



POSITION SPECIFICATION

Division Chief, Pediatric Emergency Medicine
Children's Specialty Group, PLLC
Norfolk, VA



POSITION DESCRIPTION

CHIEF OF PEDIATRIC EMERGENCY MEDICINE

The Division Chief of Pediatric Emergency Medicine (PEM) is the clinical, operational and academic leader of the Division of Pediatric Emergency Medicine at Children's Specialty Group (CSG), Children's Hospital of The King's Daughters (CHKD) and Eastern Virginia Medical School (EVMS).

The Division Chief of Pediatric Emergency Medicine is employed by CSG and will be a board certified, licensed physician who will lead the pediatric emergency department physicians. The Division Chief will participate with CSG and hospital leadership in budgetary, staffing, patient care, professional staff development, performance evaluations and patient/family issues. The Division Chief will also oversee the clinical, research, and educational activities of the Division; direct pediatric emergency care for the pediatric ED at CHKD; lead recruiting efforts for the Division; and ensure career mentoring for all faculty in the Division.

The Division Chief leads collaborative efforts within CSG and CHKD to ensure that the highest quality patient care is provided in a professional, cost-effective, culturally competent manner. The Division Chief oversees faculty scholarly activity that includes provision of education and mentorship to trainees; research and innovation; community outreach and advocacy; and regional and national academic collaboration and thought leadership. The Division Chief fosters a collegial culture amongst the Divisional faculty and supports faculty mentorship and career development.

The Division Chief is an advocate for and a representative of the Divisional faculty in CSG, Departmental and Hospital leadership activities. In addition, the Division Chief will be a dyad partner with nursing leadership to help establish standard operating protocols which ensures outstanding care for all patients.

The duties of the Division Chief of Pediatric Emergency Medicine are outlined in this document. This outline is not all-inclusive. Additional duties may be requested by CSG or Hospital leadership.

ROLE RESPONSIBILITIES

The Division Chief of Pediatric Emergency Medicine will be responsible for developing, building and leading the Division of Pediatric Emergency Medicine and for providing evidence-based and multidisciplinary emergency care for pediatric patients at Children's Hospital of The King's Daughters. In addition, the Chief will provide leadership and management to the division members in order to support the Division mission and goals for patient care, education and public service. The Chief will represent the division externally to regulatory agencies, other healthcare organizations and providers, and the public. The Chief will work with other clinical leaders as appropriate to support and advance the mission and vision of the organization. The Chief will collaborate with others to ensure that the following mission, vision, and purpose of the CHKD Emergency Department are advanced:

Mission: We are a team of dedicated professionals collaborating with others to continuously improve patient-centered, pediatric emergency care in our community.

Vision: The right people providing the right care for sick and injured children in our community.

Purpose: We care. We care for our patients, our team and our community.

ESSENTIAL FUNCTIONS

Administrative:

- Ensure that all members of the division are competent, trained and appropriately credentialed at CHKD and EVMS.
- Leadership role in recruitment, orientation, coaching and retention efforts of current faculty and staff.
- As Medical Director of the Emergency Department, monitor ED performance with the ED Nursing Director and collaborate to ensure that appropriate actions are taken to ensure performance standards are maintained.
- Responsible and accountable for the operational performance of the ED.
- Promote and ensure customer service and a positive patient experience.
- Establishes a relationship with CSG Executive Committee and membership to ensure collaboration in all aspects of physician employment practices.
- Collaborate with ED Nursing Director and hospital leadership team to ensure effective collaboration, shared leadership and mutual support between medical, nursing and support staff.

Clinical:

- Provide safe, timely, effective, efficient, equitable and patient centered care in the ED at CHKD.
- Provide clinical leadership to medical and nursing staff at CHKD.
- Role model ethical and professional behavior with every interaction.
- Supervise and educate medical and nursing staff when appropriate in their triage, evaluation and management and disposition of patients.
- Participate in the development and management of clinical pathways and guidelines.
- Participate in the management of mass casualty or major disaster planning, simulation and care as a part of the emergency response team.

