East Brunswick, New Jersey

CHIEF EXECUTIVE OFFICER
UNIVERSITY RADIOLOGY GROUP

University Radiology Group has retained Tyler & Company for an exciting search for a Chief Executive Officer in East Brunswick, New Jersey.

THE CLIENT: University Radiology Group (URG) is one of the largest, most specialized, private radiology practices in the US, with more than 140 sub-specialty board-certified radiologists, 20 imaging centers, 600 FTEs and a teleradiology division. The practice’s gross revenues are $140 million per annum. In operation for 50 years, University Radiology staffs, manages and provides preliminary and final sub-specialty interpretations and consultative support for nine hospitals and 20 free standing imaging centers in New Jersey. In addition, University Radiology serves as the academic radiology faculty at Rutgers Robert Wood Johnson Medical School. URG’s physicians interpret 1.8 million studies per year.

Areas of sub-specialization include:
- Interventional Radiology
- Neurointerventional Radiology
- Neuroradiology
- Body Imaging and MRI
- Musculoskeletal Imaging
- Cardiothoracic Imaging
- Pediatric Radiology
- Women's Imaging
- Nuclear Medicine
- Emergency Radiology/Teleradiology

University Radiology physicians established and direct the Residency and the Vascular/Interventional Radiology Fellowship programs at Rutgers Robert Wood Johnson School of Medicine and Saint Peter’s University Hospital; at Robert Wood Johnson and St. Peter’s, URG serves as the radiology faculty and research arm. In addition to serving on staff at the university hospitals, 48 of URG’s radiologists hold faculty appointments. Medical school activities include curriculum development and oversight, Resident and Fellow evaluation, recruitment and supervision, with two of URG’s radiologists serving as Directors of the programs. There are currently 19 residents.
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Free-standing Imaging Centers
University Radiology has designed, built, and currently owns, operates and/or staffs 20 free-standing imaging centers in central New Jersey. The offices are located adjacent to major highways in: Bedminster, Bridgewater, East Brunswick, Edison, Elizabeth, Forked River, Freehold, Hillsborough, Metuchen, Monroe, Neptune, New Brunswick, Nutley, Oakhurst, Somerset, Teaneck, Tinton Falls and Warren. Several of the University Radiology imaging centers have opened in the last three years with state-of-the-art facilities and equipment. Each facility has been designed to allow for efficient health care delivery in a setting which is pleasant and comfortable for the patient.

University Radiology provides services in all modalities including:
- PET-CT & Nuclear Medicine
- MRI and MRA - 3T, High Field and Open MRI - IV sedation available
- CT, CTA and CCTA - 16 and 64-Slice
- Ultrasound
- Women's Diagnostics - Breast MRI, Biopsies, US, DEXA, and Digital Mammography
- Vascular Imaging and Vein Treatment - EVLT, Sclerotherapy
- Interventional Radiology
- Diagnostic X-ray
- DEXA - Bone Density
- Cardiac Stress Testing and Echocardiography

University Radiology Client Services (URCS) is a management services organization (MSO) which offers the physician staffing, management expertise, IT infrastructure and technical resources to help physician group practices streamline operations, reduce expenses and overhead, and maximize income.

Affiliated Hospitals
University Radiology directs and staffs the Radiology services and activities at the medical centers listed below, with its physicians serving as Chairmen of the Radiology Departments. Each Chair closely manages his respective hospital’s radiology operation to ensure that the best clinical coverage and support is provided around-the-clock. More than 600,000 radiologic procedures are performed at the hospitals each year.

Robert Wood Johnson University Hospital-Barnabas, New Brunswick and Somerset, New Jersey: 965 bed hospital with campuses in New Brunswick and Somerville, offering Central NJ residents expanded access to the highest quality medical services. This includes a Level I Trauma Center, Children’s Hospital, NCI-designated Cancer Institute, Cardiovascular Institute and Stem Cell Institute. More than 220,000 radiology procedures are performed each year. This hospital is the principal teaching hospital of the Rutgers Robert Wood Johnson Medical School.

