Howard University has retained Tyler & Company for an exciting search for a Chair, Department of Psychiatry and Behavioral Sciences.
Howard University College of Medicine
Chair, Department of Psychiatry and Behavioral Sciences

The Howard University Mission: Howard University, a culturally diverse, comprehensive, research intensive and historically Black private university, provides an educational experience of exceptional quality at the undergraduate, graduate, and professional levels to students of high academic standing and potential, with particular emphasis upon educational opportunities for Black students. Moreover, the University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching, research and service, committed to the development of distinguished, historically aware, and compassionate graduates and to the discovery of solutions to human problems in the United States and throughout the world. With an abiding interest in both domestic and international affairs, the University is committed to continuing to produce leaders for America and the global community.

The College of Medicine (COM)

A Unique History - By November 1868, the first opening exercise for the Medical Department was held at the First Congregational Church and classes began with eight students (seven Black and one White) and five faculty members. At the time of its founding, the Medical Department included degree programs in medicine and pharmacy. A degree program in dentistry was introduced in the early 1880s. Only one member of the founding faculty was African American, Dr. Alexander Thomas Augusta, who graduated from Trinity Medical College in 1856. The first class graduated in 1871 and included two Blacks and three Whites. Howard graduated its first woman, Mary Spackman, in 1872 and its first Black woman Eunice Shadd in 1877. Howard University has also been noted for educating individuals from the West Indies and Africa.

Many noted physicians and scientists have been affiliated with the College of Medicine over the years. Dr. Daniel Hale Williams, the first physician to successfully perform open heart surgery, served as Chief Surgeon of Freedmen’s Hospital during the 1890s. Dr. Charles Drew, well-known for his ground-breaking research on banked blood and for his leadership of the “Blood for Britain” project during World War II, served as Head of the Department of Surgery from 1941 until his untimely death in 1950.

After the implementation of the Flexner Report of 1910, only two of the seven Black Medical Schools survived, Howard and Meharry Medical College (Nashville, TN). Since then, Howard University has been at the forefront of training African-American and women physicians for the United States. In 1975, the new Howard University Hospital (HUH) opened, replacing the Freedmen’s Hospital and today serves as the College of Medicine’s major teaching facility.

Today – The College uniquely addresses the special healthcare needs of medically underserved communities, and continues to produce a significant number of the nation’s minority physicians. The COM currently has 456 students, most recently graduating 104 students. The graduation rate is 90 percent, and the residency match rate is 89 percent. The faculty is comprised of 260 full-time and 26 part-time professors. The College of Medicine has a clinical center with 10 examination rooms, and a new state-of-the-art health sciences simulation center, which contains operating and delivery room suites. This allows students the opportunity for inter-professional
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practice of clinical procedures before working on an actual patient. The COM touts more than 4,600 living alumni.

The College of Medicine is a part of Howard University’s Health Sciences Complex. In addition to the College of Medicine, Health Sciences includes the Howard University Hospital (HUH); the College of Dentistry; the College of Pharmacy, Nursing and Allied Health Sciences; Graduate Medical Education; Howard University Cancer Center; the Louis Stokes Health Sciences Library; and the Student Health Center. Located in the nation’s capital, the University’s Health Science Complex draws upon the immense medical resources of this area, including the National Institutes of Health and the National Library of Medicine.

Leadership development is a key part of all of the degree programs at Howard. The academic program leading to the MD is designed to produce physicians who are knowledgeable of the principles of modern medical science and who have mastered the art of critical thinking in the clinical decision-making process. Dual degree programs are offered jointly with the Graduate School (MD/PhD) and the College of Arts and Sciences (BS/MD). In addition, six training programs leading to the Master of Science and/or Doctor of Philosophy degree are available in the College of Medicine. These degrees are offered through programs in anatomy, genetics and human genetics, microbiology, biochemistry, pharmacology and biophysics.

Additional information is available at: www2.howard.edu and http://www.huhealthcare.com.

