Renowned for its outstanding clinical services, research programs and medical education, Children’s Hospital of Pittsburgh of UPMC (CHP) has helped establish the highest standards of excellence in pediatric care.

Ambulatory Care to Transplantation and Cardiac Care, talented and committed pediatric experts care for infants, children and adolescents who make more than 1,000,000 outpatient visits to Children’s, its many neighborhood locations, and Children’s Community Pediatrics practices each year. During FY 2013, CHP managed 14,250 inpatient and 5,602 observation stays, 79,651 Emergency Department visits and conducted 24,623 surgical procedures.

As one of the premier pediatric teaching hospitals in the world, CHP is affiliated with the University of Pittsburgh School of Medicine. Having also merged with UPMC in 2001, CHP affords an array of resources as part of one of the world’s largest global integrated healthcare enterprises, a nonprofit with fiscal year 2013 revenue of more than $10 billion with more than 60,000 employees. UPMC operates more than 20 hospitals and 400 physician offices and outpatient sites in Pennsylvania, and it is also one of the state’s largest health insurance plans with more than 2.1 million members.

UPMC is recognized among the most successful integrated health systems as an early adopter of electronic health records and the interoperability solutions that tie them together. Its clinical and technological capabilities have attracted such technology partners as General Electric, IBM and Oracle. For its track record of executing on information technology (IT) strategy, InformationWeek chose UPMC as the No. 1 company in this year’s 2013 InformationWeek 500 ranking. Additionally, for the 15th consecutive year, UPMC has been named one of the “Most Wired” health systems in the United States, the only one in the nation to achieve that distinction, according to Hospitals & Health Networks, the journal of the American Hospital Association (AHA).
**Notable CHP Achievements**

» Children’s Hospital of Pittsburgh of UPMC again was named to the U.S. News & World Report Honor Roll of America’s “Best Children’s Hospitals.” Children’s Hospital ranked 10th in the nation overall, and was ranked in each of the 10 pediatric specialties for 2013-2014. Notably CHP ranked 3rd in diabetes and endocrinology, 6th in gastroenterology and GI surgery, and 6th in pulmonology.

» Achieved Magnet Recognition® status from the American Nurses Credentialing Center (ANCC). Children’s is among only 6 percent of hospitals nationwide to have achieved this prestigious status.

» In 2010, Children’s Hospital was recognized for leading the way in advanced technology as the first pediatric hospital in the United States to achieve Stage 7 recognition from HIMSS Analytics for the use and implementation of our electronic medical record. Stage 7 is HIMSS’ highest level of certification, achieved by only 0.5 percent of the more than 5,000 hospitals in the United States.

» Children’s has been recognized by KLAS, an independent health care research organization, as the leader in its use of health care IT among pediatric hospitals in the United States. This is only the third time in 12 years that KLAS has recognized a specific health care organization for the depth of adoption of electronic health records.

» CHP has one of the fastest growing, National Institutes of Health-funded pediatric research programs in the country. In Fiscal Year 2012, pediatric research programs at Children’s Hospital and the University of Pittsburgh School of Medicine ranked seventh in funding dollars from the National Institutes of Health (NIH). Since 2000, CHP’s research program has grown faster than any other pediatric hospital in the United States with NIH funding currently over $34 million, nearly five times what it was in 2000.

» Children’s is home to the Pediatric Clinical and Translational Research Center (PCTRC) one of only a handful of NIH-funded centers in the nation devoted to pediatric research.

» Internationally, CHP provides the most advanced care to babies, young children and teens across the world via innovative Telemedicine Services and on-site care. CHP has developed pediatric provider partnerships in Columbia, Mexico, Ireland, Italy, England and China. Areas of clinical excellence and treatments include: Cardiac Services at CHP, where every year, referring physicians and families of more than 17,000 patients with congenital heart disease (CHD) choose the Heart Institute at Children’s Hospital of Pittsburgh of UPMC; CHP’s internationally recognized Brain Care Institute; and the renowned Hillman Center for Pediatric Transplantation, the nation’s first pediatric transplant center established in 1981 under the guidance of transplant pioneer Thomas E. Starzl, MD, PhD. The hospital has performed more pediatric transplants than any other pediatric transplant center, and achieves patient survival rates among the highest in the world.

