

Position and Candidate Specification



The University of Alabama at Birmingham

Chair, Department of Pediatrics

PREPARED BY:

Flip Jaeger

Shannon Yeatman

Wesley Yampolsky

July 2024

Assignment: 65989-004

The Chair of the University of Alabama Marnix E. Heersink School of Medicine's Department of Pediatrics will lead a thriving department and develop an overarching vision of innovative strategies to grow the Department and enhance the four mission areas of patient care, research, education, and advocacy. Success of the Department turns on an effective, aligned partnership with Children's of Alabama, so the Chair will work toward mutual gains, and champion efforts that advance the multiple missions essential to success.

Beyond leading the operational and financial aspects of the Department, the Chair will provide the overarching vision, establishing research and education priorities, and providing strategic leadership for the Department. As the Chair of a major department, they will represent their faculty and children's health within the UAB enterprise, Children's of Alabama, within the greater Birmingham region and the Southeast, and beyond, creating opportunities for collaboration across the community and institution.

This highly visible leadership role requires a dynamic, passionate, and experienced leader with a proven track record across the spectrum of individual scholarship, collaborative clinical leadership, program development, educational excellence, successful faculty recruitment, and community engagement. The Chair is responsible for aligning physicians within the department and acting as a visible champion of change initiatives to continue to improve performance.

KEY RELATIONSHIPS

Reports to Anupam Agarwal, M.D., Senior Vice President for Medicine and Dean, UAB Heersink School of Medicine; James C. Lee Jr. Endowed Chair; Professor of Medicine, Biochemistry and Molecular Genetics Division of Nephrology, Department of Medicine

Direct reports Division Directors
Department Faculty and Staff
Residency and Fellowship Program Directors

Other key relationships

- Tom Shufflebarger, President, and CEO Children's of Alabama
- Dawn Bulgarella, M.S.H.A., C.P.A., CEO, UAB Health System & UAB/Ascension St. Vincent's Alliance
- Tika Benveniste, Ph.D., Sr. Vice Dean, Heersink School of Medicine
- Cheri Canon, M.D., President of the University of Alabama Health Services Foundation, P.C. and Chief Physician Executive
- Brenda Carlisle, CEO, UAB Medicine
- Megann Bates Cain, Assistant Vice President, Development, Heersink School of Medicine
- Other UAB Health System leadership
- Heersink School of Medicine (HSOM) Department Chairs
- Faculty, Staff, Students
- Patients, Families, Alumni, Donors, and Community Leaders
- Children's of Alabama physician leaders external to the Department of Pediatrics

KEY RESPONSIBILITIES

- Enthusiastic advocacy of Pediatrics and all of its constituent divisions, trainees, and patients with commitments to provide advanced care across the spectrum of pediatric disorders through high-quality patient care, innovative basic science and clinical research, and comprehensive education.
- Serve as a principal partner to Children's of Alabama to expand patient care, research, and education initiatives that are aligned and mutually beneficial—and that meet the needs of patients, families, and communities.
- Develop and implement a strategic vision and plan that is both thoughtful and forward-looking, with purpose in all missions that will enhance UAB and Children's national reputation as leaders in children's health.
- Optimize the collaboration with Children's of Alabama, a distinguished independent institution renowned for its substantial size, influence, and the strong commitment from both its board and the community.
- Nurture the UAB Department of Pediatrics' goal to become a renowned leader in the treatments and cures of pediatric disorders. Obtaining this recognition by excelling in the mission areas of patient care, research, education, and advocacy.
- Foster stronger connections with other entities across campus, such as the UAB Schools of Nursing and Health Professions, to enhance collaborative opportunities.
- In collaboration with the leadership of Heersink School of Medicine, provide visionary and innovative leadership to guide the Department into its next phase of growth and development, including expanding services to the growing hospital system and practice network.
- Guide and lead the Department's research strategy. Support principal investigators and other faculty within the Department in efforts to secure NIH and other grant funding to support research priorities and ensure a deliberate investment into research activities and priorities.
- Provide the vision and leadership to achieve superior clinical programs within Pediatrics and related disciplines. Work with the Department and health system leadership to build areas of acknowledged clinical excellence and further integrate related operations across the health system.
- Assure that excellent clinical education and advanced training is delivered to residents, medical and graduate students. Provide leadership and oversight to the training programs within the Department.
- Fully inhabit roles "at the table of" Heersink, informing enterprise strategy with children's health perspective.
- Collaborate with the leadership at Children's of Alabama to develop services tailored to the needs of our community and state, ensuring a thoughtful and effective response to health care demands.
- Act as a conduit to enhance the integration of pediatric and adult care across Children's of Alabama and the UAB Health System, ensuring a seamless continuum of care.

