

**UT Health San Antonio  
MD Anderson Cancer Center**



Position Specification

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**CHIEF, DIVISION OF HEMATOLOGY AND MEDICAL  
ONCOLOGY**

September 2018

**Prepared by Meyer Consulting**  
[www.meyerconsultinginc.com](http://www.meyerconsultinginc.com)

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# The Organization

## UT Health San Antonio MD Anderson Cancer Center

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### Overview and Key Milestones

For over 40 years, UT Health San Antonio has provided leading clinical care, conducted groundbreaking research, educated generations of cancer specialists and scientists, and, most importantly, represented hope for thousands of cancer patients across South Texas. Founded in 1974 as the Cancer Therapy and Research Center (CTRC), the UT Health San Antonio MD Anderson Cancer Center is one of only four NCI-designated cancer centers in Texas and the only NCI-designated cancer center in South Texas.

The cancer center enjoys a vibrant scientific legacy. Early faculty in the institution included Dr. William L. McGuire, a pioneer in the identification of hormonal receptors in cancer, and Dr. Daniel Von Hoff, now the Physician-in-Chief of the Translational Genomics Research Institute (TGen). In 1991, the cancer center launched its Institute for Drug Development (IDD), whose mission is to develop new treatments for patients with cancer through integration of research programs of excellence in the translational and clinical sciences. The IDD is internationally recognized for developing one of the largest oncology Phase 1 drugs trial programs in the world.

The cancer center has been the home of the San Antonio Breast Cancer Symposium (SABCS) since its inception in 1978. The SABCS is the world's leading breast cancer symposium and draws thousands of leading clinicians and researchers every year from over 90 countries around the globe.

The cancer center, which has collaborated with The University of Texas Health Science Center at San Antonio since its inception, became part of UT Health San Antonio in 2007. And in 2016, the cancer center announced a clinical partnership with its sister institution, The University of Texas MD Anderson Cancer Center.

Launched in February 2018, this deeply collaborative, strategic practice-based partnership between two independent institutions is focused on the delivery of cancer care and providing greater access to the most advanced cancer treatments for patients in our community. This important partnership has already led to significant growth in the integration of cancer care, renovation and expansion of outpatient facilities, significant expansion of the oncology faculty and nursing staff, and is growing the market share and the community impact of the cancer center.

UT Health San Antonio MD Anderson Cancer Center has been an NCI-designated cancer center for nearly 30 years. UT Health San Antonio is actively expanding its research base of almost \$50 million in peer-reviewed

funding and is growing its compliment of key scientific leaders and programs. It is anticipated that growth in the quality, scope and impact of the cancer practice and expanded access to clinical trials will enable and strengthen the research mission and footprint of the organization.

There is a strong commitment from UT Health San Antonio and the University of Texas System to not only maintain the center’s long-standing NCI-designated status, but to augment the standing to “Comprehensive” status.

UT Health San Antonio MD Anderson continues to maintain a strong relationship with the region’s philanthropic community. In early 2018, UT Health San Antonio MD Anderson received a \$30 million legacy gift from The Mays Family Foundation to continue to support the scientific and recruitment efforts of the cancer center.

To learn more visit: <http://www.uthscsa.edu/patient-care/cancer-center>

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## Mission and Vision

*The Mission of the UT Health San Antonio MD Anderson Cancer Center is to conquer cancer through research, prevention and treatment.*

*Our Vision is to be one of the world’s premier cancer research and treatment centers dedicated to the development of novel therapies, compassionate and comprehensive care, outreach to the diverse communities we serve, prevention of disease and promotion of wellness, and an uncompromising commitment to understanding the complex nature of cancer, its causes and consequences.*

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## MD Anderson Cancer Center Partnership

UT Health San Antonio is committed to building a top-rated, comprehensive oncology program for the San Antonio and South Texas region. As a partner of MD Anderson, UT Health San Antonio MD Anderson Cancer Center is clinically and operationally integrated utilizing the same protocols and practice standards provided at MD Anderson in Houston. This strategic practice-based partnership leverages the resources and capabilities of two leading independent institutions within the UT Health System to deliver multidisciplinary, evidence-based patient-centered cancer care for patients and their families in San Antonio and South Texas.

