



Vice Chief for Clinical Affairs, Division of Hematology and Oncology  
Department of Internal Medicine  
University of Michigan Medical School, Michigan Medicine  
Ann Arbor, Michigan

## THE SEARCH

The Division of Hematology and Oncology within the Department of Internal Medicine at the [University of Michigan Medical School](#) (UMMS) and [Michigan Medicine](#) (MM) invites applications for an inaugural Vice Chief for Clinical Affairs (VCCA). This vital leadership role is designed to provide strategic and operational direction for the division's inpatient and ambulatory programs, serving as a primary partner to the Division Chief during a period of rapid institutional expansion. The VCCA will ensure the delivery of high-quality patient care, foster the development of new clinical programs, and uphold standards of professionalism and accountability. The ideal candidate is an accomplished physician with a proven track record of leading complex clinical operations and driving meaningful change within a matrixed academic medical center.

## THE DIVISION OF HEMATOLOGY AND ONCOLOGY

The [Division of Hematology and Oncology](#) is one of the largest subspecialty divisions at Michigan Medicine, consisting of more than 110 faculty members distributed across multiple specialized sites. Clinical faculty and trainees delivered approximately 90,000 annual patient visits and cared for over 2,000 hospital encounters as a critical provider of cancer care in a state with the 13th highest cancer mortality rate in the country. Most outpatient services are based at the [Rogel Cancer Center](#), an NCI-designated comprehensive center that integrates multidisciplinary care across 19 disease-specific clinics and drives world-class research. Beyond its clinical footprint, the division maintains a robust research enterprise, securing \$48 million in annual funding for basic, translational, and clinical research, including 126 clinical trials supported by the Oncology Clinical Trials Support Unit in 2025. Further, the division is home to a premier ACGME-accredited fellowship program that trains 21 fellows across three years, preparing them for careers in both clinical practice and academia. As Michigan Medicine expands its statewide system of care, the VCCA will have a unique opportunity to align clinical operations across Ann Arbor, Troy, and other regional sites to improve patient access and care coordination.

## ROLE OF THE VICE CHIEF FOR CLINICAL AFFAIRS

The inaugural Vice Chief for Clinical Affairs will report to the Division Chief of Hematology and Oncology and will work in partnership with the Division Administrator, leadership of the Rogel Cancer Center (including the Associate Director and Clinical Domain Oversight Officer), both ambulatory and hospital

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operational leadership, Department of Internal Medicine leadership, and other UMMS and MM leaders. The VCCA will serve as the divisional supervisor for the Service Chief for Hematology and Oncology, as well as each of the disease-specific Section Chiefs in their clinical leadership capacity.

The VCCA will consolidate clinical strategy and operations to achieve the following goals:

- **Clinical Operations & Quality Leadership:** Direct the quality, safety, access, and patient-experience agenda across inpatient and ambulatory hematology-oncology. This includes partnering with nursing, APP leadership, and ambulatory/hospital operations to reduce operational variation and supporting the Service Chief in managing professional practice oversight and quality and safety systems.
- **Strategic Clinical Growth & Program Development:** Collaborate with department and Cancer Center leaders to align recruitment with growth strategies across inpatient and outpatient settings. The VCCA will identify opportunities to redesign disease group operating models and implement new programs that elevate Michigan's competitiveness and support multidisciplinary care delivery.
- **Statewide Oncology Integration:** Support the coordination of cancer care across a growing network including University Hospital, UM Health-West, Sparrow, and the Cancer Network of West Michigan. A primary focus will be establishing systemwide clinical standards to ensure a consistent, high-quality "Michigan" experience for patients regardless of their geographical location.
- **Workforce Sustainability & Divisional Culture:** Foster a high-performing clinical culture grounded in transparent communication and mentorship. The VCCA will lead efforts to improve faculty and staff retention by addressing workload optimization and developing effective coverage models for out-of-hours call systems.
- **Operational Strategy & Institutional Advocacy:** Act as the senior clinical partner to the Division Chief, assuming clinical leadership for planning, budgeting, and staffing related to major clinical expansions in partnership with the Division Administrator. The VCCA will represent the division in key institutional settings, advocating for hematology-oncology needs within both ambulatory and inpatient operations.
- **Care Model Innovation:** Lead complex clinical transformation initiatives, such as the implementation of outpatient-shifted therapies and expanded clinic hours. The role will also focus on ensuring seamless alignment between inpatient and outpatient services, specifically improving handoffs and access to infusion services for complex care.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an MD, MD/PhD, or equivalent clinical doctoral degree with board-certification and significant experience as a clinical leader in an academic medical center setting. This role

constitutes a formal faculty leadership appointment within the Division of Hematology and Oncology. Academic rank, track, and compensation, including protected administrative effort, will be aligned with the candidate's experience and finalized in consultation with the Division Chief and Department Chair. The candidate must be eligible for licensure in Michigan.

The VCCA will also possess most, if not all, of the following qualities and characteristics:

- A collaborative and consultative leadership style, with the ability to build trust, foster a spirit of unity in the clinical environment, and inspire action across institutional boundaries
- A respectful, inclusive, compassionate, and supportive management style
- Excellent interpersonal skills to build and maintain relationships at all levels, and success working with multidisciplinary, interprofessional teams in a highly matrixed environment
- Experience in recruiting and retaining top faculty and staff through active mentorship
- Exceptional planning and organizational skills, and takes initiative and maintains accountability for driving projects through to completion
- Openness to feedback and a commitment to continuous learning and improvement
- Experience with financial and resource management
- Personal qualities which include kindness, humility, inclusivity, creativity, flexibility, tenacity, courage, a sense of humor, optimism, and unquestionable integrity

## 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 gateway to the globe.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

The Division has retained Isaacson, Miller to assist with this search. Inquiries, nominations, and CVs with cover letters should be directed in confidence via the firm's website: <https://www.imsearch.com/6045>.

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