

The Mount Sinai Health System (MSHS) and the Icahn School of Medicine at Mount Sinai (ISMMS) is seeking a Chief for its Division of Adolescent Medicine and Director of the Mount Sinai Adolescent Health Center. The candidate, who must be board certified in Adolescent Medicine, should be committed to strengthening and expanding a program of excellence in research, clinical care and education. A strong academic background with an outstanding record of achievement in clinical/translational or health services research is highly desirable. Candidates must show evidence of leadership with strong administrative and interpersonal skills.

The ISMMS and MSHS provide a stimulating intellectual environment that is ideally suited for the individual who seeks to combine clinical service with the pursuit of academic goals. The children's health research initiative at the ISMMS is extended by close collaboration with a number of Departments and Institutes, including the Mindich Child Health and Development Institute, Institute for Genomic Health, Department of Environmental Medicine and Public Health, Institute for Exposomic Research, Department of Population Health Science and Policy ConduITS (our Clinical and Translational Science Award Institute). The Center for Transgender Medicine and Surgery delivers advanced care for transgender and non-binary people, and is committed to education, research, and community engagement to promote health equity and access to care.

The Mount Sinai Adolescent Health Center (MSAHC), established in 1968, is a complex, integrated system involved in clinical services, training, research, advocacy and helping shape policy. The Center includes 35,000 young people ages 10 to 26 in their roster (whom have been seen at least once) and generally serves more than 10,000 patients every year. The MSAHC provides high quality, comprehensive, integrated medical, sexual and reproductive health, dental, optical, health education, behavioral and mental health services. Other core services available on-site include nutrition, physical fitness, legal services and educational support. Specialized services are offered for LGBTQ, transgender, and pregnant youth, young parents, youth who are homeless, immigrants and refugees, substance-using youth, youth who are HIV positive, and youth who have a history of any type of trauma. In addition to the center on East 94th Street, the MSAHC operates clinics inside 6 NYC high school buildings, serving 23 high schools and middle schools.

The MSHS is the largest health system in NY State. Within the MSHS, the Mount Sinai Medical Center encompasses the Mount Sinai Hospital (MSH) and the ISMMS. MSH, founded in 1852, serves one of the most diverse and complex patient populations in the world. The ISMMS, which opened its doors in 1968 (and was recently renamed in 2013), has a long and distinguished tradition of excellence in clinical/translational and basic research, as well as in innovative patient care, professional education, and community involvement. The ISMMS ranks #14 among U.S. medical schools in NIH research funding.

The MSHS has a commitment to advancing tenets of diversity, equity and inclusion (DEI) in all business structures and practices as key drivers for excellence. Leaders are accountable for integrating a lens of equity in all aspects of patient care delivery, education and research and to promote policies and practices that are free from all forms of bias, racism and discrimination.

If you are interested in being considered for the role, please send your CV and a one-page statement of interest to shema.patel@mssm.edu.

Position Description

**Chief, Division of Adolescent Medicine
Department of Pediatrics**
Icahn School of Medicine at Mount Sinai (ISMMS)

Director of the Mount Sinai Adolescent Health Center (the “Center”)
Mount Sinai Health System (MSHS)

Rank: TBD

Reports to:

- Chair, Department of Pediatrics
- President of the MSH
- Chief of Ambulatory Care at Mount Sinai

The MSHS is seeking a dynamic and experienced academic leader to serve as Chief of the Division of Adolescent Medicine in the ISMMS and Director of the Mount Sinai Adolescent Health Center (MSAHC) in the MSHS.

The ideal candidate will be board certified in Adolescent Medicine and committed to expansion of the clinical, research and educational missions of the Division. Candidates with a track record of achievement in clinical/translational or health services research, systems quality and safety, or medical education are all strongly encouraged to apply. Candidates must show evidence of leadership with strong administrative and interpersonal skills.

The Director of the MSAHC shall have overall administrative responsibility for the Center, and should thus have significant operational expertise, ideally with experience in programmatic quality and safety. The Director will lead and direct the Center as defined by its mission statement and consistent with the policies and procedures of the School and the MSHS. The Director will be responsible for leading a world class Center in Adolescent Health.

Since its establishment in 1968 as the first primary care program in New York specifically created for the health needs of teens, the MSAHC has grown to become a model of excellence in adolescent health care nationally and worldwide. They have broadened their vision to match the needs of the Center's steadily rising number of young people served, growing from 900 in 1971 to more than 12,000 each year in 2022.