The partnership will deepen and enrich the center’s ability to deliver cancer care for both common and rare cancers using state-of-the-art methods. It provides those in the community greater access MD Anderson’s treatment protocols, standards of care, and soon select clinical trials. Through joint tumor boards, patients will benefit from the additional multidisciplinary opinions for diagnosis and individualized treatment plans.

The partnership includes a strategy to recruit, employ and integrate cancer specialists, including medical oncologists, radiation oncologists, surgical

oncologists, pathologists, and radiologists to enhance diagnosis and treatment options through multidisciplinary care, and to further expand UT Health San Antonio MD Anderson Cancer Center's efforts in research.

Leaders from UT Health San Antonio and MD Anderson have been collaborating since 2015 to design a plan of optimal implementation. The effort is enthusiastically supported by UT System leadership and includes more than \$25 million in capital investments for the recruitment of additional faculty and staff as well as improvements to the facilities.

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## Leadership

### Cancer Center Director

The Director of the UT Health San Antonio MD Anderson Cancer Center is Ruben Mesa, M.D. Dr. Mesa joined the cancer center in 2017 from the Mayo Clinic, where he served for nearly ten years as the Deputy Director of Mayo Clinic's NCI-designated comprehensive cancer center and leader of its cancer center in Arizona.

Dr. Mesa is an internationally renowned physician-researcher who has dedicated his career to being a patient advocate in patient care. In addition to his accomplishments in organizational leadership and clinical care delivery, his research involvement and leadership across over 70 clinical trials has led to obtaining FDA approval for several new cancer drugs.

### Chair, Department of Medicine

Brian Reeves, M.D., joined the institution as Chair of Medicine in 2016. A native of Pennsylvania, Dr. Reeves completed an internal medicine residency and nephrology fellowship at the UT Health Science Center at Houston. Prior to joining UT Health San Antonio, Dr. Reeves served in progressive leadership roles for over 15 years at the Penn State College of Medicine, most recently as the vice chair of medicine and chief of nephrology.

In addition to his leadership responsibilities, Dr. Reeves directs an active research program in the field of acute kidney injury and has made significant contributions regarding the role of the innate immune system, including inflammatory and anti-inflammatory cytokines, toll like receptors, and dendritic cells to the pathogenesis of kidney injury. Dr. Reeves is an active clinician who has been recognized for ranking in the top percentile nationwide for patient satisfaction.

### President, UT Health San Antonio

UT Health San Antonio is led by President William Henrich, M.D. Dr. Henrich, an internationally-recognized specialist in kidney diseases, previously served as Professor of Medicine at The University of Texas Southwestern School of

Medicine, as Professor and Chair of Medicine at the Medical College of Ohio, and as the Theodore Woodward Professor and Chairman of the Department of Medicine at The University of Maryland School of Medicine in Baltimore. He became the Dean of the School of Medicine and Vice President for Medical Affairs at UT Health San Antonio in 2006 and assumed his current role as President in 2009.

#### Dean, UT Health San Antonio School of Medicine

Robert Hromas, M.D., joined UT Health San Antonio as Dean of the School of Medicine in late 2017. Dr. Hromas, a renowned oncologist, has published over 160 scholarly research papers, has for two decades been continuously funded by the National Institutes of Health, and has chaired several NIH and American Cancer Society study sections.

Dr. Hromas joined the organization from the University of Florida, where he served as Chair of the Department of Medicine and Vice President of the University of Florida Physicians Clinical Practice Association. Dr. Hromas previously served as chief of hematology-oncology and deputy director of the Cancer Center at the University of New Mexico, assisting that institution in achieving its designation as a National Cancer Institute Cancer Center. Before that, he was deputy director of the Indiana University Cancer Center, also assisting it in obtaining its first NCI designation.

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## Clinical Profile

In 2017, the physicians of UT Health San Antonio cared for more than 25,000 patients, including 3,500 newly-diagnosed cancer patients. Patients are evaluated in a multidisciplinary care setting, allowing for input from numerous specialties at one time. With more than 180 clinical trials open to patients each year, and nearly 1,300 patient accruals to clinical trials in 2017, the Cancer Center continues to thrive in the research setting.

