



**Search for the Division Chief of Hematology/Oncology
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Department of Internal Medicine
University of Michigan Medical School, Michigan Medicine
Ann Arbor, MI**

The Search

The Department of Internal Medicine at the [University of Michigan Medical School](#) (UMMS) seeks a nationally recognized, dynamic, and visionary leader to become its next Division Chief of Hematology and Oncology. This position offers an opportunity to reinforce and amplify the division's current excellence in research, patient care, and education, while strengthening alignment of the academic vision with clinical growth in an expanding health system. The next Division Chief will be an optimistic, collaborative, and creative leader who will inspire talented faculty, staff, and learners to achieve impact across the division's missions and in partnership with others in [Michigan Medicine](#) (MM). The Division Chief will be a champion for innovation, have an inclusive leadership mindset, and a passion to engage multidisciplinary teams in a matrixed environment.

The [Division of Hematology and Oncology](#) is one of the largest subspecialty divisions within the [Department of Internal Medicine](#), consisting of 97 faculty, including clinical faculty, physician-scientists, and research scientists located at multiple sites across Michigan Medicine. The division has robust and diverse clinical strengths and is respected across the medical center for the high caliber care it provides. Faculty, staff, students, and laboratory personnel occupy more than 44,000 square feet of space across the medical campus. The faculty have a broad range of expertise in carrying out bench-to-bedside research, providing care to patients and survivors impacted by all cancer types, and educating the next generation of physicians and researchers.

The Division Chief will work closely with the [Rogel Cancer Center](#), a National Cancer Institute (NCI) designated cancer center since 1988 and comprehensive cancer center since 1991. With 350 members from 54 departments across nine top-ranked University of Michigan (UM) schools, the Rogel Cancer Center brought in over \$120M in external research funding and produced over 1,000 publications in 2023.

Reporting to the [Chair of Internal Medicine](#), the next Division Chief will be a respected physician and successful researcher who has a deep commitment to the tripartite mission inclusive of optimizing clinical care; supporting discovery, translational, clinical, and health services research; mentoring faculty and fellows; and guiding administrative, budgetary, and philanthropic efforts. Michigan Medicine's growing statewide system of care allows for expanded access to clinical care and research opportunities around the state and provides a rich opportunity for the next Division Chief to impact the state-wide cancer treatment strategy. The Division Chief will promote diversity and implement practical approaches to enhancing teamwork and individual well-being. The Division Chief will exemplify and encourage a culture of inclusivity, mentorship and professional development, have a team-based approach, and recruit highly qualified faculty, staff, and trainees. An MD or MD/PhD, with board certification in hematology and/or medical oncology is required. The successful candidate will have a record commensurate with appointment at the rank of associate or full professor in the division. *For more information on the University of Michigan Medical School, the Department of Internal Medicine, and the Rogel Cancer Center, please visit the appendix.*

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.

The Division of Hematology and Oncology

The Hematology and Oncology Division is one of 13 divisions within the Department of Internal Medicine at UMMS. The division has 61 clinical faculty members, 19 physician-scientists, and 17 research faculty. Faculty members are clustered into sub-specialty sections, based on the type of cancer/disease they treat: breast, gastrointestinal, genitourinary, sarcoma-melanoma, thoracic-head/neck, leukemia, lymphoma-myeloma, bone marrow transplant (BMT), and classical hematology. Each section has an assigned head who reports to the Division Chief. Thirteen faculty members are affiliated with the [VA Ann Arbor Cancer Program](#).