**Pittsburgh**

Named America’s “Most Livable City” (Forbes.com) and “One of the Best Places in the World to Experience in 2012” (National Geographic Traveler), Pittsburgh has undergone a renaissance spanning three decades of transformation. Known as the Steel City and the City of Champions, Pittsburgh is much more than its industrial heritage and championship sports teams. It is a vibrant city rich in cultural, educational, and artistic opportunities for residents and visitors alike. From its 88 neighborhoods to the 29 post-secondary institutions in the region to a thriving entrepreneurial and Fortune 500 business community.
The Opportunity

Children’s Hospital of Pittsburgh of UPMC is at the threshold of entering a new era of clinical and academic excellence. With the completion of the new pediatric care and research complex, CHP is prepared to further its position as a national and international destination for top pediatric health care. In order to attain this goal, CHP is committed to furthering its capabilities specific to medical IT and informatics to unprecedented levels. Consequently, CHP’s leadership seeks a Chief Medical Information Officer to champion this cause, create and drive a dynamic long term strategy and enable CHP to establish the standard by which pediatric care providers and educators are measured in providing world-class care for children.

As the physician leader of the CHP’s medical IT and informatics organization, this clinical executive will have the opportunity to be part of one of the most technologically advanced pediatric institutions in the world. In order for the incoming Chief to keep momentum on track and elevate CHP to yet an even higher level, it is paramount he/she demonstrate a personal commitment to transform and create vigorous, best-in-class standards of clinical and academic excellence, end-to-end. The success of the CHP/UPMC Pediatric network will in large part rely upon this admired clinician’s passion to transcend conventional and mainstream approaches in medical information systems and focus on leading a “next generation” enterprise.

The CMIO will translate concepts involving state-of-the-art medical informatics into advanced clinical strategies for CHP/UPMC, as well as create and execute programs responsive to external factors and opportunities. He/she will inspire and lead in a manner which anticipates short-term tactical requirements and looks to the future with a strategic, adaptable, yet precise CHP informatics infrastructure to meet all opportunities and challenges.

In the early phase of the incoming CMIO’s transformation plan, this new CHP physician leader will apply approximately 20% of his/her time focused on fielding issues and providing solutions for CHP’s existing medical IT processes to ensure that all are in line with currently accepted standards and practices; 20% involved with current new technology improvement initiatives and development of meaningful clinical and research tools; 20% leading and collaborating with physician and staff technology champions across CHP and UPMC affiliates; 20% creating the clinical IT and informatics “roadmap” for the next five years and beyond; and approximately 20% involved with clinical practice and/or research activities. As priorities match the evolving CHP/UPMC priorities, these percentages will shift regarding estimated time allocation.

The implications associated with a successful and future-driven medical technology and informatics organization are paramount to CHP and the UPMC health system in its entirety. In keeping with CHP’s unwavering commitment to realize an established vision, this high profile physician executive will have full access to the vast resources available at CHP/UPMC and will join a leadership team recognized among the best and brightest in the world.
Desired Qualities of the Successful Candidate

» Broad strategic thinking capability with particular emphasis on the development of meaningful medical IT and informatics tools within a clinical division(s) or department(s), and across a pediatric healthcare enterprise.

» Vision and ingenuity with an eye toward innovation in the area of medical IT and informatics. Provides a fresh perspective and encourages progressive ways of approaching technology adaptation to drive envisioned outcomes with a pragmatic mindset.

» Resilience and assuredness as a physician leader in the face of perpetual healthcare business climate variation. Comfortable operating effectively in the “gray” and able to maintain clarity of vision in the midst of uncertainty.