The Division of Hematology and Medical Oncology plays a central role in the cancer service line developed as part of MD Anderson Cancer Network®, and is comprised of over 20 faculty members, and over a dozen fellows in hematology and oncology as well as its Drug Development Fellowship. Cancer care is provided in close partnership with superlative colleagues in radiation oncology, a full complement of cancer specialized surgeons, radiologists, pathologists and the comprehensive faculty of UT Health San Antonio across medical specialties.

The cancer center physicians and providers deliver top quality clinical care for the vast majority of cancer types, including a broad range of complex subspecialties. The cancer center has more than 150 providers, many of whom are subspecialized in specific cancers, and all of whom are focused on finding new and better ways to prevent, understand, and treat cancer.

The cancer center has recruited a number of outstanding faculty from leading academic cancer programs over the past year. The center is well underway expanding and updating its clinical facilities, including the renovation of its infusion centers and clinics and the addition of two state-of-the-art linear accelerators.

The patients of UT Health San Antonio MD Anderson Cancer Center are supported by a wellness team that offers comprehensive support, including wellness, social work, dietary, and psycho-social support, helping patients and their families receive the best care possible for a better quality of life.

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## Research Profile

In 2017, cancer center members secured more than \$40 million in extramural grants and enrolled over 1,300 patients in more than 180 clinical trials. The cancer center supports eight shared resource laboratories that provide its scientists with access to state-of-the-art technology to assist with their research. The cancer center has been an NCI-designated cancer center for over 20 years and has a robust research portfolio, three NCI programs, and fully supported clinical trial infrastructure.

The cancer center collaborates closely with the Greehey Children's Cancer Research Institute (GCCRI), a part of UT Health San Antonio. The GCCRI is led by Peter Houghton, Ph.D., and is one of only two research centers in the nation dedicated solely to childhood cancer research.

Recent research awards and highlights include:

- The NCI selected UT Health San Antonio MD Anderson Cancer Center to become one of nine institutional members of the NCI's elite Cancer Systems Biology Consortium, alongside Stanford, Yale, MIT, Columbia, UCSF, Utah, Memorial Sloan Kettering Cancer Center, and Oregon Health and Science University. The selection includes a five-year, \$9.1 million grant to lead a group of more than 20 experimental and computational scientists from six institutions to study the broad, biological mechanisms of breast and prostate cancer.
- UT Health San Antonio was awarded \$6 million in 2018 by the Cancer Prevention & Research Institute of Texas (CPRIT) to recruit Patrick Sung, DPhil, formerly of Yale University. Dr. Sung is an internationally recognized biochemist and expert in DNA repair.

CPRIT also awarded UT Health San Antonio \$3.5 million for cancer prevention and faculty recruitment in 2017. CPRIT has awarded UT Health San Antonio approximately \$80 million since the program began in 2008.

- Tyler Curiel, MD, MPH, was awarded a \$3.3 million Provocative Questions grant by the NCI. Dr. Curiel and his colleagues seek to optimize the

effectiveness of immune-checkpoint drugs in treating melanoma and other cancers.

- The Clayton Foundation for Research increased its five-year, \$300,000 per year support for the study of liver cancer in Hispanics to \$500,000 for the upcoming fiscal year.
- The Cancer Center’s 2017 “Discovery of the Year” was awarded to Rong Li, Ph.D., for his discovery showing women who carry the BRCA1 gene have more gene expression-related stress or abnormal structures in their DNA.
- The lab of Ricardo Aguiar, MD, Ph.D., discovered epigenetic changes that contribute to one-fifth of the cases of acute myeloid leukemia (AML).
- Zhijie “Jason” Liu, Ph.D., CPRIT Scholar in cancer research at UT Health San Antonio, is conducting groundbreaking research utilizing NGS and other -omics and imaging methods to target hormone-therapy resistant breast cancer.

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## Campus and Facilities

UT Health San Antonio MD Anderson Cancer Center is located on the Greehey campus of UT Health San Antonio. The center provides outpatient clinical care and conducts research at its 16-acre campus. Inpatient care is provided at two affiliated hospitals, University Hospital and St. Luke’s Baptist Hospital.

The cancer center has received over \$50 million in support and commitments from the University of Texas System to fund program development and extensive cancer center facility renovations and enhancements. Phase 1 of its facility renovations, a \$25 million investment encompassing expansions of the laboratory, welcome center, wellness center and infusion center was completed in the spring of 2018. Additional funding has been committed for future phases of renovation, which include upgrades to the outpatient clinics and public waiting area, and enhanced wayfinding to enable better patient flow.

