Position Profile

University of Iowa Hospitals & Clinics

Associate Chief Nursing Officer
Iowa City, Iowa
# Table of Contents

## SECTION 1

**Overview**
- University of Iowa Hospitals & Clinics
- University of Iowa Children’s Hospital
- Mission
- Vision
- Honors and Distinctions
- Executive Leadership

## SECTION 2

**Position Description**
- Reporting Relationship
- Principal Accountabilities
- Experience and Qualifications
- Personal and Professional Attributes
- Challenge to the Position

## SECTION 3

**Community Information**
- Iowa City, Iowa

## SECTION 4

**Furst Group**
University of Iowa Hospitals & Clinics – recognized as one of the best hospitals in the United States – is Iowa’s only comprehensive academic medical center and a regional referral center. UI Hospitals & Clinics is committed to providing patient-focused care – available to every person around the clock – in an environment devoted to innovative care, excellent service, and exceptional outcomes.

University of Iowa Hospitals & Clinics and UI Children’s Hospital together deliver quality care in collaboration with University of Iowa Physicians, the state’s largest multi-specialty medical and surgical group practice composed of faculty physicians of the UI Roy J. and Lucille A. Carver College of Medicine. These partners work together as University of Iowa Health Care to provide patient care, conduct biomedical research, and train the next generation of health professionals.

UI Hospitals & Clinics is a 734-bed hospital, admitting more than 28,000 patients last year for in-patient hospital care. On any given day at UI Hospitals & Clinics more than 9,000 employees, students, and volunteers collaborate to provide safe, quality healthcare to patients while also exceeding expectations with excellent service. More than 200 outpatient clinics and care areas are represented, receiving more than 904,000 clinic-patient visits last year. Between 2009 and 2010, UI Hospitals & Clinics employed 700 staff physicians and dentists, 738 resident and fellow physicians and dentists, 1,591 nurses, and approximately 5,000 other staff members. A dedicated corps of more than 1,300 volunteers assists each year as well.

In addition to providing first-rate primary care, University of Iowa Hospitals & Clinics offers the services of board-certified physicians in more than 200 specialties. It takes seriously its role as a full-service healthcare center, receiving referrals for specialty care from physicians around the country.

The inpatient services are located in the main complex of buildings on the University of Iowa campus in Iowa City. Many of its outpatient services are also located at its campus location. In addition, a variety of healthcare services are offered in centers throughout eastern Iowa.

UI Hospitals & Clinics’ physician staff members also serve as teachers and researchers in the University of Iowa’s Roy J. and Lucille A. Carver College of Medicine. Their academic work complements their work as caregivers, giving them the advantage of using the latest technology and research understanding in care.
Following is a brief sample of the numbers of procedures typically performed each year:

- University of Iowa Hospitals & Clinics is a major transplant center, last year performing nearly 500 organ and tissue transplants, including 15 heart transplants and 13 lung transplants.
- The heart care area is a regional leader, last year performing more than 12,000 adult and child cardiac catheterizations.
- The AirCare helicopter and partner air services brought 972 patients to UI Hospitals & Clinics last year. Another 232 were brought by ground ambulances.
- Last year nearly 290,000 radiographic examinations were performed – procedures like x-rays, PET scans, CT scans, and MRIs.

The Perioperative Division employs more than 275 staff members who work in 30 main operating rooms and pre/post-surgical areas, and 125 staff who work in Central Sterilizing. In Fiscal Year 2011, approximately 18,096 cases were completed in the main operating room, and 18,300 are budgeted for the current fiscal year.

**University of Iowa Children’s Hospital**

University of Iowa Children’s Hospital is dedicated to meeting the healthcare needs of children and their families. Its staff members provide care across a full spectrum – from health promotion and well child care to the crisis of traumatic injury and life-threatening illness to birth defects, chronic illness, and developmental disabilities.

