



UC San Diego
SCHOOL OF MEDICINE

Rady
Children's
Hospital
San Diego





San Diego...

San Diego is a center for academic and industry research in Southern California. UCSD shares *"The Mesa"* with The Scripps Research Institute, The Salk Institute, and The Sanford Burnham Institute, all of which are within walking distance of the UCSD campus. UCSD also shares close ties with the Sanford Consortium for Regenerative Medicine, the Ludwig Institute for Cancer Research, and the La Jolla Institute for Allergy and Immunology, reinforcing San Diego's tradition of collaboration. In addition, San Diego is home to more than 400 biotechnology and pharmaceutical companies.



Confidential Position Specification

Chief, Pediatric Emergency Medicine

**University of California San Diego
Rady Children's Hospital**



Letter from the Search Committee Chair

Hello, and thank you for your interest in the appointment of Chief, Pediatric Emergency Medicine at UCSD and Rady Children's.

My name is Dr. Mike Gottschalk, and I am the Chair of the Search Committee to identify our next Chief of Pediatric Emergency Medicine at the University of California San Diego and Rady Children's Hospital San Diego. I am writing to make you aware of this fantastic leadership appointment for an incoming national thought leader in Pediatric Emergency Medicine to architect a vision that will greatly impact the clinical and academic futures for the patients and faculty at Rady Children's for years to come. Rady Children's Hospital is a nonprofit, 524-bed pediatric-care facility dedicated to excellence in care, research, and teaching. Rady is the region's pediatric medical center serving San Diego, Imperial, and southern Riverside counties. Children's is also a major pediatric clinical research center, with more than 900 clinical trials, and other research studies underway. Rady Children's is ranked in all 10 pediatric specialties surveyed by U.S. News & World Report and has achieved Magnet designation from the American Nurses Credentialing Center (ANCC), recognized as the gold standard in nursing excellence.

The Pediatric Emergency Medicine Division houses an ACGME-accredited fellowship, has 8 PEM fellows and 1 PEM ultrasound fellow in training each year, and is the pediatric emergency medicine training site for over 200 residents and over 50 medical students. The main campus ED has a census of close to 100,000 visits per year and over 12,000 per year at our satellite location. The division also has 6 community pediatric urgent care centers with a combined census of about 60,000 visits per year.

The dynamic and talented faculty team is comprised of 42 pediatric emergency medicine faculty, 15 urgent care pediatricians, and 3 allied health professionals. Rady Children's Hospital and UCSD has faculty dedicated to all areas of mission including, exceptional patient care, quality improvement science, clinical research, graduate medical education, EMS and disaster medicine, advocacy, point of care ultrasound, population health,

simulation, and informatics.

As I'm sure you are aware, UCSD is one of the very top biomedical research universities in the world. We rank #5 in the country in Federal Research Expenditures and #2 in the country for NIH funding per faculty member. We have more than 80 members of the National Academy of Sciences on the faculty. Over 500 biotechnology interests and several major pharmaceutical companies are located here on the La Jolla Mesa.

This position requires a physician leader who has a passion for providing outstanding care, a desire to improve systems to maximize efficiency, the leadership to engage physicians and hold them accountable, promote an environment that supports diversity and inclusivity among faculty, students and staff, and an enduring commitment to developing a wide range of educational opportunities. The Division Chief will oversee the management of all operational aspects of the Division and bring a vision to expand on the academic mission. The candidate will also need to demonstrate a strong ability to uphold the University of California's commitment to achieving diversity while striving for inclusive excellence. This appointment will require excellent skills in mentorship and teaching, including involvement in the ACGME-accredited Emergency Medicine Fellowship Program which supports 8 fellows (total) in training each year.

The successful candidate will be a strong leader in the field with commitment to excellence in clinical innovation, teaching, and research. Candidates must have an MD or MD/PhD, or equivalent and be board certified or board eligible in Pediatric Emergency Medicine. All candidates must have or be eligible for a California medical license and possess the level of academic accomplishment required for appointment at the Associate or Full Professor level.

If you have interest in learning more about this critical leadership role, or if you would like to recommend an individual(s) who exemplifies the qualities we are seeking in a candidate, please contact Mark Lozano at mark@careerphysician.com, or at 469-553-9311.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink that reads "Michael Gottschalk". The signature is written in a cursive, flowing style.