Michigan has the 13th highest cancer mortality rate in the United States. Michigan Medicine's catchment area covers the entire state of Michigan, and patients are referred from every county in the state. Most of the 189 outpatient clinics of the division are held within the Rogel Cancer Center, and each of these multidisciplinary clinics is led by specialized physicians, advanced practice providers, and nurses who collaborate to provide comprehensive care for each patient. The clinics are managed by Ambulatory Care Services, under the University of Michigan Medical Group (UMMG), and the Cancer Services Triad which includes the Associate Chief Clinical Officer (ACCO), the Associate Chief Operating Officer (ACOO), and the Senior Nursing Director (SND). The Medical Directors and Ambulatory Care Clinical Chiefs (ACCC) for cancer services, including medical oncology, surgical oncology, radiation oncology, and adult BMT and Leukemia clinics, report to the ACCO. In addition to the outpatient clinics, the Division of Hematology and Oncology faculty attend on the Medicine-Oncology and Medicine-Hematology inpatient services at University Hospital, which are staffed by internal medicine trainees. In addition, division faculty attend on the Bone Marrow Transplant services at the Von Voigtlander Women's Hospital, as well as on the hematology and oncology inpatient consult services.

The division has a large [research enterprise](#) with footprints at the Rogel Cancer Center, the [Biomedical Science Research Building](#), the [North Campus Research Complex](#) (NCRC), and the Charles S. Kettles Department of Veterans Affairs Medical Center. Most clinical faculty members participate in clinical research in the form of clinical trials, while physician-scientists and research faculty conduct a range of basic, translational, clinical, and health services research. Faculty are making exciting discoveries in blood and marrow transplant and cell therapy, drug and technology development, and experimental therapeutics in hematology and oncology, including classical and malignant hematology, melanoma, sarcoma, and carcinoma of the following organ systems: breast, endocrine, gastrointestinal, genitourinary, head/neck, and thoracic. Twenty division faculty hold endowed professorships. In FY23, the division submitted 217 grants and brought in \$43 million in research funding, including \$16 million in federal funding.

The Rogel Cancer Center values and supports clinical research, providing \$7.5M in internal awards to 40+ clinical investigators and 80+ investigator-initiated trials over the last five years. Cancer research priorities include cancer initiation, progression, and resistance; cancer treatment and care delivery paradigms; and cancer risk reduction. With more than 150 FTEs, the Oncology Clinical Trials Support Unit (O-CTSU) provides financial management, regulatory data management, multisite coordination, and IT support for therapeutic and select non-therapeutic cancer clinical trials across all tumor types. The O-CTSU supported 1,600 accruals to interventional trials in 2023.

The [Hematology/Oncology Fellowship Training Program](#) combines well-rounded clinical training with opportunities to work with world-class investigators in a collegial environment. The division enrolls 21 ACGME accredited fellows in its three-year fellowship. Fellows work in both inpatient and outpatient services, providing care and consultative services in hematology and medical oncology to a varied population of patients. During the clinical portion of training, fellows divide their time between the University Hospital, the Rogel Cancer Center, and the Charles S. Kettles Department of Veterans Affairs Medical Center. Approximately 75% of fellows have continued in academia, and 30% have stayed at UMMS.

The Role: Division Chief of Hematology and Oncology

The next Division Chief will report to the Chair of the largest department within the School of Medicine and will work in partnership with the Rogel Cancer Center Director, the Cancer Services Triad, along with other UMMS and MM leaders. Direct reports to the Division Chief include the Associate Chief of Clinical Services, the Associate Chief of Hematology/Hematological Malignancies, the Associate Chief of Faculty Development and Education, the Associate Chief of Basic Science, the Associate Chief of Clinical Research, the VA Section Chiefs for Hematology and Oncology, and the Director of the fellowship program. An administrative director is appointed in the Division to partner with the Division Chief.

The Division Chief will have strategic oversight of a mission critical division of the institution at a time of change and evolution both locally and nationally. The Division Chief will be an adept manager and creative problem-solver who can inspire a large team through a period of clinical expansion while maintaining excellence in research and educational programs. Playing a vital role in coordinating cancer-related care at Michigan Medicine, the next Division Chief will be an engaged partner to other cancer leaders and UMMG leadership, balancing advocacy for divisional interests with the needs of MM overall, as the success of each relies on the success of both.

