

Pediatric Insight

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A Failed Recruitment Visit

Dr. M, professor and chief of pediatric endocrinology at X University, was invited to visit Y University to interview on site for the pediatric department Chair position. The search committee was chaired by Dr. L, Chair of Internal Medicine. Prior to her visit, Dr. M had several informal ZOOM interviews. The last one was with Dr. L, who'd invited her for this on-site visit. During that call, Dr. M requested meetings with the pediatric endocrinology chief and the director of the Diabetes Research Institute.

Dr. M arrived at the airport the evening prior to her visit. A car service had been arranged to transport her to the hotel, but the driver was late and she waited over an hour at baggage claim. She texted Dr. L's admin assistant but had no response. When she arrived at the hotel, she received her final visit itinerary. She noted that her first day began at 7 am with a breakfast meeting with the search committee, followed by 45-minute interviews throughout the day until 6:00 pm—with 15 minutes between interviews for her to be escorted to the next interviewer's location. She was disappointed to find that neither of the people she'd requested meetings with were included.

The Search Committee breakfast meeting was informal, with some committee members asking similar questions, and others (including Dr. M) no questions at all. Her first interview was with an internal candidate who believed he was the "heir apparent" and had essentially been promised the position. The second interview was with the interim Chair who strongly criticized the Dean and the previous Chair. In the afternoon, she met with the Pulmonary Chief who said he was leaving after not being given tenure. At the end of the day, she had an hour-long tour of the Children's Hospital provided by the chief Pediatric Resident who, at 6 p.m. drove her back to her hotel.

At the hotel, she had a few minutes to drop off her things in her room before she was texted by Dr. L, who said he was waiting to drive her to the restaurant for dinner. Upon arrival at the restaurant, she was seated at one end of a table for 12, where she could only communicate with the people seated on either side of her. After dinner, she was driven back to the hotel by Dr. L—whom she'd noticed having several drinks over the course of the dinner.

Back in her hotel room, she was exhausted and after reviewing her itinerary for the next day, decided to withdraw from the search.

The **Child Health Advisory Council** is a diverse group of academic executives (deans, department chairs, division chiefs and children's health system executives) and represents extensive pediatric leadership experience and wisdom. Council members share in a commitment to positively impact the breadth and depth of leadership in pediatrics. Their partnership with CareerPhysician and its child health clients nationally has yielded the gold standard in pediatric leadership recruitment and development.

CareerPhysician is the national leader in academic pediatric executive search and leadership development with 20 years of success in supporting the faculty leadership needs of child health organizations. No one understands the culture and the challenges of pediatric leadership development better. The firm is proud to be recognized as the gold standard in academic pediatric recruitment and leadership development and is committed to the continued development of current and future physician leaders.

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