Quality Management:

- Regularly monitor performance of the ED team against prior performance, key local and national performance indicators and benchmarks.
- Make recommendations to improve utilization of facilities, service and staff, in coordination with nursing and administration.
- Work with the PEM Director of Quality and CHKD VP, Quality & Safety to monitor and ensure the quality of care delivered in the ED and maintain a process to ensure competency, credentialing and peer review for all faculty.
- Assure that the quality, safety, and appropriateness of pediatric emergency patient care services are monitored and evaluated, and that appropriate actions are taken based on outcome.
- Review grievances, complaints, safety issues, and peer review cases for the Division of Pediatric Emergency Medicine.
- Oversee clinical risk management in the ED in collaboration with the CHKD Risk Management Department and CSG Risk Management.

Education/ Continuing Professional Development:

- Maintain excellence in PEM fellowship program and support Fellowship Director in recruitment and educational activities.
- Constantly evaluate and improve educational experiences/opportunities for trainees.
- Participate in continuing professional development activities to maintain personal knowledge and skills as appropriate.
- Stay current in the PEM literature.

EDUCATION REQUIRED

- MD or DO with a track record of administrative leadership experience is required for this position.
- Board Certified by the American Board of Pediatrics in Pediatric Emergency Medicine (or equivalent).
- Eligible for medical licensure in the Commonwealth of Virginia.
- Credentialed to practice within his/her area of specialization by the Professional Staff of CHKD.

EXPERIENCE REQUIRED

- Demonstrated exceptional leadership, administration and organization of pediatric emergency medicine clinical services in a complex organization.
- Established record of clinical program development and leadership.
- Clinical skills should include the full depth and breadth of basic and complex pediatric emergency medicine.
- Demonstrated ability to work within a data driven outcomes-based organization with respect to operational decision-making and benchmarking. Able to deliver evidence-based medicine.
- Possess broad, contemporary market insight regarding the current status, trends, and outlook for the healthcare delivery system in general, and in pediatric emergency medicine in particular.
- Experience in building strategic partnerships with physicians and nurses.

PERSONAL ATTRIBUTES/CHARACTERISTICS

- Must possess a sincere passion for quality care - the patients and their families are a key driver to every decision they make. They must then utilize this passion to provide service-oriented patient care and quality clinical outcomes.
- Able to gain trust, credibility, and respect through open, honest, and clear communication
- Personable and approachable; a good listener.
- Leads by example.
- Must be an energetic, assertive and hard-working individual willing to work to accomplish ambitious goals. Understands and demonstrates a “sense of urgency” while remaining calm and in control.
- Possess a high standard of integrity, credibility and business ethics.
- Must be a strong team builder and able to delegate.

- A collaborative leader and problem solver committed to a culture of caring and personal respect for all employees and roles.
- Able to work with clinical and administrative colleagues at all levels within the organization.
- Understands and respects the need for confidentiality regarding all patient care and corporate activities.
- Must work well within a system environment, utilizing the resources, structure and relationships to maximize success.
- Must be community minded and possess a demonstrated ability to develop and maintain relationships with key community leaders.



CHILDREN'S SPECIALTY GROUP

Children's Specialty Group, PLLC (CSG) is a physician owned multi-specialty group practice comprised of over 200 board certified or eligible physicians and 76 advanced care providers across 30 specialty divisions. CSG is the sole provider of medical specialty care at Children's Hospital of The King's Daughters (CHKD), which is the only free-standing children's hospital in Virginia. CSG is a physician owned group whose mission is to provide direct high-quality healthcare to children and adolescents, train future physicians, and conduct research to improve children's health. CSG is committed to providing the best value in pediatric healthcare to our patients, payers, the Children's Health System and referring physicians. The CSG physicians also serve as the full-time faculty in the Department of Pediatrics at Eastern Virginia Medical School.

HISTORY

1987...

