



**Search for the Chair of the Department of Emergency Medicine
University of Michigan Medical School, Michigan Medicine
Ann Arbor, MI**

THE SEARCH

The [University of Michigan Medical School](#) (UMMS) seeks a nationally recognized, dynamic, and visionary leader to become its next Chair of the [Department of Emergency Medicine](#) (DOEM). This is an opportunity to build on a legacy of excellence in patient care, research, and education for an internationally renowned department. The next Chair will be a creative thinker who advocates across the clinical, research, and teaching missions of [Michigan Medicine](#) (MM) to empower talented faculty, staff, and learners. The Chair will be a champion of innovation and collaboration and have an inclusive leadership style to move a nationally respected department forward.

The Department's vision is to be the nation's premier academic department of Emergency Medicine. Clinically, the Department operates an 86-bed emergency department at University Hospital (>74,000 visits in FY23) and a pediatric emergency department out of the adjacent Mott Children's Hospital (>40,000 visits in FY23) with the distinctive ability to provide seamless pediatric and adult emergency services. The Department also runs a 7,800-square-foot [Emergency Critical Care Center \(EC3\)](#) with five resuscitation/trauma bays and nine patient rooms – the country's first and largest Emergency Department ICU. The Department staffs the Hurley Medical Center Emergency Department, a Level 1 Trauma Center in Flint, Michigan, and provides care for >76,000 adult and pediatric patients per year.

The DOEM has an interdisciplinary team of 209 faculty (including adjunct), 863 staff, 64 residents, and 24 fellows. Its primary clinical operations are located at University Hospital, C.S. Mott Children's Hospital, and Hurley Medical Center in Flint. Its research program is supported by external funding of over \$25 million, including \$15.9 million of NIH funding in FY22. Of note, the Department has been a leader in NIH-funding, ranking #1 among emergency medicine departments for five of the last eight years. The department's faculty members hold significant leadership roles in the medical school, health system, and university including UMMS's Senior Associate Dean for Faculty and Faculty Development, the Chief Medical Officer at Hurley Medical Center, Michigan Medicine's Chief of Staff, and the University's Vice President for Research.

Reporting to the [Dean and Executive Vice President for Medical Affairs](#) and the [Executive Vice Dean for Academic Affairs](#), the Chair of Emergency Medicine will have a deep dedication to the clinical mission, a proven track record in advancing research programs, a demonstrated commitment to education, significant administrative, budgetary, and philanthropic experience, and the leadership qualities to help advance a highly collegial and collaborative department. The Chair will demonstrate integrity and a strong commitment

to diversity, equity, and inclusion. They will promote diversity of thought and will implement practical approaches to enhancing teamwork and individual well-being. The Chair will also bring operational knowledge of complex emergency care, an understanding of strategic planning, a track record of fostering collaboration, and outstanding communication skills. The Chair will be intentional about collaborations with key stakeholders, including other clinical departments. Candidates must have an MD, MD/PhD, or equivalent clinical doctoral degree, have an academic record commensurate with appointment at the rank of Professor, and be eligible for licensure in Michigan.

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 & Michigan Medicine

The University of Michigan (U-M) recently inaugurated [Dr. Santa Ono](#) as its 15th president. Ambitious and dynamic, Dr. Ono is a biomedical researcher and holds his faculty appointment in the Medical School. He is committed to amplifying Michigan's impact in the state and beyond.

UMMS is one of the nation's premier public research-oriented medical schools and is home to over 3,850 faculty in 29 clinical and basic science departments and 4,900 staff. The school's renowned education programs currently include 692 medical students, over 1,300 residents and fellows, 896 graduate students, and 486 postdoctoral fellows. UMMS's \$777 million in annual research awards for FY23 represents a \$131 million growth since FY19. UMMS remains committed to patient-centered care, advancing medical knowledge, and nurturing faculty, students, and staff.

