



U.S. News & World Report has ranked Cincinnati Children's the No. 2 Children's Hospital in the U.S.!
With all 10 of its subspecialties ranked in the top 10, CCHMC's cancer and gastroenterology programs are No. 1 in the nation.



Cincinnati
Children's[®]
changing the outcome together

ANNOUNCING THE INVITATION FOR APPLICATIONS AND NOMINATIONS
for the
**DIVISION DIRECTOR,
RESEARCH IN PATIENT SERVICES**

WWW.CINCINNATICHILDRENS.ORG



Cincinnati Children's, an internationally renowned, world-class medical center, seeks an academic nurse administrator-researcher for the endowed position of Division Director of Research in Patient Services. Applications and nominations are invited, and confidential conversations are welcomed.

THE LEADERSHIP OPPORTUNITY

Serving children and families for the past 135 years, Cincinnati Children's is committed to being a leader in improving the health of children, with a primary focus on family-centered care, quality improvement, specialty programs, and cutting-edge research. The medical center has a cooperative and supportive work environment where researchers exchange their discoveries and share information with the goal of providing healthcare with ever improving results.

In addition to its leading-edge research and quality care, Cincinnati Children's is known for its outstanding work environment. The medical center was

inducted into the *Cincinnati Business Courier's* "Best Places to Work Hall of Fame" in November 2008 after several inclusions on the annual list.

The Division Director for Research in Patient Services is an exceptional opportunity for an experienced nurse administrator-researcher. This administrator provides strategic leadership for interdisciplinary research programs led by nursing and allied health faculty. The Department of Patient Services is a diverse group of scientists from disciplines including nursing, pharmacy, physical and occupational therapy, audiology, and others. This

administrator also serves as the Scientific Director for Nursing.

PRIMARY RESPONSIBILITIES

Leadership

- Leads the faculty of the Department of Patient Services, which includes scientists from nursing, pharmacy, physical and occupational therapy, audiology, and others.
- Leads a core group of nursing faculty as the Scientific Director for Nursing.
- Assumes primary responsibility and accountability for the development, implementation, and evaluation of the Patient Services strategic plan for research.
- Represents the Department of Patient Services within the Cincinnati Children's Research Foundation and serves as a liaison and partner with academic institutions including the University of Cincinnati.
- Develops and leads an effective leadership team of disciplinary Scientific Directors to ensure ongoing professional and scientific development of faculty.
- Interacts with other Programs, Divisions, Centers, and Institutes to develop interdisciplinary research programs that align with and ensure

Cincinnati Children's Hospital Medical Center

MISSION STATEMENT

Cincinnati Children's will improve child health and transform delivery of care through fully integrated, globally recognized research, education, and innovation.

For patients from our community, the nation and the world, the care we provide will achieve the best:

- Medical and quality-of-life **outcomes**
- Patient and family **experience**
- **Value** today and in the future

VISION STATEMENT

Cincinnati Children's
Hospital Medical Center
will be the leader in
improving child health.



that the organization achieves its strategic mission.

- Effectively spans the research and clinical enterprises to ensure research alignment with organizational priorities and research integration with the practice of nurses and allied health professionals.
- Provides oversight of all recruitment efforts to ensure that future faculty and staff will support and grow the programs and initiatives to aid in achieving the organization's mission.
- Develops a vision and plan for departmental succession.

Fiscal Accountability

- Collaborates with business personnel to ensure the financial viability and sustainability of the division.
- Oversees the division's fiscal analysis and monitors financial performance.
- Takes corrective actions as needed to maintain margin.
- Develops annual budgets, capital and space requests, and faculty recruitment packages.
- Partners with institutional development officers to generate philanthropic support for key research programs and initiatives.

Research

- Leads a primary program of research supported by major grants from the National Institutes of Health or other external sources.

- Encourages and monitors faculty research productivity.
- Identifies and disseminates opportunities for research funding and ensures submission of competitive proposals aligned with the strategic plan.
- Oversees and directs grants planning, review, and applications.
- Provides review of data and publications, ensuring professionalism and integrity in all research activities.
- Motivates and trains others in techniques of successful grantsmanship.
- Plans, develops, designs, and conducts research/demonstration projects, both individually and in collaboration with staff or faculty and/or university faculty.
- Prepares and submits publications based on research/demonstration activities.
- Promotes research/demonstration activities and publications of staff and trainees.
- Provides expertise and service for review groups and professional societies and journals.
- Maintains a faculty appointment at the University of Cincinnati.

Faculty Development

- Leads the mentorship and development of all assigned faculty.
- Provides encouragement, mentoring, and local-regional-national exposure.

- Conducts and/or oversees the evaluation of faculty and ensures they are provided clarity on expectations and contributions.
- Provides professional guidance through the review of data, abstracts, publications, and presentations.
- Demonstrates and assures professionalism.
- Serves as a role model for all staff.
- Oversees and manages faculty reward programs.
- Develops faculty and staff to their maximum potential, including use of effective personal growth/performance assessment systems. Incorporates retention strategies into faculty development plans.

Administration

- Effectively supervises and leads all assigned faculty and staff.
- Manages the selection, development, motivation, appraisal, and discipline of personnel.
- Ensures that job requirements and goals for each position are clear to employees.
- Maintains a climate that attracts, retains, and motivates faculty and staff.
- Assesses, develops, implements and maintains appropriate departmental policies, procedures, job descriptions and philosophy as consistent with Cincinnati Children's policies and values.