University of Iowa Children’s Hospital’s dedication to children and families dates to 1898 when University Hospital was founded. In 1919, a facility devoted to the care of children – Children’s Hospital – opened as the first building constructed on the west campus of The University of Iowa

**Mission**

*Simply stated, our mission is: Changing Medicine. Changing Lives.®*

**University of Iowa Health Care is changing medicine through**

- Pioneering discovery
- Innovative interprofessional education
- Delivery of superb clinical care
- An extraordinary patient experience in a multi-disciplinary, collaborative, team-based environment.

**University of Iowa Health Care is changing lives by**

- Preventing and curing disease
- Improving health and well-being
- Assuring access to care for people in Iowa and throughout the worlds.
Vision

World Class People.
• Building on our greatest strength.

World Class Medicine.
• Creating a new standard of excellence in integrated patient care, research, and education.

For Iowa and the World.
• Making a difference in quality of life and health for generations.

Honors and Distinctions

  The other ranked specialties at UI Hospitals & Clinics include:
  o Orthopedics – 12th
  o Psychiatry – 20th
  o Urology – 21st
  o Neurology/neurosurgery – 21st
  o Pulmonology – 23rd
  o Cancer – 28th
  o Nephrology – 38th

• Best Doctors in America – Based on peer-to-peer surveys, this independent medical resource includes more than 290 UI physicians in its national database (2009).

• The 2010 Most Wired Survey named UI Hospitals & Clinics as one of the nation’s most wired hospitals for its use of electronic and related technology. The July issue of Hospitals and Health Networks magazine also recognizes UI Hospitals & Clinics for being one of the most wireless healthcare facilities because of its extensive use of devices that do not require wires.

• The Joint Commission – The independent, not-for-profit organization’s “Gold Seal of Approval™” indicates UI Hospitals & Clinics is in full compliance with all applicable Joint Commission standards (2007); in addition, the hospital has earned the Gold Seal of Approval™ as a Primary Stroke Center (2009).

• Wellmark Blue Cross and Blue Shield – This health coverage network designated UI Hospitals & Clinics as a Blue Distinction Center™ in five areas: cardiac care (2009), bariatric (weight loss) surgery (2008), complex and rare cancers (2008), adult bone marrow transplant (2007), and assisted reproduction quality program (2009).
• National Cancer Institute – This arm of the National Institutes of Health recognized the Holden Comprehensive Cancer Center at UI as the only cancer center in Iowa designated as “comprehensive” (since 2005).

• Center for Medicare/Medicaid Services – Seven of UI’s transplant programs meet the federal agency’s Conditions for Participation: adult kidney, pediatric kidney, adult liver, adult heart, pediatric heart, adult pancreas, and adult lung (2009).

• American College of Radiology – This nationwide association of radiologists, radiation oncologists, medical physicists, interventional radiologists, and nuclear medicine physicians accredited the hospital as a “Breast Imaging Center of Excellence” (2008).

• American College of Surgeons – The nationwide association of surgeons certified UI Hospitals & Clinics as a Level I Trauma Center, the highest designation possible for trauma care (2009). This is the only Level 1 designation given for both adult and pediatric patient care in the entire state.

• American Heart Association – The hospital received the “Guidelines – Coronary Artery Disease Gold Performance Achievement Award,” recognizing a higher standard of cardiac care that improves the treatment of patients hospitalized with coronary disease and reduces their risk of recurrent heart attacks or death (2009).

• American Nurses Credentialing Center – The national credentialing organization awarded UI Hospitals & Clinics the state’s first Magnet Award for Nursing Excellence (2004), and granted Magnet re-designation for four years (2008).

• National Marrow Donor Program – The national non-profit organization has annually accredited the DeGowin Blood Center since 2000; the Adult and Pediatric Blood & Marrow Transplant Programs since 1987; the Iowa Marrow Donor Program since 1990, and UI Hospitals & Clinics as a collection center since 1990. In addition, the National Marrow Donor Program and Be The Match Registry ranked the Iowa Marrow Donor Program as the top donor center among 70 members (fiscal year 2008-09).