- Supervise the preparation, implementation, and monitoring of the Department-related budgets, encompassing all funding sources and ensuring compliance with grant, legislative, and institutional guidelines.
- Recruit, hire, and retain outstanding faculty for Pediatrics. Ensure an atmosphere of collegiality, support, development, and diversity. Create an open and welcoming environment and to support the success of all UAB community members.
- Require ethical medical and financial practices across the Department, supporting compliance activities, as necessary.

The Chair of Pediatrics will possess outstanding interpersonal and communication skills and exhibit a style that supports change and innovation, with an ability to delegate yet maintain overall control. A commitment to research and educational missions is crucial, as well as a genuine appreciation for consultation and collaboration. The successful leader will exhibit a personal style that fosters and supports innovation, belonging, mentorship, and career success for all UAB faculty, staff, and trainees within the department.

QUALIFICATIONS & IDEAL EXPERIENCE

- An M.D. or M.D./Ph.D. degree(s) and Board Certification in Pediatrics and either licensed or eligible for medical licensure in Alabama.
- A record of outstanding personal academic accomplishments and credentials within Pediatrics as well as the experience and national reputation necessary to ensure the enhancement of the research, clinical, educational, and advocacy missions of the Department, the Heersink School of Medicine, Children's of Alabama, and UAB.
- Demonstrated success in research (clinical, translational, and/or basic) with experience providing research and grant mentorship to faculty.
- Experience developing academic leaders and mentoring junior faculty while identifying and recruiting students, trainees, staff, and faculty with wide-ranging perspectives and life experiences.
- Demonstrated ability to build and sustain collegial relationships with peers, faculty, departmental staff, hospital administration, students, other learners, and representatives of outside organizations and community stakeholders.
- Commitment to and success in advancing institutional initiatives in inclusion, belonging, and access to care.
- Demonstrated financial and business acumen, with appropriate knowledge of the complex financial pressures facing academic medical centers and health care delivery organizations.

CRITICAL LEADERSHIP CAPABILITIES

Program Development

The successful candidate will possess a record of success in research and clinical program development and will be able to substantially grow clinical volume and enhance research success by:

- Recruiting and retaining outstanding faculty members with a commitment to excellence in an academic environment;
- Investing in faculty research programs;
- Actively building relationships with community and referring physicians; and

- Actively seeking opportunities to develop cross-department programs and initiatives.

Leadership

The successful candidate will demonstrate the requisite leadership and administrative skills to advance a successful Department of Pediatrics into a best-in-class academic unit by:

- Articulating a strong vision for building excellence in all areas of the Department and its constituent divisions;
- Enabling the entire Pediatrics team, supplying them with vision and resources, and creating an environment in which the team can work at their full potential;
- Utilizing communication skills and the ability to think and act strategically; and
- Displaying an understanding and appreciation for the opportunities and resources presented by the service area in which Heersink and Children's of Alabama operate.

Relationship Building

The successful candidate will demonstrate the ability to build relationships in an extremely complex and geographically distributed environment through:

- Developing collaborative and mutually supportive relationships with a wide variety of stakeholders across the state and region;
- Representing the Department to the community to enhance goodwill and positive community relations;
- Maintain and strengthen the existing relationship with Children's of Alabama;
- Modelling adaptability and skills for conflict resolution and management of adversity;
- Demonstrating strategic influence, leading organizational change, cultivating strategic relationships, and engaging and inspiring stakeholders; and
- Possessing high emotional intelligence with a proven ability to forge meaningful and trustworthy connections, underpinning successful leadership and collaboration.

The executive search firm Spencer Stuart has been retained to assist in this recruitment. Flip Jaeger and Shannon Yeatman of Spencer Stuart are lead consultants on the search. Inquiries, nominations, and applications are invited and should be submitted to search team member Wesley Yampolsky via wypolsky@spencerstuart.com.

Review of applications will begin immediately and will continue until the position is filled.