The Pediatric Specialists with primary or secondary appointments in the Department of Pediatrics at the Eastern Virginia Medical School formed Pediatric Faculty Associates, a nonprofit faculty practice plan jointly owned by the Children's Hospital of The King's Daughters and the Eastern Virginia Medical School. This concept was favored because the leadership of all three organizations understood that there's a difference in both the practice of medicine and economics in pediatric medicine versus adult medicine. Pediatric Faculty Associates functioned as intended, growing the pediatric subspecialty care available to the children of Hampton Roads. New pediatric specialties were added, and others were expanded.

1996...

The physicians within Pediatric Faculty Associates felt that the pediatric population would be even better served by bringing the specialties within PFA under one administrative structure and to that end formed a private physician owned practice, Children's Specialty Group, PLLC in February 1998. Through an affiliation agreement with EVMS, CSG providers have continued their academic mission and constitute a major part of the EVMS Dept. of Pediatrics.

Since 1998...

Pediatric subspecialists comprising the group have continued to grow in number, adding new providers as well as specialties. A division of pediatric dermatology has been added and the divisions of pediatric gastroenterology, endocrinology, critical care, emergency medicine, infectious disease, allergy/immunology, cardiology, as well as, other divisions of pediatric specialties have grown in numbers.

Today...

Children's Specialty Group, PLLC continues to grow, adding pediatric specialists to care for children in Newport News, Hampton, Williamsburg and York County through a new location at the Children's Hospital of The King's Daughters Health and Surgery Center, Oyster Point. Ninety percent of the founding CSG physicians from 1998 remain with the group. Children's Specialty Group, PLLC looks to the future with an eye toward continual recruitment of exceptional board-certified pediatric subspecialists to provide a wide variety of care in meeting the needs of the children of Hampton Roads.

DIVISION OF PEDIATRIC EMERGENCY MEDICINE

Children's Hospital of The King's Daughters (CHKD) Emergency Center is home to the **first and only Level 1 Pediatric Trauma Center in Hampton Roads**, offering the highest level of care available to trauma patients under the age of 15. The comprehensive team of pediatric emergency medicine specialists, surgeons, nurses, therapists and other clinicians takes care of trauma patients from the time of injury through rehabilitation.

CHKD provides a broad range of primary, secondary and tertiary care services to a variety of medical and surgical patients. With **206 inpatient beds** and an estimated **5,100 annual admissions**, CHKD offers a full range of services including pediatric intensive care, neonatal intensive care, transport services, pediatric cardiac surgery, ECMO and pediatric trauma/burn care. CHKD is also designated as a Level 1 Children's Surgery Center by the American College of Surgeons.

The Emergency Center serves approximately 50,000 children each year. The staff of pediatric emergency specialists respond quickly to serious illnesses and injuries with the compassion, caring and communication that families need during these difficult times.

The **Division of Pediatric Emergency Medicine** consists of the following:

- 17 PEM Board Certified physicians and 1 PEM trained physician
- 12 General Pediatricians (generally supporting minor care)
- 7 Nurse Practitioners
- 2 Physician Assistants
- 7 PEM Fellows

The Division of Pediatric Emergency Medicine supports the Pediatric ED and Trauma Center, Minor Care and the Sedation Service.

PEDIATRIC EMERGENCY MEDICINE FELLOWSHIP

The Pediatric Emergency Fellowship Program offers four major kinds of experiences: clinical, teaching, administrative and research.

Clinical

Our state-of-the-art **13,000 square foot 28 bed Emergency Department** serves approximately 50,000 patients each year. It is staffed by pediatric and emergency medicine residents, supplemented by family practice and transitional residents on regular rotations. Supervision is provided by full-time Pediatric Emergency Medicine faculty and fellows 24 hours a day.

Teaching

A major component involves supervising and teaching residents and students in the Emergency Department. Fellows receive specific instruction in lecture design and delivery, and participate as speakers in a variety of formal and informal settings. Multiple opportunities exist for improving teaching skills. A pediatric simulation lab and ultrasound training is also incorporated into the program.

Administrative Training

Fellows learn the principles of administration in monthly administrative meetings and by involvement in the day-to-day operations of the emergency department. Fellows participate as active members on various hospital committees broadening their administrative exposure.