• Nursing Professionals – The bi-annual national magazine for nurses identified

• UI Hospitals & Clinics as the only hospital in Iowa on its “Top 100 Hospitals to Work For” list (2009).
Executive Leadership

Kenneth P. Kates
Associate Vice President and Chief Executive Officer

Kenneth P. Kates is Chief Executive Officer of the University of Iowa Hospitals & Clinics (UIHC) and Associate Vice President of UI Health Care. As the executive leader of UIHC and the University of Iowa Children’s Hospital, Mr. Kates oversees the operational, strategic, and financial performance for the 729-bed regional referral center. Annually, UIHC admits over 30,000 inpatients, has over 800,000 ambulatory visits, and generates over $1 billion in revenues.

Mr. Kates is focused on providing an extraordinary patient care experience at every level, with a constant eye toward patient safety, clinical excellence, outstanding service, and strong financial performance. He is driven to make sure every patient visit exceeds expectations. Under his leadership, UIHC continues to receive recognition on U.S. News & World Report’s list of “The Best Hospitals in America.”

As Associate Vice President, Mr. Kates works closely with University of Iowa Health Care leaders to advance UI Health Care’s mission of conducting world-class biomedical research, training the next generation of health professionals, and administering unparalleled patient care.

Mr. Kates has more than 30 years of experience in academic healthcare. Prior to coming to Iowa, he held a number of executive positions at the University of Chicago Hospitals and Health System, including Vice President and Director of the University of Chicago Children’s Hospital, Executive Vice President and Chief Operating Officer, and Interim President of the Hospitals and Health System. Before joining the University of Chicago, he held senior positions at Temple University Hospital in Philadelphia.

Mr. Kates received a Bachelor of Science degree in business administration/marketing from Philadelphia University, and an M.B.A. in health administration from Temple University’s Fox School of Business in Philadelphia.

Mr. Kates serves on the Member Board of Directors of the University HealthSystem Consortium (UHC) and maintains an academic appointment in the University of Iowa’s College of Public Health. He is actively involved in the local community, serving as a member of the Iowa City Area Development Group and Rotary International, as well as on the Advisory Board of Directors for U.S. Bank.

Kenneth L. Fisher
Chief Financial Officer – University of Iowa Hospitals & Clinics
Associate Vice President for Finance – University of Iowa Health Care

Ken L. Fisher was appointed Associate Vice President for finance with UI Health Care and Chief Financial Officer of UI Hospitals & Clinics in June 2007. Mr. Fisher provides financial
leadership for each component of UI Health Care and oversees all major financial operations and related personnel within UI Health Care.

Mr. Fisher came to the UI from Charlotte, N.C., where he was a director for Navigant Consulting Inc., serving as Interim Chief Financial Officer and Consultant for healthcare clients in private and academic healthcare systems. Mr. Fisher has more than 40 years of experience in healthcare financial management, and held financial positions at Grace Hospital in Detroit; East Tennessee Baptist Hospital in Knoxville; and Presbyterian Hospital, Charlotte Memorial Hospital, and Carolinas Hospital and Health Service, all in Charlotte, N.C.

Mr. Fisher earned a bachelor’s degree in accounting at Baylor University and a master’s of business administration from the University of North Carolina at Charlotte.

**Ann Williamson, Ph.D., R.N.**  
**Associate Vice President for Nursing and Chief Nursing Officer**

Ann Williamson, Ph.D., R.N., N.E.A.-B.C., was appointed Associate Vice President for Nursing and Chief Nursing Officer in February 2008. She oversees nursing services and patient care for the academic medical center. Ms. Williamson most recently served as Patient Care Director at the University of California, San Francisco (UCSF) Medical Center and as Associate Clinical Professor at the UCSF School of Nursing. She has held a number of leadership positions at UCSF Medical Center since 1992, including serving as Interim Chief Nurse, Director of Nursing Education and Research, Manager of the Emergency Department, and Joint Commission coordinator. In 2007, Ms. Williamson received the Chancellor’s Award from UCSF for exceptional university management.