Michael Gottschalk, MD, PhD
Clinical Professor of Pediatrics
Vice Chair Clinical Affairs
Chief Pediatric Endocrinology



About the Department of Pediatrics at UC San Diego/ Rady Children's Hospital San Diego

Under the leadership of Dr. Gabriel Haddad, Department Chair since 2005, the Department has a long-standing relationship with Rady Children's Hospital, San Diego (RCHSD) with a formal affiliation occurring in 2001. RCHSD is the largest children's hospital in California, and one of the largest in the country with 551 beds, including a Level IV NICU. RCHSD is the region's teaching hospital for the next generation of pediatric physicians. The Rady Children's Specialists of San Diego - A Medical Foundation (RCSSD) was created in 2009 to unify pediatric patient care, research, education, community service programs and advocacy. In 2015, for the fifth consecutive year, Rady Children's was ranked in all 10 specialties surveyed by *U.S. News & World Report*.

Highlights Division of Pediatric Emergency Medicine

- Patient volume growth from ~65,000 to ~100,000 annually
- LWBS rate consistently below 1%
- Pediatric Emergency Medicine service (24/7) expansion to southern Riverside County
- Urgent Care expansion from 3 to 6 across the region
- Recruitment of over 20 faculty physicians over the last five years
- Expanded the Pediatric Emergency Medicine Accredited Fellowship Program for a total of 9 Fellows
- Recruitment of full time MPH, PhD Faculty to support Research
- Established Research Coordinator Program
- Over 100 academic products from faculty annually
- PCORI and other funded research
- Dedicated Point of Care Ultrasound Program with PEM Ultrasound Director and Fellowship
- EMS and Disaster Medicine PEM Leadership
- Expansion of Quality Improvement Science and Appointment of Physician Quality Leader



About the Organization

UC San Diego

UC San Diego Health, the region's only academic health system, includes the UC San Diego School of Medicine, one of the nation's top research-intensive medical schools, Skaggs School of Pharmacy and Pharmaceutical Sciences, Southern California's first public school of pharmacy, the Hillcrest Medical Center, Jacobs Medical Center, Moores Cancer Center, Sulpizio Cardiovascular Center, Shiley Eye Institute and many other centers, clinics, and affiliates throughout Southern California. At UC San Diego, translational research and interdisciplinary collaboration create an educational and research environment vibrant with the excitement of exploration and invention—all of which underscores compassionate, leading-edge patient care. As a top-tier academic medical center, UC San Diego delivers outstanding patient care today, educates the doctors and scientists of tomorrow, and drives the translational research that will transform the future of health care.

UC San Diego has been at the forefront of translational—or “bench-to-bedside”—research, transforming patient care through discovery and innovation leading to new drugs and technologies. Translational research is carried out every day in the hundreds of clinical trials of promising new therapies offered through UC San Diego Health, and in the drive of its researchers and clinician-scientists, who are committed to having a significant impact on patient care.

Academic Clinical Department

The Department of Pediatrics is the second largest department within the School of Medicine, comprised of 16 divisions, with approximately 300 faculty, 75 residents, 3 chief residents, 80 post-doctoral fellows (MDs/PhDs), and approximately 350 staff employees. Services are housed at a variety of locations, including Rady Children's Hospital, UC San Diego School of Medicine campus, Jacobs Medical Center, and the UC San Diego Medical Center in Hillcrest. The Department mission reflects these aims: deliver the highest quality clinical care to patients; conduct cutting-edge biomedical research targeting diseases that impact the health and potential of infants, children, and adolescents; and train the next generation of pediatric medical specialists and leaders in Pediatric Medicine by fostering education at all levels and by integrating the latest scientific and medical advances into the curriculum.



Rady Children's Hospital

Rady Children's Hospital is a nonprofit, 524-bed pediatric-care facility dedicated to excellence in care, research, and teaching, and is the region's pediatric medical center serving San Diego, Imperial and southern Riverside counties. Its outstanding team includes more than 900 physicians and 1,200 nurses on staff, more than 5,000 employees, about 500 active volunteers and about 1,250 Auxiliary members.