Research and Training Experience

During the first year of training all fellows attend a “boot camp” and receive formal teaching on the principles of epidemiology, statistics and study design and methodology. This provides fellows a framework for understanding clinical research. With faculty supervision, fellows are expected to design and execute one or more independent research projects culminating in an original manuscript suitable for publication and presentation. Our department has a dedicated biostatistician who will aid with research design, data analysis and IRB submission. In addition to the “research boot camp” all fellows participate in an asynchronous EBM/research design course during year 1 and a biostatistics course during years 2 and 3.



CHILDREN'S HOSPITAL OF THE KING'S DAUGHTER'S

Children's Hospital of The King's Daughters (CHKD) is Virginia's only freestanding children's hospital and the heart of a comprehensive pediatric healthcare system that provides comprehensive medical and surgical care to children. CHKD's primary service area encompasses southeastern Virginia and northeastern North Carolina, a region that is home to approximately 500,000 children under the age of 21.

OUR CHARITABLE MISSION

CHKD was established in 1961 as an 88-bed, not-for-profit hospital by **The King's Daughters**, a women's service organization that has worked to improve the health and well-being of local children since the late 1800s. The King's Daughters still support the hospital today, through fundraising, advocacy, and leadership on our Boards.

The hospital has always upheld the charitable mission of its founders, and in 2019, Medicaid covered 58 percent of its inpatient days, the highest percentage by far of any acute care hospital in Virginia.

Because Medicaid does not cover CHKD's true cost of providing care, the hospital has a large annual shortfall between the costs incurred caring for Medicaid patients and the reimbursements received from Medicaid. In fiscal year 2019, that shortfall totaled more than \$14 million. The hospital also provided \$4 million in charity care.

With the help of a generous community, CHKD can ease the government's burden of caring for our region's most vulnerable children. CHKD subsidizes needed pediatric services that no one else in the region offers. They advance general and professional understanding of children's health and collaborate with others who share CHKD's devotion to children to create a safer, healthier, and more equitable future for all. In the fiscal year that ended June 30, 2019, CHKD's total community benefit, minus offsetting revenue, totaled \$116 million.



OUR HOSPITAL

Today, CHKD is a **206-bed teaching and freestanding children's hospital** and the heart of an integrated pediatric health care system with more than 3,000 employees. There are more than 5,000 admissions to the hospital every year.

All members of the medical team are devoted exclusively to the health of children. CHKD's patients benefit from the full range of pediatric specialists and support services available only at freestanding children's hospitals.

In 2020, the hospital completed a major renovation of its **Neonatal Intensive Care Unit**, with 60 private rooms and 10 rooms with two beds each, perfect for families with twins. This state-of-the-art design facilitates bonding and family-centered care, while offering the highest-level medical interventions to the region's most fragile newborns. The NICU has approximately 500 admissions a year.

CHKD's **Pediatric Intensive Care Unit** is the region's largest and most sophisticated critical care facility for children and adolescents suffering from acute, life-threatening illnesses and injuries. The unit also provides post-operative care after complex surgeries. Child life specialists, social workers, and chaplains supplement the medical care provided. There are approximately 1,500 admissions each year to the PICU.

CHKD's **Neuroscience Unit** provides specialized care for neurology and neurosurgery patients. The unit is a Level 3 epilepsy center, certified by the National Association of Epilepsy Centers to offer the professional expertise and technology required to provide the highest-level medical evaluation and treatment, including extended monitoring for children with complex epilepsy.

The hospital completed a renovation of its inpatient pediatric **Rehabilitation Unit**. This unit is the only one of its kind in Virginia and provides comprehensive care to children and teens who have had a change or loss of functional skills after an illness, surgery, or accident.

CHKD also has a **Technology-dependent Intensive Care Unit**. Designed specifically to accommodate ventilator-dependent patients who need longer inpatient stays, the unit offers many homelike touches and provides age-appropriate activities to optimize each child's emotional, intellectual, and social development.

