



Vice Chair for Education and Residency Program Director,
Department of Internal Medicine
University of Michigan Medical School
Ann Arbor, Michigan

THE SEARCH

The [Department of Internal Medicine](#) (DOIM) at the [University of Michigan Medical School](#) (UMMS) seeks a nationally recognized leader to become its Vice Chair for Education (VCE) and Residency Program Director. The VCE will strengthen, enrich, and implement a vision for education excellence in an internationally renowned department across the domains of medical student education and resident/fellow training. Education at [Michigan Medicine](#) benefits from a world-class patient and family-centered healthcare delivery organization, a well-funded and cutting-edge research enterprise, and numerous opportunities for collaboration across the school and university. Taking on this critical role in the DOIM, the VCE will be a champion of education and provide leadership, cohesion, guidance, and oversight along the educational continuum.

The largest and oldest clinical department at the UMMS, the DOIM remains a leader in the advancement of patient care, education, and research. Maintaining the tripartite mission of UMMS, the DOIM continues to set a standard of excellence for Internal Medicine departments across the country. The department is home to 13 divisions with more than 1,000 dedicated faculty members and over 300 residents and fellows. All UMMS medical students rotate through Internal Medicine as part of their clinical core rotations, and students participate in research opportunities with Internal Medicine faculty throughout their education. The Department's [Internal Medicine Residency Program](#) is among the top programs for post-graduate training and is ranked 8th by the [Doximity Residency Navigator](#). The Department sponsors 16 ACGME-accredited and eight non-ACGME [fellowship programs](#) in 11 divisions, many of which are ranked in the top ten.

Reporting to [Dr. Timothy Blackwell](#), the VCE will provide leadership, strategy, and coordination of all the undergraduate and graduate programs in the DOIM while also serving as the residency program director. The successful candidate will have overseen large, complex, and dynamic programs and will be an institutional thinker, collaborative leader, consummate mentor, and superb communicator. The VCE will be knowledgeable about the trends in medical education, the changing landscape of academic medicine, and the advances in technology affecting medical education and patient care. The VCE will be thoughtful about the issues facing internal medicine training today, including recruitment, wellness, and preparation for a range of career paths. Candidates must have an MD or equivalent clinical doctoral degree, be board-certified in Internal Medicine, and be eligible for licensure in Michigan.

The DOIM at UMMS has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

UNIVERSITY OF MICHIGAN MEDICAL SCHOOL

UMMS is home to over 4,360 faculty in 29 clinical and basic science [departments](#) and 4,600 staff. The school's renowned education programs currently include 785 medical students, over 1,300 residents and fellows, 1,052 graduate students, and 569 postdoctoral fellows. Additionally, UMMS offers a host of dual degree programs: the [Medical Scientist Training Program](#) prepares learners for careers as physician-scientists in academic medicine while other [dual degree programs](#) combine the MD with Masters in Business Administration, Public Policy, or Public Health.

UMMS boasts 31 [residency programs](#) and 82 accredited [fellowship training programs](#) in its graduate medical education offerings. These programs encompass more than 1,300 trainees each year. These trainees are employees at Michigan Medicine and are members of the House Officers Association (HOA). Since 1973, the university has recognized these House Officers as a bargaining unit. House officers are educated in a variety of hospitals, health centers, and outpatient clinics in Michigan Medicine healthcare system including: [University Hospital](#), [C.S. Mott Children's Hospital](#), [Rogel Cancer Center](#), [Frankel Cardiovascular Center](#), [Kellogg Eye Center](#), the [Veterans Affairs \(VA\) Ann Arbor Healthcare Center](#) (located less than a mile from the University of Michigan Medical Campus), and a number of satellite ambulatory clinics throughout the community. Learners take advantage of a fully integrated, comprehensive medical center.

The education environment at UMMS has a continuous improvement mindset that elevates the reputation and appeal of its educational programs. To this end, medical educators collaborate closely with campus-wide resources like UMMS's [Department for Learning Health Sciences](#) (DLHS) and [Research, Innovation, Scholarship, Education Enterprise](#) (RISE) and the University of Michigan's [Center for Research on Learning and Teaching](#) (CRLT), the [Center for Academic Innovation](#), and the [Center for Interprofessional Education](#) to inform strategies for innovation within the educational mission. UMMS has wonderful resources like the [Academy of Medical Educators](#) that can be utilized to strengthen the path for clinician educators, educational scholars, and learners who are interested in expanding their knowledge base and careers as educators.

