



Recruitment for Chair, Department of Ophthalmology

September 8, 2025

Duke University School of Medicine (SOM) and Duke University Health System (DUHS) seek a nationally recognized ophthalmologist at the Associate Professor or Professor level to serve as **Chair of the Department of Ophthalmology**. Reporting directly to the Executive Vice President for Health Affairs of Duke University/Dean of the School of Medicine and to the Chief Executive Officer of DUHS, the chair has the opportunity to shape a robust academic department with a proven reputation for providing high-quality, innovative, patient-centered care, advancing cutting edge research, and cultivating a wide-range of educational opportunities for medical students, residents, and fellows. The ideal candidate will be an experienced, growth-minded and visionary leader who possesses outstanding communication skills, a distinguished record of original research, dedication to the educational mission, an exceptional clinical reputation, a commitment to the [missions of Duke Health](#), and who personally models and promotes professionalism and integrity.

The Department of Ophthalmology is an internationally renowned multidisciplinary organization comprising 10 divisions and hosting more than 90 faculty, 24 residents, 27 fellows as well as a pediatric optometry resident, and 65 rotating medical students. The department consistently ranks among the top by U.S. News & World Report, Blue Ridge Institute for NIH funding, and Doximity Residency for the training program. The Albert Eye Research Institute, located adjacent to Duke University Hospital, houses state-of-the-art research facilities. Duke specialists provide high quality care to more than 175,000 people each year at Duke hospitals and clinics across the region including new clinics in Holly Springs, Arrington, and Brier Creek. The Department supports outstanding residency and fellowship training programs; its faculty, fellows, and residents are involved in a wide array of clinical, translational, and basic research programs.

Candidates should submit a letter of interest and a Curriculum Vitae to Lauren Binanay via email at lauren.binanay@duke.edu by **October 20, 2025**. Candidates who are selected to move forward should anticipate virtual interviews in November followed by in-person visits in January.

Chair Responsibilities

Institutional

- In collaboration with School of Medicine and Duke University Health System leadership, provide visionary and innovative leadership to guide the Department into the next phase of growth and development in the four mission areas: patient care, research, education, and community outreach.
- Maintain or enhance a strong administrative team which is closely aligned with the objectives of the chair. Recruit and retain strong division chiefs and vice chairs who collaborate with DUHS service line vice presidents, School of Medicine leadership and leadership of the Duke Health Integrated Practice (DHIP) to lead the clinical and academic missions.

- Promote physician, trainee, and staff wellness by supporting initiatives that foster resilience, work-life balance, and professional fulfillment.
- Promote and ensure appropriate development opportunities for faculty, including individualized mentorship plans, leadership development, and other support for advancement.
- Perform comprehensive annual evaluations and ensure appropriate conduct in alignment with core values, providing consistent feedback regarding performance/conduct.
- Support responsible stewardship of philanthropic funds in collaboration with Duke Health Development and faculty within the Department.
- Serve on DUHS, SOM, and DHIP committees related to the overall program and administration, including the Executive Committees, Graduate Medical Education Committee, and other committees essential to the direction of DHIP, DUHS, SOM, and Department of Ophthalmology.
- Serve as the Department's representative for outside community activities related to patient care, research, and education.

Clinical

- Oversee short- and long-range planning, funding, procurement, and sustainability; direct professional activities and projects to ensure clinical excellence, high quality patient-centered care, and patient satisfaction.
- Work directly with DHIP and DUHS administration in developing appropriate budgets, capital equipment requests, and financial issues as they relate to the clinical operations of the Department of Ophthalmology.
- Encourage innovation through adoption of emerging technologies in ophthalmology, including artificial intelligence, digital health, tele-ophthalmology, and surgical innovation, to ensure the Department remains a leader in advancing patient care.