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## Philanthropic and Community Support

The cancer center is an integral part of the San Antonio area and enjoys long-standing philanthropic and volunteer support from the community. With its generous \$30 million naming gift in January 2018, the Mays Family Foundation has now cumulatively contributed over \$50 million in philanthropic funds to the cancer center.

The San Antonio Cancer Foundation, which has pledged or contributed \$67 million to the cancer center over the past decade, recently made a \$17 million gift in support of the partnership with MD Anderson Cancer Center. And since its inception in 1984, the San Antonio Cancer Council has raised over \$4.5 million for patient care and research.

The cancer center actively collaborates with local media, community organizations, and other institutions within the UT Health System to advance cancer awareness, community education, screening, and prevention. Volunteers play an important role within the organization.

## UT Health San Antonio

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### Overview

Established in 1968, UT Health San Antonio is a leading center for outstanding health sciences education, basic science and clinical research, and patient care. UT Health San Antonio's purpose is to provide the best in health careers education, biomedical research, patient care and community service to San Antonio and the South Texas.

UT Health San Antonio has 6700 employees, 3300 students, nearly 1000 residents and other post-graduate trainees, and an annual operating budget in excess of \$800 million. The institution's faculty practice has over 800 physicians who generate more than \$400 million in clinical revenue and over \$140 million in basic science and clinical research funding.

UT Health San Antonio is one of a select group of institutions to have three NIH programs: its NCI-designated cancer center; the Barshop Institute for Longevity and Aging Studies, supported by the National Institute on Aging (NIA); and its Clinical and Translational Science Award (CTSA) Program, recently awarded \$24 million over five years by the NIH.

The institution's Schools of Medicine, Nursing, Dentistry, Health Professions and Graduate Biomedical Sciences have produced more than 35,000 graduates. The institution has an endowment of \$550 million and receives strong state support, with over \$165 million in annual appropriations. Designated by the U.S. Department of Education as a Hispanic-serving Institution, UT Health San Antonio consistently ranks among the top in the nation for graduating Hispanic health care providers.

UT Health San Antonio conducts a broad spectrum of basic science and clinical research and is recognized nationally and internationally as a leading center for research on cancer, aging and diabetes. The institution has five faculty members in the National Academy of Medicine. UT Health San Antonio is the chief catalyst for San Antonio's growing \$30.6 billion biotechnology and healthcare industry and supports 1.5 million patient visits each year through 800 providers in 100 medical specialties and subspecialties.

# The University of Texas MD Anderson Cancer Center

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## Overview

The University of the Texas MD Anderson Cancer Center in Houston ranks as one of the world's most respected centers focused on cancer patient care, research, education, and prevention. The institution's sole mission is to end cancer for patients and their families around the world. MD Anderson is one of 49 comprehensive cancer centers designated by the National Cancer Institute (NCI). It has ranked as one of the nation's top two hospitals for cancer care since the survey began in 1990 and has ranked first 14 times in the last 17 years.

Since 1944, more than 1 million patients have turned to MD Anderson for cancer care. In 2018, MD Anderson cared for more than 137,000 patients, enrolled over 10,800 patients in clinical trials and led more than 1,250 clinical trials.

MD Anderson boasts one of the nation's most esteemed faculties. The institution's faculty numbers over 1,700 members, including 10 members of the National Academies of Sciences, Engineering and Medicine (formerly the Institute of Medicine), 4 Academy of Arts and Sciences fellows, and 46 American Association for the Advancement of Science fellows. The institution's staff include approximately 20,000 employees and over 3,000 onsite and offsite volunteers.

At MD Anderson, important scientific knowledge gained in the laboratory is rapidly translated to clinical care. Since it commenced in 2012, MD Anderson's Moon Shots Program has accelerated over 150 clinical studies. Since the inception of the Cancer Prevention Research Institute of Texas (CPRIT) in 2007, MD Anderson has received nearly \$428 million for research, prevention and training.