THE DEPARTMENT OF INTERNAL MEDICINE

Since 1848, the DOIM has been dedicated to serving patients with advanced, comprehensive, and compassionate care. That mission has led to the continuous pursuit of knowledge, translation of research into meaningful health outcomes, and training the next generation of world-class healthcare providers, researchers, and educators.

Undergraduate Medical Education

The DOIM has well-established, successful education programs that span the learning continuum. All UMMS medical students rotate through the Department of Internal Medicine [medical student program](#) as part of their clinical core rotations, and all divisions participate in teaching 170 medical students per year. The Internal Medicine clinical core rotation is a three-month clerkship during the Clinical Trunk (M2) year. The Clinical Trunk program provides approximately 1,300 weeks of inpatient service and approximately 2,800 half days of outpatient clinic experience each year. Both M3 and M4 students may elect to participate in Internal Medicine led sub-internships for a month each year, Internal Medicine-based critical care rotations, and 180 elective consult months.

Graduate Medical Education

The Internal Medicine Residency Program most recently received approximately 2,560 applications for 45 categorical and 16 preliminary spots. Currently, there are 153 house staff in the three-year [categorical track](#), [physician-scientist track](#), and [primary care track](#). The residency [curriculum](#) takes place in both ambulatory and inpatient clinical settings at the University of Michigan Hospital, the Ann Arbor Veterans Affairs Hospital, and several community sites. Residents have access to and are trained in a variety of [facilities and spaces](#). To complement their clinical experiences, each resident is required to complete a [research project](#) during their training.

The [Internal Medicine-Pediatrics Residency Program](#) (Med-Peds) satisfies board requirements for certification in both Internal Medicine and Pediatrics in a four-year program and was recently ranked 4th by the Doximity Residency Navigator. The [curriculum](#) is evenly distributed between Internal Medicine and Pediatrics, composed of 13 four-week blocks each year and prepares graduates to become leaders in primary care, academic or subspecialty practice, and research.

There are 160 fellows in ACGME-accredited fellowships and 14 fellows in non-ACGME fellowships. These exceptional specialty fellowship and training programs within the divisions are supported by T32s and combine independent learning, faculty mentoring, didactic instruction, and state-of-the-art clinical and research experiences.

ROLE OF THE VICE CHAIR FOR EDUCATION AND RESIDENCY PROGRAM DIRECTOR

Working in partnership with the DOIM Chair, other Vice Chairs, Division Chiefs, Program Directors, and institutional education leadership, this position is responsible for ensuring excellence, innovation, and compliance in the Internal Medicine educational mission, including both GME and UME training. The VCE will represent the Department and Chair at institutional, hospital, and national educational committees and forums. They will participate as a key departmental figure at departmental meetings like Vice Chair meetings, Division Chief and Section Chief meetings, and education committee meetings, such as the Program Evaluation Committee, Residency Selection Committees, and the Institutional GME Committee.

As the Residency Program Director, they will report to the Associate Dean for Graduate Medical Education for all regulatory and compliance issues and will supervise a group of accomplished Associate Program Directors. The VCE will also supervise an Associate Vice Chair for UME and will work with Fellowship Directors from across the DOIM.

KEY OPPORTUNITIES FOR THE VICE CHAIR FOR EDUCATION AND RESIDENCY PROGRAM DIRECTOR

This position offers an opportunity to support outstanding programs while fostering a culture open to change and innovation to continue the tradition of excellence. The VCE will be expected to achieve the following goals:

- **Guide and operationalize a strategic vision and organizational structure for the educational mission and programs**
 - Direct the leadership structure and delegation for education in the department in concert with the department chair.
 - Provide strategic planning and mentorship to directors of the UME and GME programs, including Clinical Trunk Core (M2) and Branches (M3&M4) clinical clerkships, residency, and fellowship programs.
 - Collaborate with faculty and institutional leaders to align with national and institutional directives to create a more seamless educational continuum.
 - Manage the evolving educational landscape as it relates to innovation and adoption of technological advances in training.
- **Oversee and support DOIM's top-rated residency program**
 - Oversee the recruitment and orientation processes for incoming interns and residents.
 - Supervise program director-level activities for house staff recruitment, including selection committees, interview days, rank list generation, and National Residency Matching Program (NRMP) correspondence.
 - Balance the competing pressures residents and other learners face, meeting curriculum demands, advocating for clinical space needs, and harnessing faculty resources to support the education mission.
 - Serve as an advocate and role model for trainees and learners in a unionized environment as they seek feedback, wellness, work-life balance, and inclusive excellence.
- **Recruit and retain high-caliber learners in a supportive culture**
 - Oversee mentoring and career development activities for residents, including facilitating retreats, career planning, and application reviews.
 - Foster responsive mentoring experiences for learners across the medical education spectrum by supporting, enhancing, and creating systems and policies that ensure an outstanding learning environment and substantive clinical experiences.
 - Guide remediation processes for learners and trainees who do not meet competencies or course/rotation requirements across UME and GME.
 - Serve on the clinical competency committee for residents.
 - Provide support and guidance for medical student grading and competency committees.