Key Opportunities for the Division Chief of Hematology and Oncology

To succeed in this role, the chief will address several key opportunities and challenges, as detailed below:

Strategically organize and lead the Division to expand clinical capacity and support innovation in clinical care

The Division operates in a matrixed environment with multiple areas of engagement and commitment. The Division Chief will analyze and enhance the organizational structure of the division to support growth of the clinical and research infrastructure and further develop integrated clinical and research groups. The Division Chief will partner closely with the leadership of the Department of Internal Medicine, UMMG triads, University of Michigan Health leadership, and the Rogel Cancer Center to lead the division to ensure that faculty members are supported in their work. The Division is comprised of talented faculty who provide exceptional and compassionate care to cancer patients in both the inpatient and outpatient settings. As the division supplies physician coverage for an expanding system, there is a need to grow selected clinical programs. The Division Chief will work in concert with UMMG, as well as departmental and cancer center leadership, to examine how best to meet increasing clinical needs across the enterprise and pursue opportunities for expansion, including enhancement of key subspecialty sections.

Promote and nurture research excellence

The Division supports productive basic, translational, clinical, and health services research activities. One-half of the clinical trials at MM are conducted by Hematology and Oncology faculty and supported by the O-CTSU. MM has also long been a powerhouse for discovery science. With growth opportunities in clinical research and continuing strengths in basic and translational research, the Division Chief will further nurture the strong culture of cross-collaboration that exists among division faculty. In concert with research leaders in the division and at the Cancer Center, the Division Chief will provide mentorship and support to physician-scientists already in the division, especially research-focused early career faculty, and promote the recruitment of talented physician-scientists, research scientists, and staff while mindfully optimizing the composition of the division.

Design state-of-the-art educational opportunities to train the next generation of hematologists and oncologists

For 35 years, the Division has successfully maintained T32-supported funding for its robust fellowship program to ensure successful careers beyond fellowship. Most graduates of the fellowship program remain in academia. There are strong opportunities for fellows to be involved in clinical, translational, and basic research endeavors. The Division Chief will focus on enhancing educational opportunities for the fellowship program by providing a strategic, structured, and balanced mentorship program that develops fellows throughout their research training.

Support a growing statewide system of patient care

Michigan Medicine has developed numerous partnerships, affiliations, and acquisitions across Michigan as it builds out a statewide system of care to fulfill its mission of advancing health to service Michigan and the world. University of Michigan Health-West (UMHW), and University of Michigan Health-Sparrow are fully owned hospital systems, which along with University of Michigan Health-Academic Medical Center (AMC) form the core of the clinical care delivery system. University of Michigan Health-Sparrow boasts the Herbert-Herman Cancer Center staffed by non-faculty Sparrow medical group-employed medical oncologists, radiation oncologists, and surgical oncologists. UM Health has a cancer partnership in Grand Rapids that brings together the cancer programs of UMHW and Trinity Health's Grand Rapids and Muskegon hospitals into the Cancer Network of West Michigan. The executive director of the network is a faculty member within the Division. The Division Chief will work with Departmental and Health System Leaders to help support this growing statewide system of care including aligning clinical care delivery and quality, providing support through tumor boards and remote second opinions, and helping to extend clinical research capabilities where appropriate.

Encourage and enhance a respectful, inclusive, diverse, and equitable culture

The Division Chief will set expectations, establish and maintain trust, and have an unwavering commitment to diversity, inclusion, and equity. The Division Chief will maintain high standards with respect to professionalism and integrity. With the goal of breaking down siloes and operational barriers, the Division Chief will drive efforts to foster community across the division and within clinical pods, including all levels of staff. In concert with diversity, equity, and inclusion efforts like [IMPOWER](#) taking place in the department and the new [DEIJ initiatives](#)

in the Rogel Cancer Center, the next Division Chief will mindfully support recruitment and advancement of underrepresented faculty, staff, and fellows in the division.