## The Location

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### Overview

San Antonio is the seventh largest city in the US with a population of approximately 1.5 million and a metropolitan area of 2.8 million people. Over the past decade, San Antonio has been one of the fastest-growing large cities in the country and is projected to continue to experience rapid growth and development. The city straddles South Texas and Central Texas, with Austin located 80 miles to the northeast and Corpus Christi / the Gulf Coast a 2.5 hour drive to the southeast and is part of the highly populated "Texas Triangle".

### Health Sector

San Antonio is a hub for the biotechnology and healthcare sectors. Healthcare and bioscience are a dominant force in the city's economy, employing nearly 1 of every 6 members of the San Antonio workforce.

The South Texas Medical Center is the epicenter of an industry that produced more than \$30 billion in regional economic impact in 2015. Local operations represent nationally recognized healthcare facilities, cutting-edge biotech companies, and well-respected global enterprises like Medtronic and Becton Dickinson. BioMed SA, a non-profit accelerator founded in 2005, is coordinating the city's strong push to grow the local industry and turn innovative thinking into viable companies.

Additionally, San Antonio is one of the leading sites for medical education and training for the U.S. military. The city is also home to the only Department of Defense Burn Center and two Level 1 trauma centers. Combined with the medical students at the UT Health San Antonio, the region experiences a constant influx of talent and innovative thinking.

## Culture and Lifestyle

The city is home to a strong public-school system and numerous excellent private schools. San Antonio residents enjoy an affordable cost of living and a vibrant cultural and dining scene. Within the city limits, Alamo Heights, Terrell Hills, Shavano Park and additional neighborhoods provide an outstanding quality of life, while communities to the north of San Antonio offer close proximity to Texas' famed Hill Country while still being within accessible distance of the city.

In addition to famous attractions such as San Antonio's Riverwalk, Sea World, and the Alamo, which attract millions of visitors annually, the city's rich cultural traditions are on display in locations such as its Historic Market Square, La Villita Historic Arts Village, and Spanish Governor's Palace. San Antonio is also home to the five southernmost Spanish colonial missions which are designated World Heritage Sites by UNESCO. Art institutions include the McNay Museum, the Witte Museum, San Antonio Museum of Art, San Antonio Art League, and the Southwest School of Art.

San Antonio is situated near multiple sites of outstanding natural beauty. Texas' famous Hill Country, which borders San Antonio to the north, draws visitors from around the country and is the center of Texas' growing wine industry. The Gulf Coast, including the Aransas National Wildlife Refuge and Padre Island National Seashore (the nation's largest national seashore) is a 2- to 3-hour drive from San Antonio.

*For Additional Information, visit:*

<http://visitsanantonio.com/>  
<http://www.sanantonio.gov/IID/IndustryClusters/BiosciencesAndHealthcare.aspx>  
<https://www.sabcs.org/>  
<http://texashillcountry.com/>

# The Position

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**Position Title:** Chief, Hematology and Medical Oncology, The Long School of Medicine at the University of Texas Health Science Center San Antonio (dba UT Health San Antonio) and the Mays Cancer Center

**Reports To:** Direct report: Ruben Mesa, M.D., *Director, Mays Cancer Center*  
Dotted-line report: Brian Reeves, M.D., *Chair of Medicine, UT Health San Antonio*

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## Overview

The Chief, Hematology and Medical Oncology will provide vision, leadership, and clinical and research oversight and direction to the Division of Hematology and Medical Oncology. The Chief will be responsible for the ongoing development of the Division, expanding clinical offerings and ensuring the highest levels of clinical care and quality, fostering and developing research output, recruitment of faculty, mentoring, education and training. S/he will work collaboratively across the cancer center and MD Anderson Cancer Center leadership in the strategic pursuit of organizational objectives.

The role is an outstanding opportunity to build, in partnership with one of the world's leading academic cancer centers, a robust, innovative program within a growing cancer center that is recognized as a leader in outstanding research and clinical quality. The chosen candidate will be a key leader within the organization, charged with building and maintaining a cohesive division that demonstrates a strong commitment to the highest standards of clinical care, education and training, and research. The Chief will have responsibility for recruiting outstanding faculty to the Division in alignment with clinical and research needs, projected increases in patient volumes, and in support of institutional strategy and objectives.