Educational

- Ensure the Department provides top-tier clinical and research education, and advanced training to students, residents, and fellows.
- Ensure that all residency and fellowship programs remain nationally recognized for quality and innovation and maintain accreditation and compliance.
- Maintain the Ophthalmology Grand Rounds and other specialty-specific conference series to provide broad educational opportunities for the faculty, trainees, and staff.
- Ensure Department's Ophthalmic Technician Program remains accredited through the International Council of Accreditation and provide support to faculty and staff overseeing the program.
- Support and maintain the Department's regional, national, and international continuing education activities, ensuring excellence in lifelong learning opportunities for physicians, alumni, and other eye care professionals.

Research

- Develop and lead the Department's research strategy and ensure an unwavering

atmosphere of ethical research practices.

- Retain, recruit, mentor, and develop outstanding research faculty and partner with other departments, centers, institutes, and schools to attract and retain top research talent. Ensure an atmosphere of support and development.
- Develop, implement, and monitor the Department research budget that encompasses all funding sources and ensures compliance with grant, legislative, and institutional guidelines.

Community Outreach

- Develop and strengthen collaborations with industry partners, national and international organizations, and global ophthalmology initiatives to expand the Department's impact and visibility.
- Enhance community engagement by supporting programs that promote vision health locally, nationally, and globally. Champion initiatives that improve access to eye care and address unmet needs.

Qualifications and Experience

- M.D. or M.D./ Ph.D.
- Associate Professor or Professor
- Licensed and Board Certified in Ophthalmology
- Demonstrated skill in forward-thinking and strategic administration
- Accomplished leader in the field of Ophthalmology with a distinguished record of leading high quality clinical care, engagement in education, and research activities in a complex academic medical center
- Proven capabilities in financial stewardship, budget management, and resource allocation
- Record of implementing innovative initiatives to meet the rapidly evolving environment in academic medicine
- An understanding and demonstrated commitment to undergraduate and graduate medical education
- Demonstrated experience in recruiting, developing, and retaining top faculty and trainees
- Superb interpersonal and leadership skills, enabling the ability to build and maintain relationships across the department and enterprise.

About Duke

Duke University and Duke Health

Duke University is a member of the Association of American Universities, and one of the most prestigious higher education institutions in the country, with 12 nationally prominent schools, including the Schools of Medicine and Nursing.

[Duke Health](#) conceptually integrates the Duke University School of Medicine, Duke University Health System, Duke Health Integrated Practice, Duke University School of Nursing, and Duke-NUS Medical School, as well as the Duke Global Health Institute and schools and centers across Duke University, including the Duke-Robert J. Margolis Center for Health Policy.

[Duke University Health System](#), led by CEO [Craig T. Albanese, MD, MBA](#), advances the clinical mission by delivering care across four hospitals (Duke University Hospital, Duke Regional Hospital, Duke Raleigh Hospital, and Duke Health Lake Norman Hospital) and numerous outpatient services, including Duke Primary Care, Duke Home Care & Hospice, Duke Health and Wellness, and multiple affiliations. [Duke Health Integrated Practice](#) within Duke University Health System encompasses more than 3,100 clinicians and 2,200 nurses, clinical and administrative staff who care for patients in 2.9 million annual visits. Duke's [Office of Graduate Medical Education](#) program includes more than 218 residency and fellowship programs and more than 1,190 trainees.

[Duke University School of Medicine](#) is one of the nation's leading medical schools and one of the largest biomedical research enterprises in the country. Led by [Dean Mary E. Klotman, MD](#), who also serves as Executive Vice President for Health Affairs for Duke University and Chief Academic Officer for Duke Health, the school comprises more than 2,600 faculty physicians and researchers, nearly 2,000 students, and more than 6,200 staff in [26 clinical and basic science departments](#). The school's strong emphasis on research to improve clinical outcomes encourages collaboration and has resulted in the development of numerous centers and institutes including [the Duke Clinical Research Institute](#), the world's largest academic clinical research organization. [The School of Medicine](#) offers a wide range of health professions programs, certificate and training programs, and biomedical sciences PhD programs which are administered in partnership with Duke's Graduate School.

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 all perspectives, backgrounds, and experiences are valued. 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.