Prior to joining UCSF, Ms. Williamson served in various capacities in emergency services nursing, including Director, Clinical Nurse Specialist and Staff Nurse at hospitals in Calif., N.C., and Texas. She also held positions in nursing education in N.C., including Instructor and Lecturer.

Ms. Williamson earned a bachelor’s degree in nursing from the University of North Carolina at Chapel Hill, a master’s degree in nursing from the University of Texas at Austin, and a doctorate from UCSF, with a concentration in nursing informatics and health systems.

**William W. Hesson, J.D.**  
**Associate Vice President for Legal Affairs**  
**Associate Director, Legal Counsel**

William W. Hesson, J.D., was appointed Associate Vice President for Legal Affairs in July 2007. He oversees all legal matters for UI Health Care and its components and works closely with UI General Counsel. He will continue to serve as Associate Director/Legal Counsel at UI Hospitals & Clinics, where he has been a staff member since 1979.

Mr. Hesson is also an adjunct professor in the College of Public Health at The University of Iowa.

He graduated from the UI College of Law in 1979 and is a member of various organizations, including the Iowa State Bar Association, the American Health Lawyers Association, and the
Iowa Society of Health Care Attorneys. He is a former member of the Iowa State Bar Association Health Law Section Council and served as president of the Iowa Society of Healthcare Attorneys from 1993 to 1994.

*Javier Campos, M.D.*  
*Head of Anesthesia*  
*Executive Medical Director of the Main Operating Rooms*

Dr. Javier Campos joined the University of Iowa Hospitals and Clinics as an Assistant Director in the Department of Anesthesiology in 1984. Since that time, Dr. Campos has assumed progressively significant leadership roles within UIHC’s main operating rooms, from Clinical Director in 2004 to the Executive Medical Director of the Main Operating Rooms in January 2009. Dr. Campos was appointed as Head of Anesthesia in June 2011. Dr. Campos holds a Doctor of Medicine degree from the Medical Faculty of the Autonomous University in Guadalajara, Mexico, as well as a Bachelor of Science degree from the Federal Preparatory School in Sonora, Mexico. He is currently affiliated with the following associations: International Anesthesia Research Society, Mexican Society of Anesthesiologists, American Society of Anesthesiologists, Society of Cardiovascular Anesthesiologists, Medical Alumni Association (UCLA), Iowa Society of Anesthesiologists, and the Association of University Anesthesiologists. Dr. Campos has achieved numerous teacher of the year awards within UI’s College of Medicine, and has been selected to Best Doctors of America every year since 2005.
Position Description

The Associate Chief Nursing Officer will set forth the ethical principles, practice standards, and strategic objectives which are the basis for coordinating and administering the Department of Nursing Services and Patient Care. This executive will provide leadership and help set direction for ongoing innovations and improvements in care delivery and care coordination, with attention to patient safety, quality, and service.

Reporting Relationship

The Associate Chief Nursing Officer will report to the Associate VP for Nursing/Chief Nursing Officer.

Principal Accountabilities

The Associate Chief Nursing Officer will partner with Divisional Nursing Directors, Medical Directors, and multi-disciplinary department leaders to drive and sustain positive change within the organization.

This executive will effectively interpret, implement, and ensure that all sites of care maintain compliance with the Joint Commission (TJC), Iowa Department of Inspection and Appeals (IDIA), and Iowa Board of Nursing (IBON) standards within the Department of Nursing Services and Patient Care.

Human Resources Management:

In collaboration with nursing leadership, determine the need for and priority of allocation of human resources within the Department of Nursing.

Provide input into organizational strategy.

Liaison with and provide support to the Nursing Shared Governance committees.
Financial Management:

Work with CFO on organizational budget by working with department directors to develop operational and capital budgets, manage budget priorities, allocate resources, and address and resolve budget issues.