The Division currently includes fifteen clinically-active faculty, three faculty members dedicated full-time to research, and seven advanced practice providers. The Chief will provide leadership and clinical expertise across the division, including in precision medicine and immunotherapy, and will build collaborative and effective clinical and research integration across the cancer center and with MD Anderson. S/he will help expand Phase I, II and III clinical trial programs and patient accruals.

This position will ensure that the clinical activities of the division are efficient, accountable, team-based and multidisciplinary. S/he will appropriately support the patient-centered, research-driven, clinical mission of the cancer

center. This position reports directly to Ruben Mesa, M.D., UT Health San Antonio MD Anderson Cancer Center Director, with a dotted-line reporting relationship to Brian Reeves, MD, Chair of Medicine for UT Health San Antonio. S/he will have an academic title with UT Health San Antonio as well as an adjunct faculty position with MD Anderson Cancer Center.

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## Specific Responsibilities

Specific responsibilities of the position include:

- Provide outstanding, collaborative physician and administrative leadership for the Division;
- Build and develop the clinical profile and activities of the Division; ensure the highest quality of clinical care in alignment with best practices and protocols;
- Foster and build research excellence and output within the Division; build clinical trials portfolio and accruals in alignment with NCI-designated cancer center standards and benchmarks;
- Recruit, mentor and develop departmental faculty in clinical care and research; develop greater structure around mentorship for younger faculty; enhance growth opportunities and foster a culture of continuous career development;
- Champion and expand team-based, multidisciplinary clinical approaches; expand integration with surgical oncology, radiation oncology and research;
- Build and maintain collaborative and productive relationships across the Division, Mays Cancer Center, UT Health San Antonio, and The University of Texas MD Anderson Cancer Center; support organizational cohesion and unity of direction;
- Develop and implement evidence-based best practice benchmarking / dashboards in clinical care quality and organizational efficiency; ensure accountability and serve as an example and champion of the highest quality of clinical care;
- Work collaboratively with the Head of Hematology, Dr. Anand Karnad, and develop / recruit subspecialty leaders in areas within medical oncology;
- Work collaboratively with cancer center leadership to continue modernization and integration of clinical and organizational aspects of the Division;
- Enhance and maintain an open, accountable, and collaborative culture within the Division;
- Effectively identify challenges and areas for improvement within the Division and across multidisciplinary teams; actively listen and collaborate;
- Work closely and collaboratively with cancer centers' Chief Nursing Officer, Jeremy Viles, DNP, MBA, to enhance and ensure efficiency and best practices within the Division's clinical operations;
- Work closely and collaboratively with Stephanie Shelton, cancer centers' Administrative Director, to ensure excellence in non-clinical departmental operations;

- Exhibit the highest standards of personal and professional integrity and accountability at all times.

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## Goals and Objectives

Within 18-24 months, the successful Chief, Hematology and Medical Oncology will have:

- Established themselves as a collaborative, trusted, and effective leader across the organization and with MD Anderson;
- Successfully built and developed clinical programs; recruited outstanding faculty in areas of need within the Division and in alignment with projected growth in clinical volumes;
- Fostered outstanding research within the division, including expansion in the research profile and output of the division;
- Implemented effective multidisciplinary, team-based models across the Division; built a team-based culture within the Division, and enhanced collaboration with radiation oncology, surgical oncology, and research;
- Established themselves as a trusted and effective mentor and leader within the Division; provided opportunities and direction for career development;
- Worked with clinical operations leadership to effectively streamline and modernize care delivery; realized significant improvements in efficiency and patient satisfaction while adhering to the highest standards of clinical care;
- Developed and established adoption of effective benchmarking across the Division; maintained cohesive, metrics-based approaches that ensure adherence to evidence-based best practices, transparency and accountability;
- Achieved measurable improvements in quality, efficiency and patient experience;
- Collaboratively enhanced cancer centers' profile and exposure in the community as the leading regional destination for cancer care;
- Collaboratively worked with organizational leadership to explore, develop and execute on plans for developing an inpatient cancer facility;
- Worked effectively with cancer centers' Director, Ruben Mesa, M.D. and other organizational leaders to achieve renewal of the institution's P30 grant from the NCI in late 2019; aided in program development and output to support obtaining comprehensive cancer center designation in the future;
- Consistently demonstrated the highest standards of professional excellence and integrity in his/her work and conduct.