MM is home to one of the largest healthcare complexes in Michigan. It is comprised of the [UM Health System](#) (which includes the C.S. Mott Children's Hospital, Von Voigtlander Women's Hospital, University Hospital, the Frankel Cardiovascular Center, Kellogg Eye Center, the Rogel Cancer Center, Chelsea Hospital, University of Michigan Health West, and Sparrow Health System), [UMMS](#), and the Michigan Health Corporation (the legal entity that allows the Health System to enter into partnerships, affiliations, and joint ventures). The University of Michigan Medical Group (UMMG) is a physician-led organization of nearly 2,000 UMMS faculty physicians who practice evidence-based medicine to care for patients across three MM hospitals, 40 MM health centers, and other facilities throughout the state of Michigan.

THE DEPARTMENT OF EMERGENCY MEDICINE AT UMMS

Clinical

The Department of Emergency Medicine's primary clinical services include Adult Emergency Services (AES) at the main University Hospital ED, the Emergency Critical Care Center (EC3) within the main University Hospital ED, Children's Emergency Services (CES) at C.S. Mott Children's Hospital ED, Huley Medical Center

ED, and [Survival Flight](#), MM's aeromedical transport program. As a Level One trauma center for adults and children and with facilities equipped to handle all urgent and emergency problems including brain injury, stroke, heart attack/chest pains, burns and poisoning, the DOEM and MM are ranked as having the highest level of care available for emergency health care. Michigan Medicine holds a "5-star" designation from CMS, is home to [Michigan's #1 Hospital](#), and has been asked to lead and participate in many quality and safety programs in the state and across the country, including the [Michigan Emergency Department Improvement Collaborative](#) (MEDIC), a Blue Shield of Michigan (BCBSM) / Blue Care Network (BCN)-funded Collaborative Quality Initiative.

Research

The Department is committed to advancing emergency care through innovative research and creative scholarship. For over a decade, the department has consistently been ranked among the top two Departments of Emergency Medicine in the US in NIH funding. In 2022, the department received \$25.7 million in external grant funding from several funding agencies, and the department received over 15% of the total amount of NIH funds awarded to emergency departments. Two of the department's faculty members received the second and third-highest levels of NIH funding awarded to emergency medicine investigators that year.

The department cultivates research focused on preclinical, clinical, implementation and policy aspects of emergency medicine and critical care. Faculty are active in steering the national research agenda related to the care of acutely ill and injured patients, injury prevention, and health. Drawing on strong cross-disciplinary and cross-specialty teamwork, U-M and the DOEM have become an anchor for national research [Networks & Centers](#) that aim to shape the future of emergency care. Research programs unique to the department include the [Strategies to Innovate Emergency Care Clinical Trials Network \(SIREN\)](#) Clinical Coordinating Center, the CDC-funded [Injury Prevention Center](#) (one of 11 Injury Control Research Centers in the nation), The [Max Harry Weil Institute for Critical Care Research and Innovation](#), and the aforementioned MEDIC which is affiliated with the [U-M Institute for Healthcare Policy and Innovation](#). In addition, the [Institute for Firearm Injury Prevention](#) advance solutions that will decrease firearm injury across the United States and is co-directed by a faculty member in Emergency Medicine. The department also promotes research by providing pilot funds to ignite new research by trainees and faculty. Annual pilot funding opportunities include the [Residency Research Development Grant Competition](#), the [Fellow Research Development Grant Competition](#), the [Massey TBI Grand Challenge](#), and the [Kahn Pediatric Critical Care Grand Challenge](#).

Education

Education programs in the DOEM are strongly aligned with the strategies and tactics outlined in the [Medical School Strategic Plan](#). The Department has a reputation for high-quality clinical and academic training opportunities. Current programs include: [Emergency Medicine Residency](#), [Pediatric Emergency Medicine Fellowship](#), [Advanced Emergency Medicine Ultrasonography Fellowship](#), [EMS Fellowship](#), [Medical](#)

[Education Fellowship](#), [Critical Care Fellowships](#), and an EM Medical Student Clerkship. The emergency medicine clinical training programs have access to diverse patient care environments among affiliated institutions including Michigan Medicine's high-complexity, high-acuity adult and pediatric EDs; Trinity Health St. Joseph's Hospital's well-resourced community ED in Ann Arbor; and Hurley Medical Center's ED, based at a public hospital in Flint, Michigan. The department is also involved in education on a global scale, dating back to its leading role in the [Ghana Emergency Medicine Collaborative](#) which received a five-year award for the Medical Education Partnership Initiative (MEPI) from the Fogarty Center of the National Institutes of Health in 2010. In conjunction with the [U-M Global Reach program](#), the DOEM is also creating [EMERGE](#), an international network for emergency medicine education and research by global experts at eight sites across six countries.