Initiate and approve programs to enhance revenue and/or contain or reduce overall expenses.

Help to develop a five-year capital plan for the department and participate on the UIHC Budget Guidance Team to provide administrative leadership for clinical care.

In partnership with nursing finance in the Chief Nursing Office (CNO), is responsible for all financial operations of the Department of Nursing Services and Patient Care.

Operations, Standards of Care, Regulatory Compliance, Quality and Patient Satisfaction:

Assure operational consistency throughout the Department of Nursing. Interpret and implement UIHC and Department of Nursing Services and Patient Care policies and procedures. Responsible for the daily operations of the department.

Provide consultation and guidance to nursing units and divisions on achieving quality, productivity, and patient satisfaction goals.

Monitor outcome metrics.

Serve as designee for the Chief Nursing Officer on assigned projects, committees, and during absences.

Interpret and assist in the implementation of administrative policies established by University and UI Health Care administration, and report changes that may be required in these policies.

Serve as the principal administrator in the oversight and supervision of the Department of Nursing Professional Practice Committee; coordinating the development of departmental standards; interpreting and implementing UIHC and Department of Nursing Services and Patient Care policies and procedures; and communicating with other disciplines to assure appropriate interface with other departmental standards.

Serve as department liaison with the Iowa Board of Nursing and for tort claims reviews.

Investigate and interpret federal, state, and local government and accrediting agency programs of actual and potential importance to the University of Iowa Health Care and the University of Iowa Hospitals & Clinics.
**Patient Care/Services Delivery:**

Develop and integrate new business models and develop models of care/service in the Department of Nursing Services and Patient Care.

In partnership with the Directors, Clinical Services, lead efforts to reduce length of stay and readmissions with attention to service, safety, and quality.

In partnership with other nursing leadership members, identify changes and trends in the external environment impacting care delivery; participate in planning and policy formulation at UIHC in light of those changes and trends.

Investigate quality of care problems and provide follow-up with patients/families and staff as delegated.

Incorporate the principles of Service Excellence to ensure positive patient/customer relations.

**Planning and Goal Management:**

Assist in developing organizational strategy and action plans.

Define, develop, and direct implementation of departmental goals and programs for the organization and recommend directional changes as appropriate.

Participate in the establishment of a functional, organizational structure for achieving departmental and UIHC objectives.

Participate in the development, implementation, and evaluation of new programs aimed at improving care delivery, patient safety, quality and service.

Analyze, evaluate, and implement changes in existing programs to support departmental and UIHC objectives.

Oversee the ongoing activities related to the development, implementation, and maintenance of the strategic plan for the department, and provide guidance and direction in implementation, monitoring, and evaluation.

Participate in implementing long-rang UIHC development and strategic plans.

**Communication/Collaboration:**

Enhance strategic and programmatic relationships with faculty physicians, other healthcare staff, and community members.

Act as hospital administrative liaison with external agencies and constituencies.
Develop and maintain strong, positive relationships with other departments to facilitate collaborative efforts to enhance achievement of departmental and UIHC objectives.

Promote positive service relationships with patients/families, physicians, labor unions, and staff throughout UIHC.

Confer with departmental Directors to facilitate collaborative relationships and networks that enhance the tri-fold mission of the organization.

Represent the Department of Nursing Services and Patient Care on UIHC Hospital Advisory Council Subcommittees; chair Department of Nursing Services and Patient Care Committees as requested.

Represent the Department of Nursing Services and Patient Care at national, state, and local levels as delegated by the CNO.

**Education Programs:**

Oversee multiple clinical education and residency programs as appropriate within scope of responsibility.

Provide education, direction, and support for the department to facilitate compliance with state, federal, and accreditation agency standards.

Participate in and present educational programs to staff and students in academic programs as appropriate.

**Research Administration:**

Oversee clinical and research activities in areas of responsibility as appropriate.

