DIVISION CHIEF JOB DESCRIPTION AND RESPONSIBILITIES

L. Scott Levin, MD FACS

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Department of Orthopaedic Surgery
Professor of Surgery (Plastic Surgery)
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Acknowledgements

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Professor of Bioengineering
Vice Chair for Research,
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DISCLOSURES

• DEPARTMENT OF DEFENSE
• HANS JORG WYSS FOUNDATION
LEADERSHIP
STRUCTURE
• VICE CHAIRS-3
• DIVISION CHIEFS-10
• HOSPITAL SERVICE CHIEF-2
• EDUCATION-3
PENN ORTHO DIVISIONS

- Spine
- Oncology
- Foot and ankle
- Neuro-orthopaedics
- Orthoplastics
- Adult Reconstruction
- Sports Medicine
- Shoulder and Elbow
- Trauma
- Hand
DIVISION CHIEF POSITION

• 3 YEAR TERM

• MISSION DIRECTED

• CHAIR MUST DELEGATE
CHIEF-FIELD COMMANDER

- ASSUMES RESPONSIBILITY FOR CHAIR
- FREQUENT COMMUNICATION ESSENTIAL
- WEAKEST LINK IN CHAIN ANALOGY
RESPONSIBILITIES

• EDUCATION
• 5 YEAR STRATEGIC PLAN (DEPARTMENT, SOM)
• ADVANCE AND MENTOR FACULTY
EXPECTATIONS

• RESPONSIBILITY
• COMMUNICATION
• MANAGE RESOURCES
RESPONSIBILITY

• QUALITY
• CLINICAL GROWTH
• DIVISION CHIEF MEETINGS
• RESEARCH PORTFOLIO
• DEVELOPMENT
CHIEF EVALUATION BY CHAIR

• DIVISION CLINICAL TARGETS?
• ACADEMIC PRODUCTIVITY
• NEED TO EXPAND?
PRIVILEGE OF LEADERSHIP

• NO PROTECTED TIME
• NO ADDITIONAL COMPENSATION
• TITLE GIVEN—EXPECTATIONS CLEAR
SELECTION OF DIVISION CHIEFS

• INSIDE VS OUTSIDE?
• ACADEMIC RANK
• COMPLEMENTS OR COMPETES?
DEFINING SUCCESS

• DEFINE EXPECTATIONS
• “FIRE IN THE BELLY’ CRITICAL
• CHAIR MUST COACH
FINAL THOUGHTS

• RALPH’S RULE

• RETURN ON INVESTMENT

• MY SCORECARD