Schenectady, New York

CHAIRMAN, PSYCHIATRY
ELLIS MEDICINE

Ellis Medicine has retained Tyler & Company for an exciting search for a Chairman, Psychiatry.

MISSION: To meet the health and wellness needs of our community with excellence.

VISION: To provide world-class healthcare
   - By providing patient-centered care and collaborating with our physicians.
   - By striving for results in the top 10 percent of available national comparative databases by 2017.

VALUES:
   - Integrity: We are transparent in our actions, respect all confidences and treat all with dignity and respect.
   - Safety: We always strive, above all else, to keep our patients, visitors and healthcare providers safe.
   - Compassion: We care for others with respect, sympathy and courtesy.
   - Excellence: We aim to exceed the expectations of all those we serve and continue to develop our skills and knowledge.
   - Stewardship: We effectively and efficiently utilize the resources our community has entrusted to us.

THE CLIENT: Ellis Medicine provides acute hospital care to the Capital Region of upstate New York. Ellis Medicine was formed as a result of healthcare reform efforts in New York State and, as such, became the sole provider of acute hospital care in Schenectady County. The organization is now comprised of 3,300 employees and more than 700 affiliated physicians. Ellis Medicine provides care through the unified services of Ellis Hospital, and the former Bellevue Woman’s and St. Clare’s hospitals. These campuses, supported by additional facilities located in the Capital Region, form the foundation of the Ellis Care Network.

Ellis Hospital (368 beds): provides emergency, inpatient medical/surgical and psychiatric care for Albany, Saratoga and Schenectady counties in upstate New York. Specialty services include a nationally recognized heart center, a New York state designated stroke center and advanced surgery programs such as cardiothoracic, orthopedic, neurological and vascular. The facility features state-of-the-art diagnostic imaging and a modern 36-bed ICU.
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Bellevue Woman’s Center (55 beds): the region’s only inpatient facility dedicated to the care of women and infants—a trusted name in women's health for 75 years. Bellevue’s OB/GYN services include breast care, surgery, gynecologic care and maternity, and feature the region's first OB/GYN hospitalist program to deliver enhanced care for pregnant women.

Ellis Health Center (15 beds): offers outpatient services, primary care, short-stay rehabilitation and long-term care (nursing home), with a focus on primary care and wellness. The facility features a day surgery program, medical imaging, laboratory testing, wound care and a sleep disorders center. The center’s innovative medical home program is improving access to care with a holistic approach to community health.

Medical Center of Clifton Park: offers 24-hour urgent and emergent care. Specialties include orthopedics, cardiology, endocrinology and primary care, as well as on-site imaging, blood draw and laboratory. The center offers access to communities in Clifton Park, Halfmoon, Mechanicville, Ballston Lake, Stillwater and other nearby communities.

Following are some of the many honors that serve as evidence of Ellis Medicine’s commitment to excellence and quality:

- Fully accredited Center of Excellence by the American College of Surgeons and the American Society of Metabolic and Bariatric Surgery.
- Blue Distinction Center for bariatric care, cardiac care, and for knee and hip replacement as awarded by BlueCross BlueShield of Northeastern New York.
- 2013 MassExcellence Gold Baldrige Award winner, recognized for dedication and work to create a culture and systems where innovation and performance excellence become the accepted norm.
- 5 Rings Award by IntelliCentrics, in recognition of excellence in vendor credentialing and creating a culture of vigilance, making hospitals safer for employees and patients.
- 2013 “Corporation of the Year” designated by the Chamber of Schenectady County.

For more information about Ellis Medicine, please visit www.ellismedicine.org

Ellis Medicine owns and operates Ellis Medical Group (EMG), a multispecialty physician group comprised of 147 physicians and another 100 clinicians. The group was created in 2011 and expects to see continued growth. There are 12 service lines within Ellis Medicine/EMG; each is governed by a dyad management structure. The psychiatry/mental health service line is one of the largest within the organization. It is composed of three inpatient units (two adult and one adolescent) and three outpatient facilities.

THE POSITION: The Chairman, Psychiatry, will report to the vice president of EMG and work in a dyad partnership with the service line director, mental health, Ellis Medicine. He/she will lead the administrative aspects of the department and will work with the VP to help align department physicians (employed and private) with the strategic priorities of Ellis Medicine.
Additional responsibilities of the Chairman include:

- Responsible for all department professional administrative activities.
- Provide direction and supervision to department members in the discharge of their hospital duties, including all necessary support and assistance that allows them to enhance their effectiveness, ensure responsible utilization of institutional resources and improve the quality of services provided.
- Recommend appointment and reappointment of department members to the Credentials Committee, including delineation of their clinical privileges, and participate in all other appropriate credentialing activities.
- With the assistance of the Department of Quality Management, organize and oversee a meaningful program of continuous quality improvement addressing all aspects of department clinical activity and cooperate with other appropriate hospital and department efforts, including overseeing department peer review.
- Establish standards of care relevant to the services provided to department patients. Periodically review relevant policies and procedures and suggest changes as needed.
- Identify department needs and represent the interests of all department members. Devise strategies to address any identified department deficiencies, subject to appropriate department and administrative approval.
- Support department members to maintain individual clinical competence, and encourage their professional growth and development through ongoing educational activities, meaningful involvement in department decision-making and shared leadership opportunities.
- Assist with analyzing staffing patterns, formulate clinical activity projections, identify and prioritize capital equipment requirements, and develop and submit a proposed annual department budget.
- Represent the department to hospital administration regarding the department’s services and function as the department’s spokesperson with other hospital departments, the greater hospital community, professional societies and regulatory agencies.
- Provide liaison with all regional community mental health programs, other mental health providers and third party mental health payors paying for services provided at the hospital. In doing so, the Chairman may accept appointment to such outside boards/committees for organizations that are likely to further the hospital’s interests.
- Ensure appropriate physician coverage of inpatient and outpatient psychiatric programs.
- Ensure administrative leadership continuity by arranging for appointment of an acting Chairman during his/her absence or unavailability.
- Work effectively with department members to define and to achieve objectives designed to strengthen the department and to maintain a climate of mutual respect and support.
- Lead and oversee organization of department educational activities.
- Accept assignment to and participate as a member of hospital committees and assume committee chairmanships as appropriate.
- Perform other duties assigned by the hospital or by the Medical-Dental Executive Committee as appropriate for the department Chairman.