Provide financial oversight and ensure the continued financial success of the Division

The Division Chief will be financially knowledgeable and accountable and guide the division's financial planning. They will grasp complex funds flow, utilize alternative payment models, increase funds to the division through strategic management of clinical care, address issues of compensation and incentivization, and be adaptive to change. The Division Chief oversees a budget of \$62.9 million, of which \$19.8 million is from patient care revenue, \$1 million is from annual gift income, and the remainder is from research funding. Partnering with the Rogel Cancer Center leadership, the Division Chief will also engage in philanthropic activities that support divisional efforts.

Qualifications and Characteristics

The successful candidate must have: an MD, MD/PhD, or equivalent clinical doctoral degree with board-certification; significant experience as a clinical leader; an outstanding record of scholarly accomplishment and a demonstrated track record of extramurally funded research for clinical investigation, translational research, basic laboratory studies, and/or health services research; a strong commitment to education across a broad spectrum of learners; a record commensurate with appointment to the rank of associate or full professor; and be eligible for licensure in Michigan. The Division Chief will also possess the following qualities and characteristics:

- An ability to foster a highly collaborative academic environment
- A track record of partnering with a broad set of stakeholders
- Exceptional leadership skills, with the proven ability to foster a spirit of unity and collaboration
- Excellent interpersonal skills to build and maintain relationships with faculty, administration, and trainees, as well as medical, nursing, and technical staff
- Excellent oral and written communication skills
- Experience in working within a highly matrixed environment
- Proven effectiveness in a complex system of distributed leadership
- Demonstrated commitment to valuing and actively promoting diversity, inclusion, and equity
- A strong advocate and facile negotiator in a complex, dynamic environment
- A detailed and nuanced understanding of both research and clinical practice in Hematology and Oncology
- A respectful, inclusive, compassionate, and supportive management style
- Demonstrated experience in recruiting and retaining top faculty and fellows through active mentorship
- Exceptional planning and organizational skills, superb follow-through, and timely task completion
- A record of complex financial, budgeting, and resource management skills
- 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 (half-hour from Ann Arbor) gateway to the globe.

To Apply:

All inquiries, nominations, and applications should be directed in confidence to:

Jamie Sands, Partner
Natalie Leonhard, Partner
Jane McInerney, Senior Associate
Lileana Sethares, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-michigan-medical-school/chief-hematology-oncology>

Electronic submission of materials is strongly encouraged.

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 maintaining 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.

Appendix

University of Michigan Medical School & UM Health System

Since 1850, UMMS has been a leader in academic medicine and has rightfully earned a reputation as one of the nation's premier public research-oriented medical schools. It 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 includes \$482.8 million in NIH awards. This success is partly due to the unparalleled multidisciplinary research enterprise that exists at the University of Michigan which is supported by unique and robust institutes that power integrated biomedical research. Institutes like the [Institute for Healthcare Policy and Innovation](#) (IHPI), the [Michigan Institute for Data Science](#) (MIDAS), the [Taubman Institute](#), the [Biointerfaces Institute](#), and the [Michigan Institute for Clinical and Health Research](#) (MICHR), which is supported by one of the largest CTSA's in the country, fuel innovative research collaborations at UMMS.

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 which allows the Health System to enter into partnerships, affiliations, and joint ventures). Additionally, inpatient capacity will expand on the main campus when the 12-floor, 264-bed inpatient Dan and Betty Kahn Health Care Pavilion opens in the fall of 2025. The University of Michigan Medical Group (UMMG) is a physician-led organization of nearly 2,000 UMMS faculty physicians practicing across three MM hospitals, 40 MM health centers, and other facilities throughout the state of Michigan, including specialized centers.

The Department of Internal Medicine

As the largest and oldest clinical department at the UMMS, the DOIM is a leader in the advancement of patient care, education, and research. Stewarding the tripartite mission of UMMS, the DOIM continues to set a standard of excellence for Internal Medicine departments. The department is home to 13 divisions with more than 900 dedicated faculty members and over 300 residents and fellows. The [Ann Arbor Veteran's Health Care System](#), one of the top veteran's hospitals in the country, is two miles from the main hospital campus and is a model for partnerships between VA facilities and academic medical centers. In 2022, the DOIM provided compassionate care over 24,000 inpatient admissions and over 528,000 outpatient visits, while advancing knowledge and practice through nearly 4,000 manuscripts.