Any child or young adult with cancer or a blood disorder who requires hospitalization is admitted to the **Hematology/Oncology Unit**, which was renovated in 2020 to include all private rooms. On this unit, pediatric hematologists and oncologists lead a team of specially trained nurses and other medical professionals to care for patients with cancer and blood disorders. Special rooms equipped with HEPA-filtration systems keep immunocompromised patients protected from infection.

CHKD's **General Care Units** have beds for patients who require medical management and pre- and post-surgical care for a wide range of pediatric diagnoses.

A specially trained **Transport Team** of pediatric critical care nurses, registered respiratory therapists, and paramedics is on call 24/7 to bring critically ill children and newborns to CHKD from other area medical facilities. These teams work out of fully equipped mobile intensive care units. They complete more than 2,000 transports every year, many for newborns who require care in CHKD's NICU. Attending physicians from the PEM Division serve as medical control physicians for the pediatric team.

Support services for inpatients include, but are not limited to, child life therapy, chaplaincy, hospital school, medical social work, and pet therapy.

In response to a growing need in the community, CHKD began to expand its small outpatient **mental health program** in 2014. Over the past five years, that program has grown from eight licensed providers to 47. Outpatient therapy is available at locations throughout the region. In addition, CHKD received state approval to build a new, **\$224 million 60-bed pediatric mental health hospital and outpatient center**, which is scheduled to open on the hospital's main campus in 2022. With the development of a **comprehensive mental health service line**, CHKS will offer inpatient hospital, partial hospitalization, intensive outpatient, outpatient services, and a dedicated space for mental health patients in the Emergency Department staffed with a multidisciplinary team. This expansion will also include the development of clinical research in pediatric mental health and the launching of a child and adolescent psychiatry fellowship in 2023.

SURGICAL SERVICES

CHKD operates the region's only **Surgery Program** just for children and teens. Each year, teams of pediatric surgeons, nurses, and anesthesiologists perform approximately 13,000 surgeries, making CHKD's program one of the busiest pediatric programs in the state.

CHKD's surgical program is designated as a **Level 1 Children's Surgery Center**, the highest level possible, by the American College of Surgeons. Programs with this designation must meet rigorous criteria for staffing, training, facility features, and protocols for care.

CHKD's surgery process is designed to make children and parents comfortable every step of the way. Patients can choose their own flavor of anesthesia and walk or ride toy cars into the operating room. Our recovery rooms are equipped with rocking chairs for parents and slushee machines.

At the main hospital in Norfolk, CHKD provides inpatient and outpatient surgical care from the most complex surgeries to minor outpatient procedures. CHKD also offers outpatient procedures at our Health and Surgery Centers at Oyster Point in Newport News and Concert Drive in Virginia Beach.

The pediatric, fellowship-trained surgeons of **CHKD Surgical Group** offer care in six surgical specialties: cardiac surgery, neurosurgery, orthopedic surgery, pediatric surgery, plastic and oral maxillofacial surgery, and urological surgery. Pediatric ear, nose, and throat surgeons and eye surgeons also operate at CHKD.

CHKD is an internationally renowned center for the treatment of pediatric chest wall deformities. In the early 1990s, CHKD surgeon-in-chief emeritus, Dr. Donald Nuss, developed a minimally-invasive procedure to correct pectus excavatum, the most common chest wall deformity in children. Since then, **CHKD's Nuss Center** has become an international center for training, research, and treatment of pediatric chest wall deformities.

OUTPATIENT SERVICES

CHKD Medical Group consists of more than 100 primary care pediatricians who work in 20 practices at 31 offices throughout our service area. Many CHKD Medical Group practices have met the stringent certification requirements set by the National Committee for Quality Assurance to be patient-centered medical homes. The group offers convenient online appointment setting, and all practices make efforts to accommodate parents who want same-day appointments when their children are sick. Children make approximately 400,000 visits to the pediatricians of CHKD Medical Group every year.