Nominations and applications:

Applicants will need to submit a CV and one- to two-page letter of interest. Within the letter of interest, candidates should include specifics regarding their interest in the position, relevant leadership experience, their high-level vision for this role, and a summary of past accomplishments (clinical, innovation, collaboration, working with and/or providing patient care to individuals with wide-ranging perspectives, backgrounds, and life experiences, etc.).

Please direct any nominations and potential applicants to:

- Spencer Stuart search team member: Wesley Yampolsky via wypolsky@spencerstuart.com.

For additional information about the position or to provide recommendations, please contact the lead Spencer Stuart consultants on this search:

- Flip Jaeger (fjaeger@spencerstuart.com)
- Shannon Yeatman (syeatman@spencerstuart.com)

The University of Alabama at Birmingham (UAB) is an Equal Employment/Equal Educational Opportunity Institution. UAB is dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, sex (including pregnancy), genetic information, age, disability, religion, sexual orientation, gender identity, gender expression, and veteran's status. Title IX of the Educational Amendments of 1972 protects individuals from discrimination based on sex in any educational program or activity operated by recipients of federal financial assistance. As required by Title IX, UAB does not discriminate based on sex in its educational programs or activities, including in admission and employment. Inquiries concerning the application of Title IX may be referred to UAB's Assistant Vice President and Senior Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. UAB's Assistant Vice President and Senior Title IX Coordinator is Andrea McDew, 701 20th Street South, Suite 1030, Birmingham, AL 35233, 205-5493, amcdew@uab.edu. UAB does not discriminate in admissions, educational programs, or employment on the basis of any factor stated above or prohibited under applicable law. Students, faculty, and staff are assured of participation in University programs and in the use of facilities without such discrimination.

UAB also encourages applications from individuals with disabilities and veterans.

A pre-employment background check is performed on candidates selected for employment. In addition, physicians and other clinical faculty candidates who will be employed by the University of Alabama Health Services Foundation (UAHSF) or other UAB Medicine entities must successfully complete a pre-employment drug and nicotine screen to be hired.

About the Department, University & City

University of Alabama at Birmingham
Marnix E. Heersink School of Medicine

The Department of Pediatrics

The University of Alabama at Birmingham Department of Pediatrics is a cornerstone of one of the nation's largest health systems. Faculty and Department leaders are committed to providing world-class pediatric health services in an environment that fosters innovative research, excellence in medical education, and access to leading-edge treatments for pediatric illnesses and injuries. A culture of shared purpose, respect, collaboration, and inclusion defines the Department.

The Department bridges the Heersink School of Medicine and Children's of Alabama, a private, not-for-profit medical center that serves as the hub of pediatric care, and the core site of the UAB pediatric medicine, surgery, research, and residency programs. For more than 50 years, the affiliation between UAB and Children's has provided outstanding care to children and their families and established Birmingham as a nationally renowned center for pediatric medicine. Department faculty and Children's of Alabama provide specialized inpatient and outpatient services throughout Alabama and the region. With more than 3.5 million square feet, the newly expanded Children's Hospital is the one of the largest pediatric medical facility in the U.S. and has consistently been ranked among the top children's hospitals in the country by US News & World Report.



Composed of 280 faculty and a large patient care team, the Department provides expertise to evaluate and treat the spectrum of pediatric subspecialties. Faculty are dedicated to research in clinical areas, basic science investigations, and the translational component that links these two.

Department faculty provide advanced, comprehensive, and compassionate care across than 19 subspecialties, including:

- | | |
|--|--------------------------------------|
| Academic General Pediatrics | Pediatric Hematology-Oncology |
| Adolescent Medicine | Pediatric Infectious Disease |
| Pediatric Allergy & Immunology | Neonatology |
| Pediatric Cardiology | Pediatric Nephrology |
| Child Abuse Pediatrics | Pediatric Neurology |
| Pediatric Critical Care | Pediatric Pulmonary & Sleep Medicine |
| Developmental-Behavioral Pediatrics | Pediatric Rehabilitation Medicine |
| Pediatric Emergency Medicine | Pediatric Hospital Medicine |
| Pediatric Endocrinology and Diabetes | Pediatric Rheumatology |
| Pediatric Gastroenterology, Hepatology & Nutrition | |

UAB and Children's of Alabama – A Partnership for Compassionate Care

A strong partnership with Children's of Alabama is essential to providing care to the children, families, and communities across the state and region. The main hospital has 332 beds and 48 bassinets and provides comprehensive pediatric specialties and subspecialties to pediatric patients aged 0–21. Children's of Alabama is the only level-1 pediatric trauma center and level IV NICU in the state. Opened in 2012, the Benjamin Russell Hospital for Children is the cutting-edge anchor site and additional outpatient facilities, and primary care centers

are spread throughout central Alabama. Children's of Alabama is the third largest children's hospital in the country in terms of square footage.

