

Penn State Milton S. Hershey Medical Center seeks a Chief Quality Officer to provide medical and administrative leadership to support quality, performance improvement and disease management initiatives by the departmental and institutional leadership teams as well as clinical personnel throughout the institution. Penn State Milton S. Hershey Medical Center operates under unified leadership with Penn State College of Medicine and is recognized as one of the nation's premier academic health centers. As a fully integrated health system, Penn State Hershey S. Medical Center is well-positioned to address the future challenges in healthcare. The Board is passionate about quality and committed to the continued journey of improvement. Quality is a major strategic priority and leadership incentive goals are fully aligned with this priority.

The Medical Center has approximately 560 licensed beds, 27,100 admissions, 65,000 ER visits, 893,000 clinic visits, 750 physicians, 2,000 nurses, and total staff of 8,800. There is a robust infrastructure in place to drive quality, safety and performance improvement and a Center for Quality Informatics has recently been established. Quality outcomes currently fall solidly in the middle of Academic Medical Centers as reported by UHC and the Medical Center has received some maximum payouts from some early commercial and CMS pay-for-performance models. The CEO and Executive Leaders aspire to advance outcomes so the Medical Center falls in the top 10% of UHC member institutions. Critical to this advancement is the continued evolution of the analysis of data and its application to make the case for change and to modify clinical behavior around evidence based practice and outcomes.

The Chief Quality Officer (CQO) will report to the Chief Medical Officer and also have a close working relationship with the CEO, Penn State Milton S. Hershey Medical Center who also serves as Senior Vice President for Health Affairs and Dean of the College of Medicine. S/he will serve as a member of the Senior Management Team and as Chair, Clinical Improvement Committee and Quality Oversight Committee. Direct reports include the Director of Clinical Performance Improvement, Director of Quality Data, Director of Quality Programs, Medical Director of Hospital Quality, Surgical Director of Hospital Quality, and Director of Patient Safety Simulation.

The CQO, an 80% administrative/ 20% clinical role, will be responsible for providing leadership, oversight, and support for activities related to clinical quality measurement and performance improvement. S/he will set a clear vision, develop priorities, and tie various initiatives together. Working closely with Hershey Medical Group's Chief Quality Officer and Chief Medical Officer in addressing quality and clinical performance issues system wide will also be essential. This includes clinical quality data reporting, JC accreditation and other regulatory compliance, and institutional quality initiatives. The CQO will develop and oversee an institution-wide continuous quality improvement program.

We seek data driven board certified physicians from academic medical centers with: 10+ years of clinical experience; expertise in clinical quality and patient safety; a track record in developing a vision for quality and safety with clear metrics of success in lowering infection rates and readmission rates while improving HCAHPS scores; and a

track record in using data and evidence to persuade others to change behavior. MPH, MBA, MMM or Master's in related field will be preferred.

Nominations, inquiries, and applications including a cover letter and CV should be directed electronically in confidence to pennstatehersheycqo@divsearch.com All communications will be treated confidentially.

For further information, please contact:
Gordon Hawthorne, J.D., Managing Director or
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Penn State is committed to affirmative action, equal opportunity, and the diversity of its work force.

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