THE CANDIDATE: The successful candidate will hold an MD or DO from an accredited institution and should be board certified in a psychiatric-related discipline. The Chairman will spend the majority of his/her time dedicated to administrative tasks described above; but, he/she
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will also have a part-time clinical practice in the area of his/her primary expertise. Therefore, he/she must have or be eligible for licensure in New York. A master’s degree in healthcare administration, business, or related field is a plus. Experience in a physician practice management setting, particularly that of a multispecialty group working in concert with a hospital, is preferred. Participation in continuing professional education with membership and participation in industry groups such as the American Psychiatric Association or American Association for Physician Leadership is also a plus.

Personal characteristics sought in candidates include:

- Experienced leader;
- Holds people accountable;
- Expertise working with dyad partners;
- Collaborative; team player;
- Engaged;
- Comfortable with/able to facilitate change; not comfortable with the status quo;
- Assertive; capable of addressing issues as they arise;
- Able to recruit and retain physicians and other clinicians to grow the department;
- Puts the needs of patients first;
- Innovative and able to implement creative new patient care ideas; and
- Skilled in working with physicians outside his/her specialty area.

THE COMMUNITY: Schenectady is one of New York’s best kept secrets. Its early Dutch heritage is preserved in the historic Stockade district on the banks of the Mohawk River. In 1825, the opening of the Erie Canal changed the character of Schenectady from a riverfront town to a leader in the Industrial Revolution. In 1886, Thomas Edison established Edison Machine Works, which later became the General Electric Company. GE’s global research division is located here employing more than 3,000 scientists, engineers and consultants worldwide. The region attracted other similar companies, becoming the original Tech Valley. Schenectady has the most patent holders per capita of any city in the world, and GE is one of the top 10 employers in the region. Other fascinating technology work takes place throughout the region, in business and university settings, and sometimes through a joint partnership between the two. For example, at the University of Albany’s College of Nanoscale Science & Engineering, whose more than 150 strategic partners include GlobalFoundries, IBM, Intel, NASA and Toshiba.

A short ride from Saratoga Springs, Cooperstown, Troy and Albany, Schenectady County offers first-class accommodations, exciting attractions, historical landmarks and culture. Schenectady is part of a vital region, and a safe and pleasant place to live, offering the many advantages of a large urban center. The region enjoys a four-season, New England climate with scenery to match. The Capital Region is remarkable for its natural resources: skiing in winter; Saratoga, Lake George and the Catskills in the summer; and spectacular foliage in Adirondack Park in the fall are just some of the attributes that make this area so attractive.

Schenectady is a center for the arts, boasting the legendary Proctors Theatre and the ElectriCity Arts & Entertainment District, celebrating the best live theater, dance, music and comedy, history and art. Central Park and its nationally recognized Rose Garden are impressive. The
county also boasts a number of recreational attractions, which take advantage of the natural environmental beauty, including the nature preserve, biking trails, several parks and a year-round ice skating facility. Albany, the state capital, which is just 20 minutes away, features the New York State Museum, Albany Institute of History & Art, University of Albany Performing Arts Center, the Palace Theater and the Times Union Center.

Schenectady and the wider Capital Region offer a wide range of quality educational programs from pre-K through high school, including public, private and charter schools. The Schenectady School District serves more than 10,000 students in grades pre-K through 12. Schenectady High School provides extraordinary programs and options to its 2,950 enrolled students. There are more than 450 colleges and universities in New York State that offer a wide range of educational opportunities, including several prestigious colleges, such as Columbia, The Julliard School, New York University, Rensselaer Polytechnic Institute, Siena College, Skidmore College and Union College.

Schenectady is easily accessible to major urban areas, such as Manhattan, Boston and Montreal, all within an hour or two of the Capital Region.

For more information about Schenectady County and the surrounding region, please visit http://www.schenectadychamber.org

**COMPENSATION:** A competitive compensation and benefits package, and relocation assistance, as appropriate, are offered.

**CONTACT:**

Dennis J. Kain, FACHE
Senior Vice President
5 Christy Drive, Suite 108
Chadds Ford, PA 19317
(610) 558-6100 ext. 223
dkain@tylerandco.com

Katie Mazzuckelli
Vice President, Operations
400 Northridge Road, Suite 1250
Atlanta, GA 30350
(770) 396-3939 ext. 6420
kmazzuckelli@tylerandco.com

We prefer to receive CVs in Word format via e-mail.