» Acumen in IT and informatics. Viewed as an esteemed colleague among fellow clinicians, faculty, staff and administration.

» Proven ability to provide expert and comprehensive guidance in the field of medical technology and informatics both internally and externally with vendors, provider partners (regional, national and international), patients, and various stakeholders.

» A “team player” with an inclusive, collaborative, accessible, consultative and solutions driven approach to the development and utilization of medical information and technology. Ability to educate and communicate complex concepts, in simple terms, involving various constituents on an enterprise scale.

» Keen sensitivity to cultural differences among collaborating multi-national provider partners and governing bodies as well as a willingness to be proactive with regard to understanding the subtleties and nuances associated with building and managing large-scale pediatric clinical programs.

» An ability to ensure successful tactical execution while remaining steadfast in his/her accomplishment of the broader, long-term strategic vision with eyes always set on the horizon.

» Unquestioned integrity and a sense of humility and selflessness. Trusting of others and worthy of their trust.

» Capability to grow beyond this role.
Key Relationships

The Chief Medical Information Officer will be the lead physician for all pediatric medical IT and informatics spanning the entire CHP and UPMC enterprise. He/she will report to the Chief Medical Officer and Vice President, Pediatric Subspecialty Services of CHP and lead an enterprise team comprised of the Associate Chief Medical Information Officer as well as physician EMR Champions.

This integral CHP physician leader will work in close collaboration with CHP’s Chief Information Officer (CIO), the Executive Director, Quality and Safety; and the in-Chiefs who represent the Medical Staff and other health care team members in relation to IT. He/she will provide physician oversight to the CHP Data Warehouse team, serve as CHP’s senior physician liaison to the UPMC enterprise EMR and Data Analytics teams. This physician executive will also interface with UPMC’s system-wide CMIO, the CMIO for Hospital and Community Provider Services, and the Chief Information Officer, UPMC Physician and Hospital Services.

The CMIO will optimally align the medical information and informatics organizational structure in coordination with CHP and UPMC leadership in order to meet the requirements of the existing organization while establishing a staffing strategy calibrated to support initiatives derived by the CHP and overall UPMC strategic business plans.

Position Responsibilities

- Improve and/or support others in improving the health and well being of all children through excellence in patient care, teaching and research.
- Responsible for strategic planning input and physician oversight of implementation of clinical information systems and performance improvement consistent with the values, missions and strategic plan of Children’s Hospital of Pittsburgh of UPMC.
- Conduct an overall assessment of the CHP medical IT and informatics infrastructure, its strengths and improvement opportunities.
- Provide strategic leadership for medical IT and informatics by driving organizational vitality in order to enable the most cutting-edge clinical initiatives for CHP and UPMC, while fostering research and academic medicine.
- Serve as principal advisor to the CMO, CIO and other leaders with regard to the interface of pediatric provider issues and IT for CHP and UPMC. Recommend and implement changes for electronic health record, data analytics and information systems overall as they pertain to research and patient care.
- Lead in the areas of planning, development, preparation and implementation of strategic and tactical clinical and research information systems for CHP, including but not limited to: electronic data warehouse, provider order entry and documentation; registries (hospital-wide), divisional and departmental; other data sources including Pediatric Health Information System.
- Gain the support and consensus of physician leadership and faculty regarding IT needs and priorities. Interface closely with fellow clinicians by actively listening, educating, and mentoring in order to maximize on the need to further incorporate IT systems and tools into daily practice and research.
Position Responsibilities (continued)

» Support the use and “unleash” the vast clinical data warehouse accumulated by CHP over the past decade in order to spur breakthrough approaches to patient care and research. Proactively monitor variation in practice, revise and support clinical guidelines and pathways, and test these models in order to implement best practices.

» Provide responsive service based on user needs including overseeing ongoing training to assure widespread acceptance and universal provider use of clinical systems.

» Champion and support the use of clinical data to improve patient safety consistent with CHP’s strategic vision to be a high reliability organization.