The pediatric subspecialty physicians of **Children's Specialty Group** care for children facing health conditions such as cancer, genetic disorders, heart problems, developmental disabilities, asthma/allergies, and diabetes through more than 50 CHKD outpatient clinics. Children make approximately 180,000 visits to our outpatient clinics every year.

The hospital's **Emergency Department** is the region's only pediatric emergency department and **Level I Pediatric Trauma Center**. The ED provides care for patients and their families from birth to young adulthood with varied levels of severity from trauma and resuscitations to broken bones and asthma. CHKD's collaborative team includes pediatric board-certified emergency physicians, nurse practitioners, nurses, ED techs, nursing care partners, mental health providers, pharmacists, social workers, child life specialists, chaplains, respiratory therapists, and more. The emergency center handles around 50,000 visits a year.

CHKD's Pediatric Urgent Care Centers offer a level of care between primary care and emergency care in convenient Chesapeake, Virginia Beach, and Newport News locations. Hours are 10 a.m. to 10 p.m. daily. Parents can find the wait times for each center and save their spot online before heading out. CHKD's Urgent Care Centers have about 80,000 visits annually.

CHKD's unique, child-centered diagnostic services are available throughout our service region. Laboratory services are available at the main hospital and the CHKD Health Centers at Oyster Point, Burnett's Way, Concert Drive, Oakbrooke, Loehmann's, and Tech Center. CHKD's lab performs almost 800,000 tests a year.

CHKD Radiology services are also available to families at our CHKD facilities in Newport News, Chesapeake, Suffolk, Hampton, Norfolk, and Virginia Beach. The radiology department is a fully-integrated digital imaging center that performs more than 100,000 X-rays, fluoroscopic tests, urodynamics, bone density tests, CT, MRI scans, ultrasound, PVL, and nuclear medicine studies every year.

The **CHKD Child Advocacy Center (formerly the CHKD Child Abuse Program)** provides comprehensive medical and psychosocial services for the prevention, diagnosis and treatment of child abuse and neglect. The center helps coordinate all of the interventions required to investigate and treat child abuse to prevent children from being retraumatized by this complex process. Children make approximately 4,000 visits to the program annually.

CHKD's Sports Medicine Program specializes in the prevention, diagnosis, treatment, and rehabilitation of sports injuries, as well as those caused by chronic overuse. Major components of the program include orthopedic surgery, primary care sports medicine, sports medicine physical therapy, and sports performance training. The program also provides athletic training coverage at middle and high schools throughout Hampton Roads.

CHKD's Childhood Cancer Program provides care for approximately 500 regional children with cancer. Cancer care at CHKD encompasses children's physical, emotional, and educational needs and incorporates the whole family to help lessen the stress of coping with such a serious illness in a child. CHKD is a member of the Children's Oncology Group and is designated as a clinical trials site.

Community-based CHKD Health Centers – offering a variety of outpatient services, including primary care, specialty medical and surgical care, and rehabilitative and diagnostic services – are located in Virginia Beach, Chesapeake, Norfolk, Suffolk, Newport News, and Williamsburg. CHKD Health and Surgery Centers in the Princess Anne region of Virginia Beach and the Oyster Point center in Newport News also offer the regions only dedicated pediatric outpatient surgery centers.

CHKD's community outreach program offers a variety of educational programs and resources for parents, grandparents, coaches, professionals, community members, and children to support the development of healthy and happy families.

More information can be found at <https://www.chkd.org/>



EASTERN VIRGINIA MEDICAL SCHOOL

Mission

Eastern Virginia Medical School is an academic health center dedicated to achieving excellence in medical and health professions education, research and patient care. We value creating and fostering a diverse and cohesive faculty, professional staff and student body as the surest way to achieve our mission. Adhering to the highest ethical standards, we will strive to improve the health of our community and to be recognized as a national center of intellectual and clinical strength in medicine and Health Professions. Our commitment to ensuring institutional effectiveness is demonstrated by the continuous assessment processes we use to improve program performance and student learning outcomes.

Vision

Eastern Virginia Medical School will be recognized as the most community-oriented school of medicine and health professions in the United States.