Rady Children's Hospital is:

- The largest children's hospital in California (based on admissions).
- The only hospital in the San Diego area dedicated exclusively to pediatric healthcare.
- The region's only designated pediatric trauma center.
- Provider of care to 91 percent of the region's children.
- Provider of care to 227,461 children.

Rady Children's is ranked in all 10 pediatric specialties surveyed by *U.S. News & World Report* and has achieved Magnet® designation from the American Nurses Credentialing Center (ANCC), recognized as the goldstandard in nursing excellence. The hospital is also named among the nation's "Most Wired" healthcare organizations by the College of Healthcare Information Management Executives (CHIME).

Rady Children's is a major pediatric clinical research center, with more than 900 clinical trials and other research studies underway. The organization collaborates with world-class institutions, including UC San Diego, the Sanford Burnham Prebys Medical Discovery Institute, The Scripps Research Institute, the Salk Institute for Biological Studies, and St. Jude Children's Research Hospital. Rady Children's, in partnership with UC San Diego School of Medicine, is also the region's teaching hospital for the next generation of pediatric physicians, training more than 300 residents, 200 medical students and 100 fellows each year.

Further demonstrating the organization's commitment to discovery is the establishment of the Rady Children's Institute for Genomic Medicine. The Institute has assembled a team of world-class scientists, researchers and clinicians focusing their talents on preventing, diagnosing, treating, and curing childhood disease through genomics and systems medicine research.

Division Leadership Structure

Medical Director

The Medical Director provides medical administrative leadership to the Emergency Department (Main Campus), working closely with the administrative director to assure quality patient care, resource management and program development. The authority to act in these areas of responsibility is derived from hospital policies and procedures, regulatory standards and ultimately from the Board of Trustees of Children's Hospital and Health Center San Diego.

Clinical Director

The Clinical Director provides clinical operations leadership to the Emergency Department, working closely with the Medical Director. Other responsibilities include oversight of physician scheduling and staffing, serving as the ED physician behavioral health liaison, serving as co-Chair for the PEM Peer Review and Case Review Committees.

Medical Director of Rancho Springs ED

The Rancho Springs ED Medical Director provides clinical operations leadership working closely with both division and hospital leadership. Other responsibilities include involvement with physician and advanced practice provider staffing and serving as the Pediatric liaison for Rancho Springs.

Quality Leadership (Director, Assistant Directors (2))

The Quality Director and Assistant Directors work to support and grow the quality improvement and patient safety mission of the Division of Emergency Medicine. Areas of focus include (i) development and dissemination of order sets, pathways, and clinical care guidelines; (ii) fostering the educational mission of the division as it relates to quality improvement for faculty and fellows.

PEM Fellowship Leadership (Program Director, Associate Program Director)

The PEM Fellowship Program Director and Associate Program Director provide leadership and oversight over all aspects of the fellowship program including:

1. Fellow recruitment
2. Management of fellowship educational programs, rotations
3. Fellow performance review
4. Oversight of professional conduct for fellows
5. Fellowship training program accreditation and ongoing certification
6. Fellow core content monthly educational sessions with two dedicated PEM faculty facilitators that work with fellowship leadership on course agenda and objectives

Residency Education Leadership (Co-Directors (2))

The Co-Directors provide leadership for the resident rotators including all aspects of their rotation experience such as orienting trainees, providing faculty feedback, and coordinating didactic sessions for both monthly division-wide conferences. There are approximately 210 rotating residents each year from 9 programs that include Pediatrics, Emergency Medicine, and Family Medicine.

Medical Student Director

The Director provides leadership for the rotating fourth-year pediatric medical students including all aspects of their clerkship experience such as orienting, providing faculty feedback and coordinating didactic sessions. There are approximately 1-3 students that rotate each month.

Trauma & Resuscitation Leadership (Director, Assistant Director)

These leadership positions are designed to facilitate excellent care of our most critically ill patients in the emergency department at Rady. This encompasses a significant educational component as well as ED operations and coordination with the Rady Code Blue Committee, Difficult Airway Committee, Trauma Advisory Council, and various critical care groups throughout our institution.