For the 14th consecutive year, *U.S. News & World Report* ranked Children's of Alabama's pediatric specialty services among the top 50 in the nation for the 2023-2024 cycle. Eight specialties were ranked: Cancer, Cardiology & Heart Surgery, Endocrinology and Diabetes, Gastroenterology & GI Surgery, Nephrology, Neurology and Neurosurgery, Pulmonology and Urology.

Since its establishment in 1911, Children's of Alabama has continually innovated. In 2023, it added a new 16-bed behavioral health space, known as Nature Hall, in the emergency department. Planning is underway for renovations that will benefit patients in behavioral health, critical care, and the neonatal intensive care unit (NICU). Also in 2023, a firearm injury steering committee was established to address the growing problem of firearm injuries among children and teens. Children's of Alabama also began offering new procedures—such as deep brain stimulation for patients with progressive dystonia—and new technology, including an endoscope that can improve transnasal endoscopy procedures for patients with eosinophilic esophagitis.

The Children's of Alabama Community Healthcare Education Simulation (COACHES) Program is a pathbreaking program aimed at improving pediatric care in community hospitals throughout Alabama. Over the past seven years, this program has made substantial progress in disseminating knowledge to 50 hospitals in Alabama as well as eastern Mississippi and western Georgia. COACHES engages with community healthcare providers who are crucial in delivering care to pediatric patients with an emphasis on providers in emergency departments and on inpatient pediatric floors, as well as facilities that are planning to expand their outpatient clinics.

Research

Discovery continues to drive innovation and excellence in patient care. In 2023, the Department of Pediatrics faculty had 474 publications and research funding totaled \$43.1 million, with funding from the National Institutes of Health (NIH) contributing \$25.4 million of the total. Ranked in the top 20 NIH funded departments nationally, pediatrics at UAB has had a 4.5-fold increase in NIH funding and expanded the number of NIH-funded investigators from 8 to 32 (a 4-fold increase). Many of these new investigators have been supported by the Department's increased investments in their research, by pilot and feasibility awards from the Children's of Alabama Kaul Pediatric Research Institute, and by the combined investments from the Department and Children's of Alabama in research infrastructure. The ground-breaking occurred in June of 2024 and was named the UAB Biomedical Research and Psychology building.

The Department aims to build on these successes, expand the size and, importantly, the impact of research in the coming years. They project continued growth not only in core areas of significant accomplishment—virology, therapeutic drug development, cancer, sickle cell disease, neonatology, acute kidney injury and outcomes research—but also in newer areas such as pediatric rehabilitation, critical care and neuromuscular diseases, where the recruitment of talented young researchers will ensure continued and expanded success.

Education

The Department runs large, successful education and training programs. All faculty members participate in resident education and mentor actively. Educational programs encompass didactic teaching, practical experience, and progressive learning of a wide range of skills. In addition, the Department's 96 residents are grounded in research techniques and evaluation of pediatric literature.

The Department has also strengthened resident scholar programs for those interested in pediatric education, rural health, global health, and health equity. They have begun a third cohort of a mini-medical school, a curriculum for middle school students to increase the pipeline for those traditionally underrepresented in medicine and STEM careers.

In addition to the residents, the Department trains fellows in 20 programs. The Department also offers research training in biostatistics, clinical trial design, outcomes research, translational research, and T32 Training Programs. Educational opportunities include Fellows' Round Table, Pediatric Fellow Core Educational Conferences, Pediatric Grand Rounds, and Pediatric Division Educational Conferences. The Dixon Fellowship Award supports post-doctoral training and research in approved pediatric subspecialties where recipients receive salary support and an additional \$5,000 per year discretionary fund to support research and continuing education.