- Serves on CCHMC committees and working groups. Ensures compliance with all medical center policies and applicable State and Federal regulations.
- Oversees research quality and compliance initiatives.
- Partners effectively with internal departments and external agencies.

- Ability to work effectively within a highly matrixed and complex academic medical center
- Eligibility for faculty appointment within the University of Cincinnati College of Nursing at the rank of Professor

QUALIFICATIONS

Candidates must have a research Ph.D. in nursing or related field. If the Ph.D. is in another field, a Master's degree in Nursing is required. A current externally funded research grant is preferred.

Additional requirements:

- Seven to ten years of faculty or research administration experience, with preference for candidates experienced in developing successful research programs within clinical delivery systems
- Proven leadership advancement and experience with development, management, and directing research personnel and programs
- Outstanding record of extramural research awards and scientific publications
- Demonstrated success in team science and building collaborative inter-professional research teams

CINCINNATI CHILDREN'S

Cincinnati Children's, a nonprofit academic medical center established in 1883, is one of the oldest and most distinguished pediatric hospitals in the United States. With more than 600 registered beds, the medical center had more than 1.3 million patient encounters and served patients from all 50 states and 58 countries, including 589 international patients, in fiscal 2019.

The medical center offers comprehensive clinical services, from treatments for rare and complex conditions to well-child care. In the 2018-19 *U.S. News & World Report* survey of best children's hospitals, Cincinnati Children's ranked No. 2 among all Honor Roll hospitals. CCHMC has held this lead position for many years.

Through an academic affiliation dating to 1926, Cincinnati Children's comprises the Department of Pediatrics at the University of Cincinnati College of Medicine with over 700 full-time faculty members. It trains more than 600

residents and clinical fellows a year in various pediatric specialties and offers some of the most highly ranked research-based education and training programs in the nation.

Cincinnati Children's has been an important force in pediatric research since the opening of the Cincinnati Children's Research Foundation in 1931. As one of the nation's top pediatric research institutions, Cincinnati Children's strives to remain on the cutting edge of pediatric research. Although a new research facility was completed in 2007, the medical center's research capacity quickly outgrew the new facility and more space was recently added to keep pace with its research needs.

Research is conducted in the supportive work environment. Researchers at Cincinnati Children's share their ideas, discoveries, and advancements with the belief that they are all caregivers and making children well is everyone's business.

Grant funding for research has more than tripled in the last 15 years, supporting countless discoveries and the continued expansion of its areas of research. The medical center is a leading recipient

Links to Information

- **Awards and National Recognition:** <https://www.cincinnatichildrens.org/about/awards>
- **2017 Research Report:** <https://www.cincinnatichildrens.org/research/cincinnati/annual-report/2017>
- **Research at Cincinnati Children's:** <https://www.cincinnatichildrens.org/research/cincinnati>

of research funding from the National Institutes of Health (NIH). Other gifts and grants of support make up more than \$170 million of its research funding.

Cincinnati Children's attained Magnet status in 2009 as part of the American Nurses Credentialing Center's Magnet Recognition Program. This voluntary credentialing program for hospitals recognizes excellence in nursing. This credential is the highest honor an organization can receive for professional nursing practice.

Cincinnati Children's is determined to strengthen its environment for all patients, families, and employees, so that diverse views and backgrounds are welcomed and valued. Whether serving patients from down the street or across the world, the medical center seeks to understand and prepare for the diverse needs of all patients and families as it considers it vital to their safe, effective care. With more than 15,700 employees, Cincinnati Children's has been recognized among the top 10 Hospitals and Health Centers in the U.S. for workplace diversity.

CINCINNATI, OHIO

Cincinnati is a great historic city with a lot of new energy, giving it a good mix of rich cultural institutions and up-and-coming, progressive spaces. While offering a wide range of arts, sports, entertainment, and attractions, Cincinnati is also one of the most affordable cities in the country. The cost of living is actually much lower than many high-profile American cities.

The city has received numerous regional, national, and international accolades. Among the many lists that Cincinnati has been recently named include One of 10 Cities to Watch in 2017, Best Place in the Nation for Recreation, America's Healthiest Cities, Top Cities for Foodies, 10 Best Cities to Relocate to in the U.S.,



Most Affordable Cities in the Country, and Cities Where Your Paycheck will go the Furthest.

The Cincinnati metropolitan area has a population of more than 2 million. It is

located in southern Ohio, at the north side of the confluence of the Licking River to the Ohio River. The area enjoys four distinct seasons.

APPLICATION AND NOMINATION PROCESS

To apply - Application must include:

- 1) Letter of interest, including information on research
- 2) Curriculum vitae
- 3) At least three references with full contact information, including e-mail addresses (References will not be contacted without applicant's consent)

Additional information will be sent for completion of application packet.

Submit application to CCHMC@myersmcrac.com. Applications are being reviewed. The search will remain open until the position is filled.

Submit nominations to CCHMC-nominate@myersmcrac.com with full contact and e-mail information for the nominee.

Emily Parker Myers, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting**, are assisting Cincinnati Children's with this search.



515 Mulberry Street, Suite 200
Macon, Georgia 31201
(478) 330-6222 | www.myersmcrac.com

Cincinnati Children's complies with applicable laws and does not discriminate against people or treat them differently on the basis of race, color, national origin, ancestry, religion, age, sex, sexual orientation, marital status, disability, or other unlawful reasons. Cincinnati Children's provides reasonable accommodations to qualified individuals with disabilities in accordance with the Americans with Disabilities Act and applicable state and local law.