» Lead the development of CHP and Professional Staff quality initiatives. Provide medical leadership for all clinical information systems that assist physicians in the delivery of patient care, medical education and research, and for the advancement of clinical quality and safety initiatives.

» Serve as Chair of the CHP Physician Advisory Committee and the Ambulatory Advisory Committee. Proactively develop and present IT options to the CHP Senior Executive team. Responsible for understanding the impact of advanced information systems technology on patient care, teaching and research within the CHP and UMPC medical center environment.

» Build and maintain a strong network of external relationships including government agencies, research centers, universities, provider partners and suppliers/vendors to develop world-class medical IT and informatics programs that leverage outside resources.

» Evaluate the impact of IT on clinical workflows and identify areas to create efficiencies for clinicians while improving quality of care.

» Work collaboratively with UPMC CIOs and CMIOs to enhance the Enterprise Data Warehouse and clinical information systems.

» Identify industry trends across cutting-edge IT and informatics venues, as well as related clinical operations in order to provide vision and direction for CHP IT development efforts. Proactively align IT strategies and solutions to support CHP/UPMC leadership in addressing these trends to ensure operational effectiveness and competitive positioning in the market.

» Collaborate with the CIO and the hospital’s research community to facilitate the use of computerized applications and the Data Warehouse in medical research.

» Attend annual Hospital and departmental fire/safety and infection control training and maintain current knowledge of safety procedures within the Hospital and department.

» Comply and support medical staff bylaws, hospital policies and procedures, and standards, including JCAHO, Department of Health, OSHA and HCFA.

» Play an integral and visible role within relevant associations and conferences.
Characteristics and Competencies

» Experience leading the development and implementation of medical IT and informatics capabilities, preferably within a freestanding pediatric hospital and/or integrated health system.

» Demonstration of advanced leadership and management skills, interpersonal and customer services skills to interact with administration, department staff, medical staff, board members and all hospital/system employees to affect change.

» Emotional intelligence, perseverance and cognitive/mental abilities to perform effectively in a stressful and changing environment.

» Ability to analyze complex problems and develop recommendations and solutions.

» A change agent. Ability to create organizational buy-in for strategic and fundamental change across a large enterprise, from inception through implementation, then retrospective performance review.

» A dynamic and proven track record of broad strategic and operational leadership achievement while remaining “hands-on” to drive large-scale programs.

» Ability to relate and communicate effectively at all levels of an organization, including Board level, as well as with individual “internal and external customers”.

» Innovative and seizes opportunities to take calculated risks. Willing and able to challenge all stakeholders with an assertive, yet collegial communication style, in order to maximize outcomes.

» Ability to self-start and set and achieve challenging goals, function in a controlled, effective manner under stress and sustain energy while accomplishing objectives. In control of one’s own and others’ work flow to achieve results ahead of schedule and within budget.

» Demonstrated understanding of how to manage conflicting interests within an operating environment and a true appreciation of how to balance the “trade-offs” of a multi-dimensional healthcare delivery system, to end up with the most successful outcome based on established goals and objectives.

» Willingness to travel within the United States and internationally as required.
Requirements and Credentials

» MD with an advanced degree in Bioinformatics preferred.

» Valid Pennsylvania medical license, board certification in pediatrics or pediatric subspecialty, and DEA registration.

» Minimum five years experience or equivalent combination of education and experience. Must possess advanced knowledge and experience in the field of IT.

For more information regarding the opportunity:

» CHP Vision, Mission and Values: http://www.chp.edu/CHP/vision
» CHP Fast Facts: http://www.chp.edu/CHP/Fast+Facts
» CHP Virtual Tour: http://www.chp.edu/tour/map.html
» Information Week, UPMC #1: http://twimgs.com/informationweek/1374/2013top250.pdf
» About Pittsburgh: http://www.aboutpgh.com/
» TRG Website: www.theransomgroup.com

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