Global in scope, the Department has strengthened affiliations with hospitals and foundations around the world. For example, a partnership is flourishing between the Division of Pediatric Hematology, Oncology and Blood & Marrow Transplantation and the Children's Cancer Hospital Egypt (CCHE) 57357, the largest pediatric cancer hospital globally.

The University of Alabama Mary E. Heersink School of Medicine

The UAB Heersink School of Medicine is a multi-campus medical school; UAB serves as the main campus, with three regional campuses: Huntsville (UAB-Huntsville campus), Montgomery (UAB-Montgomery campus), and Tuscaloosa (University of Alabama), as well as a residency program in Selma, Alabama. All students spend their first two years of medical school in Birmingham. The School was established as the Medical College of Alabama in 1945 and renamed the University of Alabama School of Medicine in 1969. In 2021, a transformational \$95 million lead gift from longtime UAB supporter Marnix E. Heersink, M.D., named the school the UAB Marnix E. Heersink School of Medicine.

The record gift is the single largest philanthropic commitment in university history and also helped establish and name the Marnix E. Heersink Institute of Biomedical Innovation and the Mary Heersink Institute for Global Health. The gift will provide support with both endowed and outright funds for key initiatives of the Heersink School of Medicine. Dr. Heersink, a renowned eye surgeon, innovator, and entrepreneur, desires this gift to inspire and catalyze additional philanthropic contributions that support high-impact recruitments, programs, and research in the Heersink. UAB will enhance this philanthropic support with a generous contribution of \$5 million from Triton Health Systems, bringing the total support for the school to \$100 million.

The School is currently comprised of more than 800 students, more than 1,125 residents, and nearly 1,805 full-time faculty. In 2022, UAB received over \$715 million in research grants and extramural awards with \$555 million going to UAB Heersink School of Medicine. Heersink is home to The Kirklin Clinic, a multi-disciplinary medical home; the University Hospital, one of the largest academic hospitals in the country; and our faculty serves the Children's of Alabama Hospital.

The 28 Departments within the School include: Anesthesiology and Perioperative Medicine; Biochemistry and Molecular Genetics; Bioinformatics (joint department with the College of Arts and Sciences); Biomedical Engineering (joint department with the School of Engineering); Cell, Developmental and Integrative Biology; Dermatology; Emergency Medicine; Family and Community Medicine; Genetics; Medical Education; Medicine; Microbiology; Neurobiology; Neurology; Neurosurgery; Obstetrics and Gynecology; Ophthalmology and Visual Sciences; Orthopaedic Surgery; Otolaryngology (ENT); Pathology; Pediatrics; Pharmacology and Toxicology;

Physical Medicine and Rehabilitation; Psychiatry and Behavioral Neurobiology; Radiation Oncology; Radiology; Surgery; and Urology.

The faculty are noted for excellence in clinical service, education, and research activity, and lead the academic and clinical achievement of outstanding cohorts of students, residents, and fellows. Student achievement is a key element of state success; over 80 percent of physicians in Alabama trained at the Heersink.

Clinical education is a strength at all campuses, and the Heersink School of Medicine graduates are widely perceived by residency programs to be “intern ready.” The Heersink School of Medicine was approved for a full, eight-year LCME re-accreditation in April 2022.

Additional information about the School may be found at: <https://www.uab.edu/medicine/home/welcome>

The University of Alabama at Birmingham

UAB is a comprehensive urban university with a nationally recognized academic health center, comprised of the Collat School of Business, the College of Arts and Sciences, the School of Dentistry, the School of Education and Human Sciences, the School of Engineering, the School of Health Professions, the Heersink School of Medicine, the School of Nursing, the School of Optometry, the School of Public Health, and the Graduate School. In its 2022 Economic Impact Study, the University and its affiliated entities generated over \$12.1 billion in economic impact annually within the state of Alabama. UAB is Alabama’s largest single employer and now directly employs nearly 28,000 people. One in every 20 jobs within the state of Alabama is either held directly by a UAB employee or is supported as a result of UAB’s presence. In 2021, Forbes magazine ranked UAB first as America’s best large employer (<https://www.uab.edu/news/campus/item/11852-uab-named-america-s-no-1-best-large-employer-2021-by-forbes>).