**Universal Competencies:**

**Positive Impact/Achieving Results**  
Ability to utilize assigned resources and leverage existing resources to achieve or exceed desired outcomes. Able to demonstrate ethical behavior in diverse situations while producing results.

**Collaboration/Embracing Diversity**  
Ability to work with a variety of individuals and groups in a constructive manner while appreciating the unique contribution of individuals from varied cultures, nationalities, genders, ages, etc.

**Service Excellence/Customer Focus**  
Ability to meet or exceed customer service needs and expectations and provide excellent service in a direct or indirect manner. Ability to effectively transmit and interpret information through appropriate communication with internal and external customers.
Experience and Qualifications

Master’s degree in nursing or related field is required. A doctorate (Ph.D. or D.N.P.) is strongly preferred. If master’s degree is in a related field, a baccalaureate degree in nursing is required.

Current license to practice nursing in Iowa is required.

Substantial (10-plus years) of progressive experience in a leadership role in a large, academic healthcare environment.

Demonstrated experience assuring patient safety, quality of care, and compliance in a regulatory environment with various state and federal agencies and The Joint Commission.

Demonstrated job-related experience with and/or commitment to diversity in the work/academic environment is required.

Demonstrated experience developing budget strategy, priorities, and negotiating resource issues.

Experience modeling service excellence principles/standards.

Excellent verbal and written communication skills to serve as a liaison and to collaborate with physicians, staff, patients, and other customers.

Must be proficient in computer and software applications.

Experience leading organizational change and ability to influence people to achieve common goals without having direct reporting relationships.

Demonstrated critical and systems thinking skills.

Desired Qualifications

Considerable knowledge of hospital and departmental policies and procedures is desired.

Experience building business case justifications to support new initiatives.

Experience working in a union environment.

Certification in nursing administration or clinical area is highly desired.

Membership in the American Organization of Nurse Executives (AONE) is desirable.
Personal and Professional Attributes

The successful candidate will possess a wide range of needed personality traits, work habits, and social skills necessary to perform effectively within the organization. This individual will possess both personal and professional integrity, strong communication skills, and a professional appearance and presentation.

Specifically, the following knowledge, skills, and abilities will be required to be successful in this position:

- Honest and a highly ethical team player.
- Strong people management and leadership skills. Ability to communicate and work well with people at all levels.
- An extremely organized, disciplined, hands-on, and process-oriented leader who is not afraid of digging into details when necessary.
- Initiative, self-confidence, good judgment, and the ability to make decisions in a timely fashion.
- Highly engaged, energetic, focused, and execution-oriented.
- Strong business acumen, intelligence, and capacity; able to think strategically and implement tactically.
- Strong work ethic; achievement-oriented; motivated beyond personal interests.
- Open leadership style. Actively seeks out and supports collaborative thinking and problem solving with others in the organization.
- Creative, problem-solver.

Challenge to the Position

The Associate Chief Nursing Officer is a critical role to the University of Iowa’s clinical care leadership team and its affiliate operations. This individual is challenged to embrace shared governance, professionalism, operational management, leadership development, and collaboration, while balancing the needs of this top-ranked nursing environment with the needs of the physician staff of University of Iowa Hospitals & Clinics. The right individual will bring a disciplined business focus and an understanding of the analytics and performance metrics of the nursing operations. This role provides a strong blend of quality, patient satisfaction, and finance, with the ability to develop and embrace the care models of the future.
Community Information

The Associate Chief Nursing Officer position will be in the organization’s Iowa City, Iowa, location. As you will read, Iowa City is a community of choice for many good reasons.