Saint Peter's University Hospital, New Brunswick, New Jersey: 480-bed acute care full-service facility with a Level I Emergency Department, Women’s and Children’s in and outpatient services, specialty clinics and is a regional provider of comprehensive cancer and
geriatric care. Saint Peter’s is an academic affiliate of Drexel University College of Medicine, formerly Hahnemann Medical College and Women’s Medical College of Pennsylvania. More than 125,000 radiology procedures are performed annually.

**Raritan Bay Medical Center – Perth Amboy and Old Bridge Divisions in New Jersey:** 500-beds in the two hospitals combined. Acute care, community medical center providing general, medical-surgical, pediatric and obstetric care, outpatient and 24-hour emergency services. More than 137,000 radiology procedures are performed at these hospitals each year.

**Trinitas Regional Medical Center, Elizabeth, New Jersey:** 530-bed full-service community hospital located on the former St. Elizabeth Hospital and Elizabeth General Medical Center campuses, offers the full spectrum of in and outpatient services, including cardiology and cancer care. More than 120,000 radiology procedures are performed at Trinitas annually.

**Jersey City Medical Center, Jersey City, New Jersey:** 608-bed full-service community hospital, which includes the Wilzig Hospital and the Provident Bank Ambulatory Center serves as a regional referral hospital and provides the highest level of care for women and infants, trauma and cardiac patients. The medical center is a major teaching affiliate of the Mount Sinai School of Medicine. More than 62,000 radiology procedures are performed per year.

**Jersey Shore University Medical Center, Neptune, New Jersey:** a 643-bed regional medical center, specializing in advanced cardiac care and surgery, innovative orthopedics and rehabilitation, superior cancer care and the most comprehensive pediatrics program in the two county region.

**Saint Michael’s Medical Center, Newark, New Jersey:** 357-bed regional tertiary-care, teaching and research center offers a comprehensive range of primary and acute-care medical specialties and services including the Regional Cancer Center and Heart and Vascular Institute.

University Radiology Group is a member of Strategic Radiology, a national consortium that consists of large radiology practices and represents more than 1,200 radiologists. These groups are uniquely suited to a collaborative model in which data and best practices are shared, clinical practice information is exchanged and certain practice expenses are consolidated. Strategic Radiology’s goal is higher quality and more cost-efficient delivery of medical imaging.

For additional information please visit: [http://www.univrad.com/](http://www.univrad.com/)

**THE POSITION:** The Chief Executive Officer reports to Robert E. Epstein, MD, Chairman of the Board, and with Murray Becker, MD, PhD, President. The CEO is responsible for directing, administering and coordinating the operational activities of URG in accordance with the policies, goals and objectives established by the Physician Chairman and Board of Directors. In addition to directing all URG operations, the CEO will be the core director of the executive management leadership team that develops the URG business plan and will direct the implementation of all major initiatives. The CEO has seven direct reports, including: Chief Financial Officer, Chief Information Officer, General Counsel, Director of Marketing, Director of Human Resources,
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Director of Patient Accounting and two Chief Administrative Techs who manage the imaging centers. URG has experienced tremendous growth in the last several years. The incoming CEO will be charged with solidifying the organization’s infrastructure and creating a culture of accountability. In addition, the CEO will help URG determine how healthcare reform will impact the business and prepare accordingly.

