrective action with respect to faculty in the Department
- Ensure that there is an active program to recruit faculty members with needed skills, and continually seek candidates for open positions on the staff, consistent with the needs of the Department and the institution
- Appoint such committees and other leadership roles or organizational structures as necessary to conduct the functions of the Department

#### **PROFESSIONAL QUALIFICATIONS AND ATTRIBUTES**

The ideal candidate will be an outstanding scientist, educator, and leader with the stature, experience, and vision required to assure the success of the department and the goals noted above. The candidate must possess a doctoral degree in a relevant scientific discipline, should be a nationally recognized investigator with a strong track record of extramural funding, including from the NIEHS, and must qualify for appointment as a tenured professor at the University of Rochester School of Medicine and Dentistry.

Outstanding candidates for this position will possess the following characteristics:

- Have the temperament and interpersonal skills to work effectively with professional peers and Department members under his or her supervision, as well as colleagues in other departments and with senior leaders of the Medical Center
- A dynamic, open-minded, forward-thinking individual who will lead the development and articulation of short- and long-term program direction and strategy
- Have the highest ethical standards

- Possess strong personal and professional integrity and be a team player
- Dedicated to the mission and principles of the University of Rochester Medical Center
- A proven leader with administrative and management experience who can organize a complex, sophisticated strategic agenda, execute a management plan, and engage constituents while holding them accountable
- Outstanding interpersonal skills, integrity, warmth, good humor, and a high level of energy and commitment that can harness and celebrate the success of others
- An accomplished academic career, with experiences sufficient to enable successful leadership of the department across all of its missions and goals
- A history of mentoring and fostering the career development of others, collaborating broadly in complex organizations and guiding programmatic development
- A strong business sense, someone who understands finance, operations, and business development opportunities
- A person committed to inclusiveness and equity in gender, race, ethnicity, and sexual orientation, with attention to the needs of diverse faculty, staff, patient, and customer populations

Additional qualities and experiences sought in this individual include:

- A proven track record of leadership in successful programmatic developments in research and education, including work in an Environmental Health Sciences Center
- Managerial and administrative skills to achieve the goals of the Department, while balancing the resources and financial budget with strong business acumen
- Strong communication, listening and interpersonal skills
- The ability to negotiate and find “win-win” situations
- The ability to plan and lead change through a well thought out and communicated plan of action, anticipating competing priorities and potential roadblocks and ensuring that appropriate buy-in and engagement of key stakeholders has taken place
- The ability to build consensus, while also being decisive
- The ability to build relationships with alumni, and other constituents in support of building institutional endowments
- A leadership style that is energetic, engaging, entrepreneurial, and motivating
- Strategic and visionary thinking, and the ability to develop new programs to meet research and educational needs
- The charisma necessary to recruit strong faculty members

#### **COMPENSATION**

The successful candidate will receive an attractive and competitive compensation package, together with an excellent benefits package. The candidate will also be able to negotiate shared resources toward departmental goals and their vision.

**INQUIRIES / HOW TO APPLY**

Inquiries should be addressed to the chair of the recruitment committee, Jeffrey M. Lyness, MD, Senior Associate Dean for Academic Affairs, phone 585-275-6741 or email Jeffrey\_Lyness@urmc.rochester.edu. Applicants should submit electronically a cover letter and complete curriculum vitae to Dr. Lyness, and also apply via the University Human Resources website at [www.rochester.edu/jobopp](http://www.rochester.edu/jobopp) (search for job posting #197127).

*The University of Rochester has a strong commitment to principles of diversity and, in that spirit, actively encourages applications from groups underrepresented in higher education*

*EOE Minorities/Females/Protected Veterans/Disabled*