



Recruitment for Chair, Department of Radiation Oncology

Duke University School of Medicine and Duke University Health System seek a nationally recognized radiation oncologist at the Associate Professor to Professor level to serve as **Chair of the Department of Radiation Oncology**. Reporting directly to the Executive Vice President for Health Affairs of Duke University and Dean of the School of Medicine, and the Chief Executive Officer of Duke University Health System (DUHS), the Chair has the opportunity to shape a robust academic department with a proven reputation for providing high-quality patient-centered care, advanced research and educational programs, and development of radiation oncology services in DUHS. The ideal candidate will have proven leadership and recruitment expertise, a distinguished record of original research and proton experience, exceptional clinical and educational skills, and a commitment to Duke Health's missions. This is an exciting time in our organization as we conclude the first year of integrating the former PDC faculty practice into the health system. This leader will help shape the department's standing in the newly formed practice, termed DHIP (Duke Health Integrated Practice), as well as inform developing new funds flow mechanisms (as one example).

A total of 36 radiation oncologists and 37 medical physicists within the Department provide care to patients at Duke University Hospital, Durham VA Medical Center, and seven community hospitals. The Department has an active clinical trials program (including investigator-initiated, multisite, cooperative group, and others) with support by research nurses, regulatory support, data management and biostatistics. Radiation Oncology offers robust programs in basic, translational, and computer science.

Radiation oncology faculty have extensive collaborations and partnerships with the faculty of other clinical and basic science departments, centers and institutes, including the Duke Cancer Institute, within the School of Medicine, Duke University Health System, Duke University, and other institutions.

The Chair oversees all operational and programmatic aspects within the Department of Radiation Oncology, including clinical radiation oncology, radiation physics, radiation cancer research and educational programs. The Chair is responsible for oversight of all clinical/research/education activities and mentorship and development of all researchers, providers, and trainees.

Responsibilities

Clinical

- Oversee short- and long-range planning, funding, procurement, and sustainability; direct professional activities and projects to ensure excellence within the Department and Duke Cancer Institute while maintaining accreditation and certification of the radiation oncology facility and current technology and standards of care.
- Work directly with hospital administration in developing appropriate budgets, capital equipment requests, and financial issues as they relate to the clinical operations of the Department of Radiation Oncology.
- Develop and grow the Department of Radiation Oncology, including expansion of currently available services and growth of IMRT, IGRT, brachytherapy, and other technologies in radiation oncology.

- Develop innovative clinical growth strategies to care for larger cross sections of North Carolina populations.
- Ensure appropriate quality improvement and quality control initiatives, chart rounds, physics and dosimetry QA programs, and other quality and safety initiatives within the Department.
- Promote an inclusive and healthy workplace environment for Department employees where all can thrive.
- Attend Department new patient conferences, chart rounds, M&M, and business meetings.
- Perform comprehensive annual evaluations and ensure appropriate conduct inclusive of core values of the faculty, providing consistent feedback regarding performance/conduct.

Institutional

- In collaboration with institutional leadership, provide visionary and innovative leadership to take the Department into the next phase of growth, specifically achieving the next levels of excellence in its missions, and achieving national and international distinction.
- Establish strong professional relationships, foster open communication and teamwork, and champion healthy change.
- Promote and ensure appropriate and equitable development opportunities for Department faculty, including individualized mentorship plans, leadership development, and other support for career advancement.
- Participate in annual leadership development activities including, but not limited to, promoting a healthy and inclusive workplace; recruitment, retention, and career development of underrepresented groups; and effectiveness as a mentor and as a leader.
- Support responsible stewardship of philanthropic funds in collaboration with Duke Development and faculty within the Department.
- Serve on hospital committees related to the overall oncology program and administration, including the Executive Board, Cancer Committee, Graduate Medical Education Committee and other committees essential to the direction of the hospital and department.
- Serve as hospital's representative for tumor boards and other outside community activities related to patient care, with specific reference to radiation oncology and cancer care.