## The Person

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### Experience

Candidates for the position of Chief of Hematology and Medical Oncology recognized clinical leader in his/her area of specialty (solid tumor specialty preferred), with a minimum of 7-10 years clinical experience post-fellowship including leadership experience in a high-quality academic cancer

environment, ideally as a department head, vice-chair/chair, practice chair, or similar substantive practice leadership role within medical oncology and/or cancer center. Board certification in Hematology and/or Medical Oncology, eligibility for medical licensure in the State of Texas, and academic experience consistent with eligibility for full professor with tenure are required. The ideal candidate will possess a widely recognized national reputation in their field and a strong record of funded research.

Candidates should possess an outstanding record of clinical activities and leadership, scientific achievement, grant support, scholarly accomplishments and mentoring. The Chief will be a dynamic practice leader with excellent communication and interpersonal skills and keen strategic vision. S/he will possess the drive and capability to expand and maintain an outstanding division / team and to, collaboratively and strategically, develop and implement plans that fully realize the potential of the cancer centers' relationship with MD Anderson Cancer Center.

S/he will possess a reputation as a skilled and accomplished leader, clinician, and researcher, with demonstrated ability to recruit outstanding faculty, mentor colleagues and foster research. The candidate will possess a broad understanding of medical oncology, to include new and innovative treatments such as precision medicine, Car-T, and immunotherapy, and have a strong understanding of the relationships between medical oncology and other areas of cancer care.

The successful candidate will possess a passion for fostering and performing outstanding clinical oncology care; for building / enabling oncology research; and for the education, mentorship, and development of faculty. S/he will possess enthusiasm and commitment to enhancing the scope and scale of world-class clinical care and research available to the people of South Texas and beyond, in alignment with the vision of UT Health San Antonio and MD Anderson, and that realizes the full potential of the relationship.

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## Characteristics

Additional characteristics of the successful candidate include:

- A commitment to, and passion for, building multidisciplinary programs in world-class clinical care and research and understanding of the key determinants of success in building academic clinical care and research;
- Commitment to fostering / maintaining a culture that prioritizes outstanding clinical practice at the highest level; someone who keeps the needs of the patient at the center and leads by example; exhibits humility and courage;
- Enthusiasm, innovative ideas, and a commitment to working in partnership with teams both locally and with MD Anderson;
- The strong desire to build a leading oncology program in a dynamic, growing environment, in alignment with two leading academic health institutions;

- The ability to be an advocate for faculty as well as hold them accountable; will enforce adherence best-practices and also recognize high performance;
- A strong work ethic; ability to see initiatives / projects through to completion and adapt effectively to changing dynamics and circumstances;
- A thoughtful and transparent leader; someone who takes responsibility and fosters / ensures evidence-based accountability for themselves and those in the Division;
- A strategic and operational leader who can build consensus and create / facilitate teams that successfully achieve operational and clinical goals; experience in clinical operations leadership and an understanding of cancer center finances;
- A leader who fosters a culture of accountability and problem-solving; who displays and teaches resiliency and adaptability;
- A strong record of scholarly activity / publications; an interest in mentoring faculty academically as well as clinically and encouraging / enabling increased academic output of the division;
- Someone who can approach issues granularly and effectively uses metrics and data to make decisions, determine plans of action, and evaluate outcomes;
- Experience with industry sponsored or cooperative group clinical trials and strong relationships with industry;
- A person of high integrity; politically savvy; the ability to excel in a dynamic, growing organization.

## Procedure for Candidacy

### Contact Information

Meyer Consulting has been exclusively retained to conduct this search. Applications (including a letter of interest and current CV), nominations, and requests for additional information should be directed to Mays Cancer Center's search consultants, Ryan Hubbs and Mike Meyer.

*Ryan Hubbs*

*Principal*

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### About Meyer Consulting

*Meyer Consulting is an executive search and strategic consulting firm serving organizations across the healthcare sector. The firm's leaders have several decades of experience working for numerous globally-leading organizations dedicated to cancer care and research, both in the US as well as in Europe.*

*Meyer Consulting organizes the Cancer Care at the Crossroads Summit, a high-level meeting dedicated to addressing critical issues in cancer care. Held annually in New York City, CCX draws key global leaders across the health sector from multiple countries. For more information visit [www.meyerconsultinginc.com](http://www.meyerconsultinginc.com)*