Iowa City, Iowa

Offering big-city amenities along with small-town hospitality, Iowa City has it all. Nestled in the heart of the Midwest in east central Iowa in Johnson County, it has long served as a locus for culture, education, variety, and fun. A stroll through the downtown pedestrian plaza proves it. There you will find a real sense of community and friendly commerce. Downtown you might come across college students in a game of chess on the plaza’s life-size game board. Onlookers sit on the plaza’s limestone benches talking politics, philosophy, or Big Ten sports while children climb a nearby jungle gym. A block away, others might be taking a class at the senior center or lounging in outdoor cafés, savoring the fine cuisine the city has to offer. Across the way, you’ll likely hear a local band playing a catchy mix of jazz and blues on the area’s outdoor mini stage. The state’s historic Old Capitol Building looms to the west. A cherished landmark of the University of Iowa campus, it embodies the city’s prominence, grace, and heritage. Whether a first-time visitor or a native returning home, you will discover this place is one where tradition comfortably exists alongside change.

Strong and Diverse Economy

Iowa City’s economy is as diverse as it is prosperous. The economy is based upon thriving commerce, a major university, and a number of national and international businesses, including several Fortune 500 companies. Iowa City is home to the corporate headquarters for ACT, Moore North America, Pearson, Lear, Oral B Laboratories/Gillette, Procter & Gamble, and scores of smaller industries and businesses.

The University of Iowa is the city’s largest employer, with 23,608 employees. The academic and research mission of the University, along with the healthcare services provided at its hospitals and clinics, have a tremendous economic impact on the area. While established firms continue to prosper in Iowa City, opportunities abound for new businesses. The city has land for additional industrial/commercial development. These sites are well suited for offices, manufacturing, warehousing, and/or research facilities.
Education

The Iowa City area provides a variety of excellent K-12 educational opportunities. The award-winning Iowa City Community School District has an enrollment of about 11,000 students from kindergarten through 12th grade. The district includes the nearby communities of Coralville, Hills, and North Liberty. In all, the district has 18 elementary schools, three junior high schools, two senior high schools, one alternative school for seventh through twelfth graders, and daycare and pre-school facilities. Iowa City is also home to Regina Catholic Education Center, a private Catholic institution; Willowind School, a private K-8 school; and Preucil School of Music, specializing in the Suzuki method of instruction.

Founded in 1847, today’s University of Iowa is recognized as one of the nation’s top public universities, offering more than 100 areas of study for its 29,000 students. The institution’s Writers’ Workshop is internationally acclaimed, having fostered the creative talents of Ray Bradbury, Flannery O’Connor, Jane Smiley, and Kurt Vonnegut. The University also includes one of the largest university-owned teaching hospitals in the nation. In addition to academics, UI students are able to choose from a wide variety of activities. From intramural sports teams to drama clubs, the University of Iowa has more than 350 student organizations. And, the University’s athletic calendar is always full of the home games, meets, and matches of its 22 Big Ten teams.

The Iowa City Kirkwood Community College campus has an enrollment of approximately 3,239 students and offers a full Arts and Sciences curriculum. The main campus of Kirkwood Community College is located approximately 20 miles away in Cedar Rapids. It offers distance learning for those who can’t make it to campus, continuing education classes for those who wish to take classes in their area of interest without obtaining course credit, plus customized training programs for area businesses.

Culture and History

Culture and history abound in and around Iowa City. The Amana Colonies are just a 20-minute drive west of the city. The seven colonies offer the best in German home-style food and traditional crafts. The small town of Kalona lies southwest of Iowa City, offering visitors a glimpse into the culture of the Amish population that calls the area home. West Branch is located east of Iowa City and is the birthplace of Herbert Hoover, America’s 31st president. Visitors can learn more about the life and times of the president with a stop at the Herbert Hoover Presidential Library-Museum. Cedar Rapids, located 30 miles north of Iowa City along Interstate 380, proudly recognizes its heritage through the charm of its Czech Village and other cultural attractions.

Events and Activities

From music and art festivals to Broadway performances, Iowa City has an event to suit anyone’s taste. During the summer months, live music becomes a part of downtown’s irresistible ambiance. Each July, the city hosts a jazz festival that attracts music enthusiasts from both near and far. The annual Iowa Arts Festival features the state’s best visual art,
music, and food. Iowa City is also home to several community theaters, including Riverside Theatre’s Shakespearean stage. Located in City Park, this open-air theater presents shows under the stars.