Equity and Inclusion

As part of an effort to enhance a diverse workforce, the Emergency Medicine Recruitment Committee was formed in July 2021 with the support of MM's [Office for Health Equity and Inclusion](#). The department seeks to support all of its faculty, learners, and staff by investing in a culture of equity, inclusion, belonging, and well-being through intentional efforts of a [Wellness Committee](#), the support and resources of the [Gender Equity Professional Development Group](#), and the integration of these core principles into all facets of its work.

THE ROLE: CHAIR, DEPARTMENT OF EMERGENCY MEDICINE

The Chair of the DOEM oversees the Department's core leadership team which consists of a Vice Chair; Associate Chairs of Diversity Equity & Inclusion, Clinical, Education, Research, and Faculty Development; Division Chiefs of Emergency Medical Services, Ultrasound, Emergency Medicine Critical Care, Hurley Medical Center, and Pediatrics; and a Chief Department Administrator. The Chair oversees all departmental functions and works in partnership with the UMMS and UMMG to closely align the strategic direction of the DOEM with the overall missions of Michigan Medicine.

CONTEXT and KEY OPPORTUNITIES FOR THE CHAIR OF EMERGENCY MEDICINE

Provide strategic vision and guidance to strengthen the clinical operations of the DOEM

Emergency departments across the country are seeing historic demands for acute healthcare services leading to crowded waiting rooms, increased wait times, and boarding challenges. MM experiences these challenges in the context of offering high acuity care with an expanding patient base across the state. A new inpatient tower, due to open in 2025, will help to address capacity challenges. MM has made notable progress by staffing MM-hospitalist inpatient units at surrounding hospitals and creating rapid follow-up pathways and initiatives including [Hospital Care at Home](#), but there is more work ahead. Creative solutions to these challenges may involve structural efficiencies, cross-system collaboration, and application of new technology (including telemedicine) to augment or substitute for in-person care. This is an exciting

opportunity for an innovative and creative leader to bolster the health of the Department and the larger MM ecosystem and to advance the next chapter of emergency care.

Maintain and grow the DOEM's national research prestige by supporting the research agenda

The Department of Emergency Medicine's research excellence has derived from exceptional faculty investigators and past chairs who understood and invested in the research infrastructure. The next Chair must continue to invest time and effort in attracting strong researchers and promoting joint recruitments and productive collaborations cross-departmentally and institutionally. The Chair will need to understand and continue to cultivate the many channels of funding and support for the department's key centers, institutes, and networks. The Chair will also need to dedicate resources to bolster administrative support for pre- and post- award processes that support cutting-edge research and trailblazing applications.

Encourage and support forward-thinking educational opportunities

The Department offers a robust slate of education programs ranging from multiple medical student offerings through EM residency training and multiple ACGME and non-ACGME fellowships. Ensuring continued excellence of the department's education programs, with a high priority on diversity, equity, and inclusion, will be a key goal for the Chair. As in other centers, the impact of patient boarding, throughput, and time to discharge on learner opportunities and experiences will need careful consideration and management. The Chair will attend to learner wellness while working to optimize the medical student, resident, and fellow experience. The next Chair will value, embody, and continue to cultivate mentorship and teamwork, which are hallmarks of UMMS and the DOEM.

Support faculty recruitment, retention, and mentorship

Navigating a competitive landscape amidst emergency physician shortages, the Chair will work to recruit and retain a diverse faculty who reflect Southeast Michigan's patient population. It is essential that the Chair be an advocate and driving force to support, engage, promote, and advance the success of women and those underrepresented in medicine. The Chair will also be responsible for encouraging and ensuring access to mentorship among all Department members, fostering engagement, and supporting retention of excellent faculty with opportunities to progress and thrive in the department and MM throughout their career. The Chair will support Department members, as well as hold them accountable for excellence in education, care delivery, and research while addressing faculty and staff wellness and morale.