Caring for over half the patients that come to MM, the DOIM's divisions are a unique strength of the department. The department is organized into 13 divisions, each advancing the tripartite mission. These include the divisions of [General Medicine](#), [Hospital Medicine](#), [Geriatric & Palliative Medicine](#), [Genetic Medicine](#), [Cardiovascular Medicine](#) (CVM), [Gastroenterology & Hepatology](#) (GI), [Pulmonary & Critical Care Medicine](#) (PCCM), [Metabolism Endocrinology & Diabetes](#) (MEND), [Hematology & Oncology](#), [Allergy & Clinical Immunology](#), [Nephrology](#), [Infectious Diseases](#) (ID), and [Rheumatology](#). Each division chief is paired with a division administrator who oversees divisional operations. The Department has had remarkable growth in faculty over the past several years, particularly in the clinical track. This reflects the impressive growth in clinical volume and demand at all clinical sites, including the VA.

Rogel Cancer Center

Since its founding in 1986, the Rogel Cancer Center has had a distinguished history of excellence and impact in research, education, clinical care, outreach, and service. The center is also a founding member of the National Comprehensive Cancer Network (NCCN). Its vision is to be a leader in prevention, early diagnosis, optimal treatment, and care for all at risk of or affected by cancer. The Rogel Cancer Center harnesses the power of one of the largest most robust and highly esteemed research universities in the world to create new knowledge about cancer.

The Center's 2022-2027 strategic plan entitled *Discoveries to Cures to Communities* is comprised of six pillars: research; community outreach and engagement; training, education, and career development; diversity, equity, inclusion & justice (DEIJ); infrastructure; patient care. The Hematology and Oncology Division has faculty engaged in all six pillars.

Rogel Cancer Center's six research programs include Signaling & Tumor Microenvironment (STME), Cancer Genetics (CG), Developmental Therapeutics (DT), Cancer Hematopoiesis & Immunology (CHI), Translational & Clinical Research (TACR), and Cancer Control & Population Science (CCPS). Research initiatives are prioritized to unite multiple cross-cutting themes such as tumor microenvironment and metabolism; molecular determinants; inflammation, microbes and immunity; biomarkers; genetics and gene environment; prevention and early detection; health equity; targets and therapeutics; and care quality and access. The center currently holds two SPORE grants to study leiomyosarcoma and radiosensitization.

Increased involvement and resources are being funneled into training, education, and career development. This focus has brought in new and enhanced programs from pipeline programs to career development. Significant effort has been put forth to increase the number of women and people who are underrepresented in medicine. Over the years the Rogel Cancer Center has provided \$4.6M to support 27 Rogel Health Equity Scholars who come from 14 departments and five schools covering all faculty ranks. Fifty percent of the Rogel Scholars have been women and 30% are underrepresented in medicine. Their scholarship addresses cancer health equity across the basic, translational, and clinical research continuum with a focus on cancer control and population science across all six programmatic research areas.

The Rogel Cancer Center's office of [Community Outreach and Engagement](#) (COE) aims to reduce cancer disparities across the state of Michigan. Programs and services include public education, a community advisory board, and support for innovative research with the priority of enhancing the diversity of patients and clinical trial participants. The department implements evidence-based interventions in collaboration with local communities by applying community-based participatory approaches.

In 2018, Richard and Susan Rogel committed \$150M to MM's cancer center to improve treatment and care for cancer patients, to help develop promising scientists, and to leverage the university's broad and deep strengths in science, innovation, and patient care. The Rogel Cancer Center currently supports the recruitment and retention of faculty through 98 professorships. There is a \$110M five year commitment to the Rogel Cancer Center members through the U-M [Biosciences Initiative](#), the [Chad Carr-Pediatric Brain Tumor Center](#), and the endowment, ensuring the continued support of recruitments and cutting-edge research.