Educational

- Ensure top-tier clinical education and advanced training to medical students and residents as well as research training to trainees.
- Oversee the Radiation Oncology Residency Program, ensuring that it remains a nationally recognized quality program and maintaining accreditation and compliance.
- With the Division of Medical Physics, provide oversight of the Radiation Therapy Physics Residency and the Duke University Medical Physics Graduate Program.

- Oversee education activities provided by Department faculty and encourage inclusion of content and resources that advance equity, diversity, and inclusion.
- Participate in resident and hospital staff (nursing, technical, and dosimetry education) conferences and rounds.
- Maintain radiation oncology grand rounds series to provide educational opportunities and outreach to radiation oncologists and practitioners in the community.
- Participate in physician and ancillary staff in-service and orientation.

Research

- Contribute to the advancement of the exceptional transdisciplinary research and clinical care delivery at Duke Cancer Institute (NCI Comprehensive Cancer Center) via active engagement in strategic priorities of the Cancer Institute and participation in multidisciplinary disease centers to expand access and improve outcomes.
- Coordinate research efforts in the Department, focusing on areas of clinical investigation that will offer the latest technologies and treatments to patients in the region and beyond.
- Recruit, mentor, and develop others to build internal capabilities and promote talent that facilitates succession.
- Work closely and collaboratively with the leadership team to build, grow, and integrate areas of acknowledged clinical excellence with outstanding outcomes, value, access, and patient satisfaction.
- Supervise, prepare, implement, and monitor the Department budget that encompasses all funding sources and ensures compliance with grant, legislative, and institutional guidelines in research.
- Retain, recruit, mentor, and develop outstanding research faculty within radiation oncology in partnership with Duke Cancer Institute. Ensure an atmosphere of support and development.
- Ensure compliance and ethical medical and financial practices across the Department.

Key Priorities of the Chair and Department

- An energized, diverse faculty bolstered by key recruits who are passionate about their work and committed to the highest levels of excellence across the tripartite mission.
- An integrated clinical strategy across the health system and active collaboration with key stakeholders.
- An engaged and empowered team at the chair's leadership table.
- Strong relationships with faculty and enhanced morale across the Department through a focus on faculty, learners, and staff engagement.
- Thriving research and education programs.
- Strong focus on equity, diversity, and inclusion initiatives to create positive, supportive communities within the Department.

About Duke Health

Duke Health encompasses the world-class academic health care and research of the Duke University Health System, Duke University School of Medicine, Duke University School of Nursing, Duke-NUS Medical School, Duke Global Health Institute, and the Duke-Margolis Institute for Health Policy.

The health system advances our clinical mission by delivering care across three hospitals (Duke University Hospital, Duke Regional Hospital, and Duke Raleigh Hospital) and numerous outpatient services, including Duke Primary Care, Duke Health Integrated Practices, Duke HomeCare & Hospice, Duke Health and Wellness, and multiple affiliations.

Leading the education and research missions of Duke Health are the School of Medicine and its numerous departments, centers, and institutes; the School of Nursing; Duke-NUS Medical School; Duke Global Health Institute; and the Duke-Margolis Institute for Health Policy.

Through the integration of its education, research, and clinical care missions, Duke Health is steadfast in its dedication to improving the lives of all who come to us for hope, health, and healing. We do so by elevating standards of care; conducting breakthrough research and discovery; teaching and training the next generation of providers; and strengthening global and community health.

We are Duke

Duke is an Affirmative Action/Equal Opportunity Employer committed to providing employment opportunity without regard to an individual's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status.

Duke aspires to create a community built on collaboration, innovation, creativity, and belonging. Our collective success depends on the robust exchange of ideas—an exchange that is best when the rich diversity of our perspectives, backgrounds, and experiences flourishes. To achieve this exchange, it is essential that all members of the community feel secure and welcome, that the contributions of all individuals are respected, and that all voices are heard. All members of our community have a responsibility to uphold these values.

Candidates should submit a letter of interest and a Curriculum Vitae to Jennifer Meyer Dare via email at jennifer.meyer-dare@duke.edu by **June 21, 2024**.