Core Responsibilities/Capabilities:
- Lead a high performing team consisting of heads in finance, legal, marketing, patient accounting, human resources, informatics, as well as overseeing the chief administrative technologists
- Responsible for integrating the strategic plan of the Board down through to the operational groups
- Support the planning and development of expansion projects through multiple joint ventures and guide the development of services for new facilities
- Ensure regulatory compliance
- Responsible for recommending short and long term objectives of the group
- Commitment to URG Strategic Principles
- Influence the strategic direction of the organization, determining, along with the President and Chairman, the appropriate level and pace of growth
- Input on all developmental activities, supporting due diligence and thorough analysis on all potential mergers and acquisitions
- Interface with Senior Leadership team and Board of Directors
- Establishing a culture of open communication, accountability and timely decision-making
- Develop and foster relations between the imaging offices and business office departments, as well as among URG and hospital affiliates
- Create an environment of continuous improvement that fosters physician and staff collaboration, enhanced revenues, cost control and improves overall performance
- Establish a culture of collaboration and integration that supports employees creativity and innovation, while providing excellent patient care and improved patient satisfaction
- Achieve and maintain strong financial health through proper management and oversight
- Maximize operational efficiencies to provide the highest quality of safe and appropriate patient care
- Support the information technology strategic plan
- Oversee workforce and resource decisions across the organization
- Support budgetary activities
- Oversee and support new business strategies to enhance market share

This is an outstanding opportunity to join one of largest private radiology practices in the country—an entrepreneurial group with such high quality that it is often approached by other practices to join URG—and lead the operations and the strategic direction of the practice.
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THE CANDIDATE: The ideal candidate will possess group practice management experience in a large, complex practice. The incoming CEO will possess a strong business sense and financial acumen; there are multiple General Ledgers at URG. The selected candidate must possess experience working with entrepreneurial physicians. We are seeking candidates who are calm, organized, experienced, and able to prioritize multiple projects in a fast-paced, dynamic environment. The ideal candidate will possess strong managerial skills and operational expertise. In addition, demonstrated experience with new business development, including mergers and acquisitions, is a must. A Master’s degree from an accredited institution is required.

Personal characteristics sought in candidates include:
- Confident; credible; commands respect;
- High integrity;
- Excellent listening and communication skills;
- High energy level;
- Strong financial acumen;
- High level of emotional intelligence/maturity;
- Fair and consistent;
- Holds people accountable;
- Team builder; team leader; a mentor and developer of people;
- Focused on quality and customer service;
- Approachable and likable;
- Thick skinned; and
- Excellent work ethic.

THE COMMUNITY: East Brunswick is a township in Middlesex County, New Jersey. The township is a suburb of New York City on the southern shores of the Raritan River. Proudly hailed as one of New Jersey’s 25 great towns (NJ Monthly Magazine, March 1999), East Brunswick’s 22.5 square miles is home to a diverse population of approximately 47,522.

Also known as the "Heart of New Jersey," Middlesex County is located squarely in the center of New Jersey and stretches from the Rahway River south to Mercer and Monmouth Counties and from Raritan Bay on the Atlantic Ocean west to Somerset County. The county includes the City of New Brunswick, the Township of East Brunswick, the seat of Middlesex County Government, as well as extensive industrial, office and residential areas.

With East Brunswick strategically located in Central New Jersey, many residents find it the perfect place to live and commute to both New York City, as well as Philadelphia. Aside from travel to these cities via public or private transportation, the convenience of the major airports plays a significant role in the daily lives of those who live in East Brunswick.

The East Brunswick School system is one of New Jersey’s finest. The system has more than 8,500 students and more than 90 percent of its graduates go on to higher education studies. The high school has been named a Star School by the State of New Jersey.
Recreational offerings are diverse and include one of the township’s star attractions, Crystal Springs Aquatic Facility, a blue water swimming area with a lazy river, Olympic size lap pool, several wading pools, and a water slide. In addition, the Township boasts two private swim clubs, many tennis courts, five private health clubs and 14 public parks on 600 acres. Tamarack Golf Club, which includes two 18-hole courses and is owned by Middlesex County, is also located in the Township. A community theater group, Playhouse 22, performs major Broadway shows and children’s shows.

A strategic location and a progressive outlook have fostered a dynamic growth of attractive and desirable residential developments, an excellent school system, shopping centers, state-of-the-art office complexes and medical services in East Brunswick.

For additional information, please visit:  http://www.eastbrunswick.org/content/196/default.aspx

**COMPENSATION:** A strong base, excellent incentive program, executive benefits, and relocation assistance will be offered.

**CONTACT:**

![Tyler & Company]

www.tylerandco.com

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