- **Promote faculty and staff development and evaluation**
 - Promote faculty engagement in education, assist in evaluating and strengthening existing faculty development programs, and provide mentorship to individuals interested in careers emphasizing medical education.
 - Ensure faculty engaged in the education mission are supported through professional development, protected time, and the resources needed for success.
 - Mentor and provide support to faculty with educational leadership roles to manage large, complex programs and ensure ongoing education, faculty recruitment, orientation, and professional development.
 - Oversee faculty development activities for educators involved in both UME and GME and ensure all educational faculty maintain portfolios suitable for promotion/tenure review and participate in faculty annual review and evaluation processes alongside the Chair.
- **Lead the administrative oversight of all education programs**
 - Coordinate business and operational transactions in medical education.
 - Advise on the budgetary and resource needs for all education programs.
 - Maintain and enhance systems for evaluation, reporting, data collection, and continuous quality improvement amid accreditation changes. Serve as the point of contact for issues of due process, grievance, employment, and non-discrimination within the education programs.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an MD or equivalent doctoral degree with current certification in Internal Medicine through the American Board of Internal Medicine (ABIM). They should have a record commensurate with appointment to the rank of associate or full professor in the educator or clinical track and be eligible for licensure in Michigan. The ideal VCE will exemplify the following qualities and characteristics:

- A strong commitment to educational excellence and innovation across a broad spectrum of learners.
- At least three years of documented educational leadership and/or administrative experience within an ACGME-accredited internal medicine residency program.
- Familiarity with ACGME program requirements and accreditation processes, including resident evaluation, duty hours, and curriculum oversight.
- Expertise in program evaluation and faculty development in medical education.
- Demonstrated experience working within interdisciplinary, interprofessional teams to support an educational environment that promotes high-quality care, patient safety, and learner well-being.
- A track record of mentoring faculty and learners and of building systems that support wellness, engagement, and continuous improvement.
- Understanding of the challenges facing medical students and internal medicine trainees today, including recruitment, burnout, and preparation for a range of career paths.
- Strategic thinking skills, with the ability to anticipate program needs and align decisions with both institutional goals and regulatory standards.

- Outstanding communication, mentorship, and leadership skills; the ability to foster a positive, inclusive, and supportive learning environment,
- A collaborative and consultative leadership style, with the ability to build trust, foster alignment, and inspire action across institutional boundaries.
- Sound judgment, discretion, and a high level of professionalism, especially when navigating complex academic or clinical environments.
- Clear, confident communication skills, with the capacity to engage effectively with medical students, residents, faculty, hospital leaders, and external partners.
- A thoughtful, learner-centered approach to training, grounded in equity, reflection, and respect.

ANN ARBOR, MICHIGAN

The vibrant and active city of [Ann Arbor](#) is a cultural hub and urban oasis in the heart of the Midwest that is consistently rated as one of the nation's top college towns. It is no surprise to residents that a recent publication named Ann Arbor as #1 among "[Best Places to Live in the U.S.](#)" In addition to its world-class university, Ann Arbor is home to high-tech research companies and charming neighborhoods with a rich mix of cultures. People from across the country and around the world come to Ann Arbor to study, work, and thrive. Downtown Detroit—with its eclectic mix of entertainment and professional sports—is less than an hour's drive away, and Detroit Metro Airport (DTW) offers a nearby (half-hour from Ann Arbor) gateway to the globe.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-michigan-medical-school/vice-chair-education>. Electronic submission of materials is strongly encouraged.

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This document has been prepared based on the information provided by UMMS. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by UMMS would supersede any conflicting information in this document.