Howard University College of Medicine’s Department of Psychiatry and Behavioral Sciences consists of 10 full-time faculty representing generalists and sub-specialists in psychiatry and psychology. Our medical staff is fully qualified to provide state-of-the-art, evidence-based services that include diagnosis and treatment of severely mentally ill patients and those with life issues, treatment of the developmentally disabled, and the diagnosis and treatment of addictive disorders in inpatient and outpatient settings.

Several members of the Department participate in ongoing basic and clinical research. The Department has developed relationships and selective research collaborations with the National Institute of Mental Health (NIMH) Intramural division. Individual faculty members are also funded in studies of the genetics of mood disorders, sleep in Post-Traumatic Stress Disorder and studies of the pharmacology of alcohol dependence. These projects attempt as much as possible to complement clinical services.

Department of Psychiatry and Behavioral Sciences Mission:

- To provide multidisciplinary, state-of-the-art psychiatric patient care in our inpatient, outpatient and consultation services.
- To give our medical students, psychiatric residents, and other trainees in the health profession state-of-the-art education and training in psychiatric patient care.
- To maintain a well-trained, credentialed, multidisciplinary psychiatric patient care staff who enthusiastically uphold all of the current professional and accreditation standards for patient care and continuing staff development and education.
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- To facilitate the maintenance of academic and research skills and activities. This is accomplished through continual internal monitoring, staff training, re-evaluation and education.

A full range of services are offered through the Howard University Faculty Practice Plan. Specialty services and programs include:
- Clozapine treatment clinic
- Children and adolescents program
- Buprenorphine treatment program
- Post-traumatic stress disorder (PTSD)
- Adult and adolescent behavioral sleep medicine

The residency training program is fully accredited by the Accreditation Council for Graduate Medical Education and meets the requirements of the American Board of Psychiatry and Neurology. Our residency has established a reputation as a program of medium size and high quality, which gives our residents an opportunity for personal growth.

The program offers up to 5 intern year training positions per year for a total of 18 in the four-year curriculum. The Department does not offer fellowships of their own but after graduation most of their residents get fellowship at their desired institution.

Since 2010, Howard University and Georgetown University received their first CTSA grant, resulting in the formation of the Georgetown-Howard Universities Center for Clinical and Translational Science (GHUCCTS). The Department of Psychiatry and Behavioral Sciences’ Dr. Thomas Mellman is Howard’s Principal Investigator for the CTSA, which was competitively renewed in 2015. In addition to supporting the infrastructure necessary to speed advances in health care, the award supports the training of clinical investigators and provides training in translational science to Predoctoral and Postdoctoral trainees at Georgetown and Howard Universities.

Howard University College of Medicine also partners with Johns Hopkins University and Children’s National Medical Center with their work through the Research Center on Child Health Disparities.

THE POSITION: Reporting to the Dean, College of Medicine, the Chair of the Department of Psychiatry and Behavioral Sciences will be responsible for the attainment of all Departmental academic and operational goals; providing leadership essential to building programs and services; and is accountable for the overall clinical, research, administrative and educational direction of the Department and its Divisions. The Chair is accountable for positioning the Department for its future success and to oversee its efficient operation. Further, he/she will be committed to supporting the mission and vision of Howard University and organizational diversity initiatives. The Chair will collaborate effectively with the College of Medicine and the University.
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General responsibilities:
- Lead the Department to national prominence;
- Guide the successful functioning of the Department in its various missions;
- Define a vision and strategic plan for the Department;
- Financial management;
- Hire, evaluate and lead/mentor faculty;
- Monitor and review professional performance of all practitioners with clinical privileges in the Department in accordance with the established QA provisions;
- Lead the teaching, education and research programs;
- Adhere to institutional policies and procedures; principles of clinical practice; regulations designed for patient protection and safety; and ongoing quality assurance/performance improvement initiatives;
- Establish committees and/or additional policies necessary for proper performance of Departmental functions or responsibilities;
- Develop the full potential of various psychiatric sub-specializations;
- Analyze information for capital improvement and equipment needs;
- Ensure compliance with the standards of accreditation organizations; and
- Be an active collaborator with clinical colleagues; ready to provide clinical expertise, education and coverage at the Hospital and Clinics.