Informatics Director

The Director is an advocate for advanced clinical systems and displays enthusiasm for the application of information technology to clinical medicine. This individual will serve as a bridge between the application team, ED and hospital operations and physician end users. The director will be aware of organizational initiatives and application of health information technology sharing this knowledge with the ED group in general and applying it to approach new build strategically. The director shares their knowledge and expertise with the project team, assisting in decision-making, arbitrating decision disagreements, and helping resolve issues.

Compliance Leadership (Director, Assistant Director)

The Director and Assistant Director provide leadership for all aspects related to compliance including training new faculty/provider hires, serving as liaison between the division and hospital compliance manager, and functioning as a timely resource for all ED providers who have issues or questions related to medical documentation, billing, and coding.

Ultrasound Leadership (Director, Assistant Directors (2))

The Director and Assistant Directors provide leadership for the Pediatric Emergency Point-of-Care ultrasound program. In addition to coordination of education, machine acquisition and maintenance, the ultrasound leadership is responsible for developing, monitoring, and revising the quality assurance processes.

Emergency Medical Services Director

The EMS medical director is responsible for being a liaison between the prehospital community (local agencies, city, and county) and Rady Children's Hospital of San Diego. Other key responsibilities include working with agencies to improve access to prehospital records, educating providers on how to access prehospital records (aka SAFR) and assisting with ED disaster preparation.

Urgent Care Physician Co-Leads (2)

The UC Physician Co-Leads serve as physician leaders for operational oversight of the urgent care sites and point of reference for the urgent care providers working at the sites. Areas of focus include (i) oversight over all aspects of clinical operations across all UC sites; (ii) quality improvement initiatives and projects related to patient care in the UC sites.

Search Leadership



Gabriel G. Haddad, M.D.

*Physician-in-Chief, Rady Children's Hospital-San Diego
Chair, Department of Pediatrics, UC San Diego
Professor, Departments of Pediatrics and Neurosciences, UC San Diego*

Dr. Gabriel Haddad received his medical education and initial medical training at the American University of Beirut in Lebanon, followed by additional training at University of Texas in Houston. He then moved to Columbia University in New York to do his fellowship before joining the faculty in 1978. After 13 years on the faculty of Columbia University, he was recruited to be the Division Chief of Respiratory Medicine at Yale University and Yale New Haven Hospital, where he was also the Chief of the Respiratory Service. After 14 years at Yale and Yale New Haven Hospital, Dr. Haddad moved to Albert Einstein College of Medicine/Children's Hospital at Montefiore and subsequently to University of California- San Diego (UCSD) where he serves as the Chair of Pediatrics and Rady Children's Hospital, San Diego, Physician-in-Chief and Chief Scientific Officer. Dr. Haddad leads a laboratory and has been funded by the NIH for the past 3 decades consistently. His laboratory is focused on the mechanisms of hypoxic cell injury or tolerance and his studies have ranged from invertebrates to humans.



Mike Gottschalk, M.D.

*Clinical Professor of Pediatrics
Chief, Division of Pediatric Endocrinology
Vice Chair for Clinical Affairs
Associate Director, Pediatric Diabetes Research Center
Search Committee Chair*

Before joining UCSD, Dr. Gottschalk held faculty appointments at the Loyola University, Chicago. For the last twenty years, Dr. Gottschalk has served as the Chief of the Pediatric Endocrinology and Diabetes Division at UCSD and Rady Children's Hospital.

Dr. Gottschalk's research has focused on pediatric clinical trials in Type 1 and Type 2 diabetes. In recent years, he has been engaged in clinical trials employing therapeutics to immunomodulation the beta cell destruction of newly diagnosed children with type 1 diabetes. In collaboration with immunologists, Dr. Gottschalk is investigating the change in T-cell populations during the early phase of diabetes to identify potential biomarkers. Clinical trials in type 2 diabetes have involved pharmaceutical sponsored studies on the safety and efficacy of therapeutic agents in children and adolescents.



Keri Carstairs, M.D.

*Chief, Population Health Officer
Clinical Professor, Pediatrics*

Dr. Keri L. Carstairs is the chief population health officer at Rady Children's Hospital-San Diego. She is also a faculty member in the UC San Diego Department of Pediatrics. Dr. Carstairs is board certified in both emergency medicine and pediatric emergency medicine.