UAB is the only public, four-year degree-granting university in the state's largest metropolitan area and the largest research institution in the state of Alabama. With an enrollment of over 21,000 students, employment of more than 24,000 full- and part-time individuals, and more than 120,000 active alumni worldwide, the University is a powerhouse for academic, clinical, and research innovation with statewide, regional, national, and global impact. In addition, UAB continues to be one of the most diverse universities in the nation. As of 2022, the student body was 39 percent minority, with minority students making up 48.5 percent of the total student body. The student population is 21 percent black and 63.5 percent female. UAB has nearly 1,500 international students enrolled, who, along with our numerous international faculty, staff, and visiting scholars, represent more than 100 countries.

UAB traces its roots to the 1859 founding of the Medical College of Alabama and the 1936 opening of the Birmingham Extension Center of The University of Alabama. In 1945, the Medical College of Alabama was moved from Tuscaloosa to Birmingham, and the University's Medical Center was founded. Later, in November of 1966, the Extension Center and the Medical Center merged to form the "University of Alabama in Birmingham," an organizational component of The University of Alabama. In 1969, UAB became an independent institution, one of the autonomous universities within the newly created three-campus University of Alabama System.

Today, UAB is the heartbeat of Birmingham and an integral medical leader in the Southeast. The Birmingham campus is within walking distance of some of the best parks, entertainment, and dining in the region. UAB is a thriving campus that has experienced unprecedented growth in recent years. Strong partnerships with other

prestigious organizations such as Southern Research and Hudson Alpha help the university expand its impact and cultivate opportunities for groundbreaking research and learning.

More information on UAB, including a downloadable copy of the University's current *Facts & Figures*, is available at <https://www.uab.edu/institutionaleffectiveness/images/documents/facts-figures/factsfigures2022-2023.pdf>

BIRMINGHAM, ALABAMA

The Magic City. That's what Birmingham has been called for nearly 150 years, and it's true. There's magic here.



BIRMINGHAM IS DIVERSE

Among the roughly 1.15 million residents of the greater Birmingham- Hoover metro area, about 29 percent are black, four percent are Hispanic, and one percent are Asian, according to the most recent U.S. Census Bureau data. Women make up nearly 52 percent of the population.

BIRMINGHAM IS ARTSY

Arts and culture in the city are supported by multiple museums, including several devoted to the civil rights struggles of Birmingham's past, along with numerous galleries, music and arts festivals, multiple performance theatres, live music venues, a ballet, a symphony orchestra, an opera, a School of Fine Arts, and a Jazz Hall of Fame.

BIRMINGHAM IS PROGRESSIVE

In 2018, Birmingham Mayor Randall Woodfin was selected to join the NewDEAL (Developing Exceptional American Leaders), a 150-person national network of state and local leaders working to expand opportunity and enact pro-growth progressive solutions.

A section of the beautiful Ross Bridge subdivision, in Birmingham's suburbs, is a federal "smart neighborhood." These homes are 35 percent more energy efficient than comparable new homes, with a nearby solar panel field, integrated battery storage, electric vehicle charging stations in each garage, high-efficiency heating and cooling, and app control of things such as door locks and window shades.

BIRMINGHAM IS SMART

In April 2019, MarketWatch named Birmingham the No. 2 up-and-coming tech Mecca in the nation, thanks in part to the presence of tech and small business startup incubator The Innovation Depot and its Velocity Accelerator program. The city is home to leading grocery delivery service, Shipt, which was purchased by Target Corp. in 2017 for \$550 million.

Metro Birmingham boasts some outstanding schools. The Mountain Brook, Homewood, Vestavia, Spain Park, and Oak Mountain school systems are ranked among the best in Alabama and easily compete with other public school systems in the country.

BIRMINGHAM IS TASTY

We are a foodie town. In 2018, Highlands Bar and Grill won the prestigious James Beard Foundation Award for the Most Outstanding Restaurant in America, thanks to its highly acclaimed French-inspired dishes and regional southern flavors.

From low-country boils and barbecue to five-star fare, Birmingham's active restaurant scene includes multiple dining districts that feature cuisine from around the world and from our own backyard and Gulf Coast.

BIRMINGHAM IS COMPETITIVE

U.S News & World Report ranks Birmingham No. 89 on its 2019 "Best Places to Live" list. With a cost-of-living index rating of 79 and a median home cost of less than \$204,000, living in the Birmingham area is less expensive than the national average.

BIRMINGHAM IS FUN

Downtown Birmingham has enjoyed an epic revitalization in recent years, with the advent of numerous residential, retail, craft brewery, sporting, music, and outdoor entertainment developments.