THE CANDIDATE: The ideal candidate should be nationally recognized in areas which are consistent with Howard University College of Medicine’s mission by providing education, service and research for the underserved and underrepresented group in medicine. The selected candidate must have extensive administrative experience as a Division Chief or Program Director of a Department of Psychiatry. The successful candidate will be expected to have the ability to build faculty to provide outpatient, inpatient and consultative clinical services. In addition, the candidate will have a strong commitment to the education and mentorship of students, residents and faculty and a distinguished research record.

The selected candidate will:
- Have an MD or MD/PhD degree from an accredited institution;
- Have or be able to obtain an unrestricted District of Columbia (DC) medical license;
- Must be certified in Psychiatry by the American Board of Psychiatry and Neurology (ABPN) and have seven (7) or more years of experience working in academic settings;
- Have a successful record of mentoring faculty, residents and students;
- Have a track record of extramural grant funding and scholarly publication; and
- Must be eligible for promotion to a faculty appointment in the Department at the rank of Full Professor or have already obtained the rank of Professor in a Department of Psychiatry.

Personal characteristics sought in the ideal candidate include:
- Visionary; change agent;
- Flexible and resilient;
- Enthusiastic; high energy;
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- Collaborative; works well with people at all levels of the organization;
- Comfortable working in a highly matrixed environment;
- Willing to roll up his/her sleeves to get the job done; “can-do” attitude;
- Possesses passion for clinical excellence and innovation;
- Fiscally and politically astute;
- Excellent communicator;
- Trustworthy, honest, straightforward;
- Good sense of humor; and
- Mission driven to serve healthcare needs of medically underserved communities.

THE COMMUNITY: Home of the White House, host to 176 diplomatic missions, and more than 600,000 residents, Washington, D.C., is more than “A Capital City” – it is the heartbeat of the United States. The District of Columbia is surrounded by Maryland to the northwest, north, northeast, east and southeast and Virginia to the south, southwest and west. The Potomac River divides the District of Columbia from Virginia. The area is served by three major airports – Dulles International, Baltimore-Washington International and Reagan National Airport.

The Washington metropolitan area offers an assortment of housing styles and neighborhoods. Whether one prefers the quiet family living of the surrounding Virginia and Maryland areas or the excitement of city life in historic Georgetown, the DC area has a wide range of housing styles from which to choose. From historic-district row houses to prestigious executive homes, the area can meet one’s needs in terms of location and price.

Recreational activities are also numerous. The DC area is one of the greenest metropolitan regions in the United States. No other urban county in the nation has legally protected as much green space as Montgomery County, a northern DC suburb. Hiking trails are plentiful. One can enjoy canoeing on the Potomac River or boating in the Chesapeake Bay. Washington is second only to New York in total public performances. It also has over 90 museums and public galleries. From outdoor activities to nightlife, Washington, DC offers something for everyone.

Approximately 87 percent of Maryland’s five million+ residents live in the consolidated Baltimore-Washington metropolitan area, making the region the fourth largest retail market. The economic base of the region is rooted in high technology, education, life sciences and services as well as manufacturing and international trade. The region has one of the nation’s most educated and productive work forces.

There are many wonderful communities surrounding Washington, DC, including Annapolis, Arlington, Bethesda, Chevy Chase and Rockville (to name a few). The communities have strong public and private schools and are located near several universities, including Georgetown University, George Washington University, University of Maryland and the University of the District of Columbia. Washington, DC and its surrounding communities are a wonderful place in which to live, work or play. Thanks to beautiful parks, a variety of recreational and leisure activities, a thriving retail corridor, and a healthy and growing corporate sector, the area truly has something for everyone.
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For additional information, please see the Washington, D.C. Official Visitor’s Guide: https://washington.org/

The search committee will accept nominations and applications until the position is filled. Nominations should include a statement of the attributes and qualities of the individual relevant to the position and his/her curriculum vitae.

Howard University is an equal opportunity employer. Minorities, women and individuals with disabilities are encouraged to apply.

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

Enclosure: Organizational Chart