Ensure the financial success of the DOEM

The DOEM has an annual operating budget of approximately \$66 million. The next Chair will be financially savvy, guiding the department's financial planning, including investments in faculty to achieve strategic goals. The Chair will provide leadership toward maximizing donor support, and other alternative funding sources, in a field that historically lacks "grateful patients". The Chair will be a thoughtful advocate and

partner to UMMG leadership, leading discussions with leadership and faculty about department and institutional needs.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an MD, MD/PhD, or equivalent clinical doctoral degree and should have significant experience as a clinical leader, including clinical program development. They must have a strong record of scholarly accomplishment with a research portfolio that might center on clinical investigation, translational research, basic laboratory studies, and/or health-services research. They must also have a strong commitment to education across a broad spectrum of learners. The successful candidate must have a record commensurate with appointment at the rank of Professor and be eligible for licensure in Michigan. The Chair will also possess most, if not all, of the following qualities and characteristics:

- A detailed and nuanced understanding of research, education, and clinical practice in emergency medicine;
- Sophisticated understanding and ideally direct experience managing patient flows and access;
- Familiarity with and interest in applying current and emerging models of care;
- A record of anticipating and creatively responding to challenges in the emergency medicine field; motivation to shape the future of emergency care;
- Demonstrated experience in recruiting, mentoring and retaining top faculty, fellows, and residents;
- Exceptional leadership skills and judgment with the proven ability to foster a spirit of unity and collaboration, while learning from the perspectives of others;
- Strong interpersonal skills to build and maintain relationships with faculty, administration, learners, and medical staff;
- Excellent oral and written communication skills with the ability to convey complex information to a variety of audiences;
- Experience working in a highly matrixed environment and proven effectiveness in a complex system of distributed leadership; a willingness and ability to make difficult decisions;
- Demonstrated commitment to valuing and actively promoting diversity;
- Demonstrated commitment to promoting equity and respect in the workplace;
- A respectful, inclusive, compassionate, and supportive management style;
- Demonstrated track record of supporting and growing emergency medicine research;
- Contributions to the continuum of medical education that spans undergraduate, graduate, and continuing medical education;
- Exceptional planning and organizational skills; superb follow-through with timely task completion;
- Demonstrated capacity to win the loyalty of staff and earn credibility with colleagues;
- A demonstrated record of strong financial, budgeting, and resource management skills; experience with philanthropic efforts is advantageous;

- Personal qualities that include creativity, flexibility, adaptability, tenacity, courage, a sense of humor, unquestionable integrity, and the disposition of a servant leader.

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.

The Ann Arbor area is perhaps most renowned for its cultural offerings and nightlife. It boasts a vibrant arts sector with renowned galleries, museums, and arts non-profits as well as theatrical and musical organizations, such as the Ann Arbor Symphony. The University Musical Society is among the top four university presenters in the nation and features 70–80 performances by world-class artists each season, such as the Berlin Philharmonic and the Royal Shakespeare Company. From independent bookstores and cutting-edge art exhibits to performances by local, regional, and international artists, there are abundant opportunities to enjoy arts and culture throughout the community. Every July, the award-winning Ann Arbor Art Fair transforms the campus and downtown into an art gallery featuring thousands of juried artists and drawing nearly 500,000 visitors. The Ann Arbor Summer Festival hosts a month-long schedule of performances each June, many of which are outdoors and free. Additionally, athletics is woven into the fabric of U-M. The University boasts 29 NCAA Division 1 teams (14 men's and 15 women's) as well as 35 club sports.

TO APPLY

All inquiries, nominations, and applications should be directed in confidence to the Isaacson, Miller team:

<https://www.imsearch.com/open-searches/university-michigan-medical-school/chair-department-emergency-medicine>

Electronic submission of materials is strongly encouraged.

For fullest consideration, applications containing a CV and cover letter are requested by Friday, December 29.

Michigan Medicine seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the diverse people of Michigan and to maintain the excellence of the University. We welcome

applications from anyone who would bring additional dimensions to the University's research, teaching, and clinical mission, including women, members of minority groups, protected veterans, and individuals with disabilities. The University of Michigan is committed to a policy of nondiscrimination and equal opportunity for all persons and will not discriminate against any individual because of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status. The University of Michigan is an Equal Employment Opportunity/Affirmative Action Employer.