Two professional or minor league sports teams put down roots in the city center in the past decade. Birmingham hosted the 2021 World Games at the \$174 million multi-use Protective Stadium in the heart of downtown.

With its proximity to many state and national parks, lakes, urban greenspaces, hiking and biking trails, and easy access to both beaches and mountains within a few hours' drive, Birmingham is an excellent place to live, work, and raise a family.

Birmingham is on the move. We are an inclusive community dedicated to fostering growth through a progressive business climate and a devotion to social justice. We are The Magic City. That's what Birmingham has been called for nearly 150 years, and it's true. There's magic here—in our diverse communities, our historic streets, and our beautiful landscapes—and we're holding a place for you.

Iron ore, coal, and limestone defined Birmingham when it was founded in 1871 at the crossing of two rail lines near one of the world's richest deposits of minerals. The City of Birmingham celebrated its 150th anniversary in 2021 and today, the Magic City is a vibrant metropolis brimming with entertainment, arts, nightlife, outdoor recreation, and world-class cuisine. In addition to these amenities, the city is home to the Birmingham Civil Rights Institute and the Birmingham Civil Rights National Monument, which honor the nonviolent protestors that fought against racial discrimination laws and practices.

Nestled in the foothills of the Appalachian Mountains, Birmingham boasts more green space per capita than any other city its size in the nation, offering easy access from the city center to numerous hiking and walking trails, from downtown's Railroad Park and Rotary Trail to the 1,000-acre Ruffner Mountain Nature Preserve and Vulcan Trail at the foot of Vulcan Park and Museum. Annual events like the Sidewalk Film Festival and Magic City Art Connection draw thousands of attendees. What was once a Dr. Pepper Bottling Plant is now one of Birmingham's most vibrant downtown destinations—Pepper Place—which hosts the Pepper Place Farmers Market each Saturday.

The city of Birmingham has a population of 209,880 (U.S. Census Bureau estimate, 2019) and is the central hub of the Birmingham-Hoover Metropolitan Area with a population of 1.1 million. The Birmingham-Hoover Metro is the largest population and economic region in the state of Alabama.

Five interstates provide access to more than 80 percent of the U.S. population in a two-day drive. The Birmingham-Shuttlesworth International Airport offers 114 flights to 26 airports and 23 cities and is located near Atlanta's International Airport and metro area, while lovely beach communities are easily accessible along the coast.

In the Birmingham metropolitan area, more than 550 technology companies employ more than 6,300 skilled workers. The city is home to Innovation Depot, which houses 112 startups throughout a sprawling 140,000 square-foot complex — the largest in the Southeast.

Birmingham is also home to Southern Research. Founded in Birmingham in 1941, Southern Research is a non-profit scientific research organization that employs 250 scientists and professional staff. In its 80-year legacy of moving science, the organization has helped shape modern cancer treatment practices, including developing seven FDA-approved cancer drugs and testing more than half of active chemotherapies in the United States. Southern Research has conducted more than \$30 million in coronavirus research over the past two years, including collaborations on a COVID-19 vaccine currently in clinical trials, conducting thousands of PCR tests and refining the underlying chemistry of critical treatments. The organization is the highest NIH-funded non-academic research center in Alabama and has a \$150 million annual economic impact.

Birmingham has the highest per capita concentration of health care jobs nationwide. The city is the 12th largest banking center in the nation and third in the Southeast.

For more information about Birmingham, please visit: <https://www.uab.edu/medicine/home/about/birmingham>

FOR YOUR CONVENIENCE: CONTACT INFORMATION “TEAR OFF” SHEET

Philip Jaeger	Office telephone:	202.741.8303
	E-mail address:	fjaeger@spencerstuart.com
	Cellular telephone:	617.448.5856
<i>Assisted by Nicole Villar</i>	Office telephone:	202.741.8329
	E-mail address:	NVillar@spencerstuart.com
Shannon Yeatman	Office telephone:	404.504.4436
	E-mail address:	syeatman@spencerstuart.com
	Cellular telephone:	202.251.3222
<i>Assisted by Melinda Lee</i>	Office telephone:	404.504.4437
	E-mail address:	MKLee@spencerstuart.com
Wesley Yampolsky	Office telephone:	215.814.1619
	E-mail address:	wypolsky@spencerstuart.com