Iowa City is also home to the recently restored historic Englert Theatre downtown and also has a vibrant Iowa City Community Theatre.

If Broadway productions are more your style, the University of Iowa’s Hancher Auditorium showcases the best in entertainment. Over the years, Hancher has been host to productions such as Rent, Cats, Les Misérables, and Stomp. The Hancher stage is frequented by the likes of Yo Yo Ma, Jerry Seinfeld, and Wynton Marsalis.

**Scenic Attractions**

Iowa City is proof that the state’s geography isn’t merely a flat and vast plain, but rather a place of rolling hills, lush and scattered woodlands, and tall grasses. In the Iowa City area alone, there are 41 public parks, several of which overlook the scenic Iowa River. Many of these parks are equipped with networks of walking and biking trails, and quaint picnic sites and prairie reserves.

The Coralville Reservoir, just three and a half miles north of Iowa City, offers a multitude of recreational activities. In addition to 5,000 acres of water for pleasure boating, fishing, swimming, and water-skiing, the area is laced with attractive hiking, biking, and cross-country skiing trails. Catch a glimpse of the state’s geologic past at a nearby Devonian Fossil Gorge. Unearthed during the flood of 1993, the gorge contains a variety of fossils more than 350 million years old.

**Shopping and Dining**

Iowa City is full of unique shops – from the Old Capitol Town Center, Pepperwood Plaza, and the Sycamore Mall, the area provides a variety of shopping opportunities. Downtown is unequalled when it comes to offering specialty goods; there you’ll find clothing and jewelry, gifts and toys, books and espresso. The Coral Ridge Mall, located in the nearby city of Coralville, provides other possibilities for the serious shopper. Scattered throughout Iowa City, there are numerous cafés and restaurants that offer a variety of foods, from international dishes to home-style meals. Depending on the weather, you might decide to dine outside at one of downtown’s outdoor cafés.
Furst Group is in its 4th decade of providing leadership solutions for the healthcare industry. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our offerings are a comprehensive array of executive services, from retained executive search to consulting in strategic talent management, succession planning, and leadership development. As the primary executive services firm exclusively focused on healthcare, we provide a depth of understanding and analysis that is hard to match. We find optimal talent to implement your vision, mitigating risk as you build your leadership team.

Many of the premier organizations in healthcare choose to partner with Furst Group, including Rush University Medical Center, Health Care Service Corporation, Allina Hospitals & Clinics, Johns Hopkins Health System, UCLA Medical Center, Prime Therapeutics, Caremark, and Amerisource Specialty Group.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and end-of-life care businesses.

Furst Group recognizes candidates are the cornerstone of our business. In today's competitive labor environment, having a defined process that provides individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Associate Chief Nursing Officer position for University of Iowa Hospitals & Clinics in Iowa City, Iowa.

For additional information on Furst Group, please visit our Website at furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:

Dave Appino dappino@furstgroup.com        Sue Jaeger sjaeger@furstgroup.com

NOTICE: The “position profile” information contained in this document has been created by Furst Group based on information submitted and/or approved by its client. As such, the position profile should not be viewed as constituting an all-inclusive description of the subject position’s functions and/or responsibilities. Similarly, any information provided in the position profile regarding the community in which the client resides, the client’s market, products, and/or services and its environment or culture is provided only as an overview on such matters. In submitting this position profile, Furst Group makes no representations or warranties regarding the completeness and/or accuracy of the duties, functions, environments, etc., that are described. Specific information regarding the position’s requirements, compensation, benefits, and other terms and conditions must originate directly from the client (including any resources that the client may make available; e.g., handbook, job descriptions, benefit booklets, etc.). This position profile does not constitute an offer of employment and should not be construed as such.