After earning her medical degree from Tulane University, she completed a residency in emergency medicine at the Naval Medical Center San Diego, followed by a fellowship in pediatric emergency medicine at Rady Children's Hospital/UC San Diego. She served honorably for 13 years in the United States Navy as an emergency physician, including a six-month deployment to the Horn of Africa in support of counterterror operations. After completing her time in the military, she joined the faculty at Rady Children's as a pediatric emergency physician. Her interests include clinical teaching, hospital and emergency department operations and patient flow management, process improvement, physician leadership and improving the quality and efficiency of the healthcare delivery system.

Dr. Carstairs' research interests include healthcare systems and outcomes research, including reducing the variation in care and associated improvement in the delivery of healthcare. She has lectured on pediatric emergency medicine topics and has numerous peer-reviewed publications on subjects including evaluation of fever in young children; she has also authored several book chapters in both adult and pediatric emergency medicine textbooks.



William Roberts, MD

*Division Chief, Hematology Oncology
Clinical Professor, Pediatrics*

Dr. William Roberts is the chief of the Division of Hematology/Oncology in the UC San Diego Department of Pediatrics and the medical director of the Peckham Center for Cancer & Blood Disorders at Rady Children's Hospital-San Diego. He is also vice president and medical director of the Rady Children's Specialists San Diego (RCSSD) medical group and a clinical professor of pediatrics at UC San Diego School of Medicine.

Dr. Roberts serves as the principal investigator for the UC San Diego/Rady Children's Children's Oncology Group Program and the Neuroblastoma & Medulloblastoma Translational Research Consortium. He started the UC San Diego/Rady Children's Pediatric Hematology/Oncology Fellowship Program and served as the fellowship program director from 2007 to 2015.

Additionally, Dr. Roberts is a member of the UC San Diego Moores Cancer Center and serves as the Pediatric Disease Team chairperson, is a member of the Rady Children's Medical Staff Executive Committee and is the chairperson of the Hematology/Oncology Morbidity & Mortality Committee. He serves on the Children's Specialists of San Diego Board of Directors and Executive Board of Directors, as well as the RCSSD Medical Practice Foundation Board of Governance Committee.

Dr. Roberts is also working with the Twinning Program of Rady Children's and the General Hospital of Tijuana, Mexico, in developing the Pediatric Oncology Program at the General Hospital.

In 2015, he received Rady Children's Excellence in Clinical Care Award. Dr. Roberts has worked at Rady Children's since 1992.



Atim Ekpenyong, MD

*Ultrasound Director
Associate Program Director for Diversity for UC San Diego Pediatrics Residency Program
Clinical Associate Professor of Pediatrics, UC San Diego*

Dr. Ekpenyong completed her residency in Pediatrics at the St. Joseph's hospital (Mount Sinai school of Medicine program) in Paterson, New Jersey and her fellowship in Pediatric Emergency Medicine at the University of Texas-Southwestern program in Dallas, Texas. From there, she moved to the university of Texas-Houston where she completed an Emergency Ultrasound fellowship and served as the assistant director of the Emergency Ultrasound

division. Her research interests are point-of-care Ultrasound, medical education and global health.



The Future

Rady Children's Hospital main campus will shortly undergo its largest expansion in history. The Emergency Department will be relocated to the new Emergency Services and Pavilion, a 7 floor, 500,000 square foot building. Groundbreaking will occur in 2023 with planned opening in 2027.

The Emergency Department space will expand 4-fold with a doubling of beds and include:

- 89 ED beds
- 11 Behavioral Health beds (included in 89 total) with a safe padded seclusion room
- 4 Trauma bays with educational observation deck, family grieving and consult area
- Decontamination/Disaster area
- Imaging suite (CT) with anesthesia set-up capabilities
- Orthopedic suite for fracture reduction
- Multi-treatment specialty suite
- Ultrasound suite
- 4 Staff lactation rooms
- 1 Large family lactation room
- Central Security office with 3 security stations (Behavioral health, Triage, Ambulance entrances)
- 4 Negative pressure rooms with anterooms
- Dedicated ED valet parking



For More Information

Nominations and applications, including curriculum vitae and a cover letter stating qualifications and reasons for interest in the role can be submitted to:

Mark Lozano, Vice President
CareerPhysician, LLC
Mark@careerphysician.com

All interactions will remain confidential, and no inquiries will be made without the consent of the applicant.