Values

Three core values drive our daily efforts:

- **Excellence:** We determine with our stakeholders what is valuable and hold ourselves to high performance standards that fulfill our promises.
- **Collegiality:** We serve our community and one another, building strong and mutually supportive relationships. We work as a cooperative, united team to further our purposes of education, research and patient care.
- **Integrity:** We strive to maintain the highest ethical standards and accept accountability for all we do and say.

COASTAL VIRGINIA - LIVING IN HAMPTON ROADS

Centrally located on the East Coast, CHKD, CSG and EVMS serve the southeastern region of Virginia known as Hampton Roads. The region includes seven major cities: Chesapeake, Hampton, Newport News, Norfolk, Portsmouth, Suffolk and Virginia Beach.

Hampton Roads is the 33rd largest Metropolitan Statistical Area in the nation and eighth largest metro area in the Southeast. The region's total population exceeds two million people. It is located 200 miles south of Washington,

D.C., and 90 miles southeast of Richmond (the state capital). Winters are mild, while the autumn and spring seasons are delightful. Summers are warm but tempered by ocean and bay breezes from the Atlantic Ocean, Chesapeake Bay and neighboring waterways.



The community takes its name for the central harbor that has shaped the region's history and culture. As one of the largest harbors in the world, Hampton Roads has played a prominent role in American History ever since Captain John Smith and 100 other settlers arrived here in 1607, establishing at Jamestown the oldest permanent English settlement in the New World. The harbor was originally named in honor of the 17th century English Earl of Southampton (Henry Wriothesley) by the first royal governor, Lord de la Ware.

The region abounds in history. During the Revolutionary War, many battles were fought here, ending with Cornwallis' surrender at Yorktown. In addition, the harbor was the site of the famous Civil War battle between the ironclads, the Union Monitor and the Confederate Virginia, commonly known as the Merrimac. In more modern times, the region's large military presence and shipbuilding industries have continued to play a major role in American history and defense.

Consistently earning high ranks in various "quality-of-life surveys", the region offers an affordable cost of living and abounds in cultural, educational and economic opportunity. Educational opportunities in the area are enriched by seven colleges and universities as well as two community college systems. International trade, shipbuilding, healthcare, tourism, the military and agriculture create a diverse economic base with a wide range of employment possibilities.

State and city parks, public beaches, and other recreational facilities are open to the public for camping, boating, surfing, fishing, hiking, swimming, tennis and golf. University sports, professional hockey, professional soccer and AAA minor league baseball are available, and Hampton Roads is one of the most active yachting areas in the nation. History buffs can visit the restored villages of Colonial Williamsburg, Jamestown and Yorktown. Foodies will enjoy the many fine and casual restaurants and cafes throughout the area that offer a wide variety of local and ethnic cuisines.

Hampton Roads also offers many opportunities for weekends getaways. The cultural attractions of Washington, D.C., the windswept beaches of North Carolina's Outer Banks, and the scenic beauty and ski resorts of the Blue Ridge Mountains are only few hours' drive away. In addition, several cruise lines depart from Norfolk for three, five and seven-day cruises to destinations in the Caribbean and points north along the eastern seaboard.

The area offers a wide range of housing options with reasonable cost of living within a short commute distance. Most faculty live throughout the Hampton Roads region including downtown Historic Ghent (5 minute walk), waterfront along the Chesapeake Bay (10 minute drive), suburban options (10-30 minutes), ocean beachfront (25 minutes), and in farm country (30 minutes). There are also great public & private school options, including some of the country's best in-state colleges including University of Virginia, Virginia Tech, William & Mary, James Madison, and Old Dominion University.

APPLICATIONS, INQUIRIES AND NOMINATIONS

Interested candidates should provide a curriculum vitae and a letter of interest that describes their interest in the role including, but not limited to, relevant educational, teaching and leadership background. All interactions will remain confidential to protect the applicant and their current endeavors.

For questions or additional information on this opportunity, or to provide recommendations, please contact:

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