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Responsibilities include, but are not limited to the following:

Clinical/Regulatory:

- In conjunction with Ambulatory leadership, develop and implement Adolescent Health quality improvement initiatives, reporting, and tracking
- Collaborate with Nursing and Admin leadership to ensure regulatory compliance – Joint Commission readiness
- Support evidence-based clinical care
- Ensure interdisciplinary team collaboration across all roles and partnerships in the MSAHC (faculty, nursing, admin, social work, nutrition, psychiatry, etc.

- Ensure appropriate clinical coverage of all outpatient and inpatient activities.
- Ensure that quality and service standards are established, monitored, and achieved.
- Lead and participate in quality assurance and performance improvement activities for the MSAHC, Division, Department, hospital, and MSHS.
- Foster effective positive working relationships within the department, institution, and MSHS and with community and referring practitioners.
- Ensure compliance with:
 - department, hospital, and medical school policies and procedures (as per the Faculty Handbook),
 - all external regulatory agencies regarding standards for the designated clinical program (e.g., JC, DOH, OSHA)

Research:

- Lead and further build the Center's research enterprise, including the active pursuit and submission of grants to support clinical, translational and health services research opportunities and oversight of grants management.
- Assure compliance with research administration requirements.
- Recruit faculty whose talents and research interests are consistent with the overall divisional/departmental research program
- Encourage faculty participation, leadership, and grant acquisition in research endeavors.
- Further develop and enhance a high quality, accountable, and equitable network of mentorship for investigators and trainees.

Education:

- Ensure high-quality settings for the recruitment, education, and training of students and fellows, with a focus on further building diversity among our trainees.
- Foster an academic environment conducive to the advancement of faculty through appropriate support, mentoring and faculty development programs.
- Participate in resident, medical and graduate student education and ensure divisional faculty participation and compliance with ACGME and LCME training requirements, to ensure successful program continuation.

Administrative:

- Develop, implement, and update, as necessary, a strategic plan for the Division across the MSHS which is aligned with and supports departmental, institutional and health system strategic goals

- Collaborate with Mount Sinai Hospital and Ambulatory Leadership to align goals and processes, as needed.
- Provide fiscal oversight, in collaboration with the Department of Pediatrics and MSH, to ensure a financially sound Division/MSAHC.
- Participate in the development of policies related to the functioning of all staff in the MSAHC.
- Participate in the MSAHC's annual budget development and submission.
- Recruit new faculty and staff to fulfill the Division's/Center's mission and responsibilities.
- Ensure timely completion of annual faculty evaluations and staff performance appraisals, as appropriate.
- Oversee the professional conduct of the faculty within the Division/MSAHC.
- Guide and monitor the academic advancement of divisional faculty (and fellows) by assuring appropriate, timely and effective mentorship, feedback and evaluation.
- Create a positive work environment for the Division/Center that encourages communication at all levels.
- Build a culture of professionalism, trust, constructive conflict, commitment, accountability, attention to results and collaboration within and among divisions.
- Maintain excellence in information technology infrastructure and connectivity.
- Oversee compliance both internally and externally with regard to all contractual agreements relating to the faculty and staff associated with the Center.

Philanthropy:

- Work closely with the MSHS and School of Medicine Development Office to ensure robust philanthropic support for the Center's clinical, research and educational programs.

Core Competencies:

- Demonstrate the ability to manage and develop teams from diverse backgrounds, allowing for all to thrive and reach their potential.
- Serve as a role model confronting racist, sexist or other inappropriate actions by speaking, challenging exclusionary practices, and supporting colleagues who experience discrimination.
- Inspire and foster a nurturing and inclusive environment celebrating differences in culture, perspectives and thinking among and between colleagues.
- Be self-aware of one's own biases, display cultural humility and participate in ongoing learning on matters of DEI.
- Utilize transparent, fair, and just practices in hiring staff, selecting vendors and in other business decisions.
- Include members from underrepresented groups in decision-making processes.
- Champion and advocate for the value of diversity, equity and inclusion; take action to increase diversity in the workplace by promoting and developing staff from under-represented minority groups.
- Utilize leadership skills, problem solving and decision-making skills to facilitate and encourage participation of team members to meet objectives in congruence with approved standards and guidelines. Mentor and develop diverse team members, and ensure high levels

of employee engagement, operations performance excellence, and appropriate succession planning.

- Use a lens of equity in establishing and promoting policies and procedures and dismantling oppressive and racist structures and practices.
- Confront racist, sexist or other inappropriate behavior; challenge exclusionary organizational practices; and serve as a role model to promote anti-racist behaviors.