



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

## **THE SEARCH**

The [University of Michigan Medical School](#) (UMMS) seeks a nationally recognized and visionary leader to become the next Chair of the [Department of Anesthesiology](#). This is an opportunity to build on a historic legacy of excellence in clinical care, research, and education for a highly ranked, internationally renowned department. As a key leader within [Michigan Medicine](#) (MM), the next Chair will leverage the strengths of the Department's mission areas to act as a balanced advocate and champion for quality patient care, education, and research at a moment of expansion and growth in Ann Arbor and across the state of Michigan. All the necessary components for success are in place to be the preeminent department of anesthesiology in the nation.

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. In 2023, the University of Michigan (U-M) 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.

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 Anesthesiology's vision is to transform the field while positively contributing to patient care, medical education, and research to benefit society. The Department has a large and interdisciplinary team of 920 faculty, staff, and students, including more than 200 faculty (on clinical, research, and tenure

tracks), 135 residents and fellows, and more than 210 certified registered nurse anesthetists (CRNAs). Thirty faculty members hold a primary appointment at the Ann Arbor VA. The Department of Anesthesiology's research program was supported by over \$16 million in NIH funding in FY24, currently among the top in the nation. The department also receives major research funding from other federal, state, foundation, and industry sources. The operating budget for the Department is around \$110 Million. There is a rich tradition in the education mission evolving to meet current needs: learners have diverse elective and fellowship opportunities across the perioperative care spectrum, including pediatrics, pain medicine, obstetrics, cardiovascular, and critical care. US News & World Report currently ranks the department 5<sup>th</sup> in the country for training programs. The Department of Anesthesiology has broad expertise, established programs, impactful research, strong reserves, and is situated in a growing integrated academic medical center that is expanding while maintaining excellence in care.

The Chair of Anesthesiology will have a dedication to the clinical mission, a proven track record in advancing research programs, a demonstrated commitment to education, leadership skills to help advance a highly collegial and collaborative department, and significant administrative, budgetary, and philanthropic experience. To lead the Department effectively, the Chair will promote and further build upon partnerships with senior leadership across the University, the Medical School, and several centers and institutes. As leader of the Department, the Chair will serve as an inspirational model and lynchpin for faculty by ensuring clinical excellence and research that spans the translational spectrum. The Chair will work tirelessly to cultivate and leverage the scholarship of the faculty, actively seeking out and promoting collaborative opportunities provided by the extraordinary resources at Michigan Medicine. The Chair will demonstrate integrity and a strong commitment to diversity, equity, and inclusion. The Chair will also bring operational knowledge of anesthesia care, an understanding of and experience leading strategic planning, a track record of fostering collaboration, and outstanding communication skills. 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.

## **THE DEPARTMENT OF ANESTHESIOLOGY AT UMMS**

### ***Clinical***

The Department of Anesthesiology provides care for more than 100,000 procedures annually across various [clinical sites](#) in eastern Michigan and beyond. Major sites for clinical and educational activities include University Hospital, Mott Children's Hospital, Von Voigtlander Women's Hospital, the Preoperative Clinic at Domino's Farms, East Ann Arbor Ambulatory Surgery and Medical Procedures Center, the Brighton Center for Specialty Care, the Kellogg Eye Center, the Frankel Cardiovascular Center, and six satellite sites of Back & Pain Centers. Care is provided by a diverse team of faculty physicians, fellows, anesthesiology residents, and

CRNAs. The Department also collaborates with other providers statewide to provide expanded care throughout the state and region.

In Fall 2025, Michigan Medicine will open [The D. Dan and Betty Kahn Health Care Pavilion](#), a 12-story hospital with 264 private rooms capable of converting to intensive care. The hospital will also include a state-of-the-art neurosciences center, high-level, specialty care services for cardiovascular and thoracic patients, and advanced imaging. At 690,000 gross square feet, the building will provide more access to care for adult patients at Michigan Medicine. In total, the project will add 154 new beds and 20 new operating rooms to the medical campus and will significantly increase the Department's clinical footprint.

The Department is committed to advancing the field of anesthesiology through its clinical services, with a focus on integrating the latest research findings into clinical practice. This commitment to evidence-based care is reflected in the Department's ongoing efforts to develop and implement innovative treatments and interventions that improve outcomes in anesthesia services.

### **Research**

The Department of Anesthesiology is recognized for its contributions to new scientific knowledge from the bench to the bedside to the greater community. Multiple faculty in the department have been elected to the National Academy of Medicine and have been recognized with the highest research awards from the American Society of Anesthesiologists. The Department has depth in the research areas of [patient outcomes](#), [pain and opioid research](#), and [neuroscience research](#). Key centers include:

- [Center for Consciousness Science](#), which aims to advance multidisciplinary research, education, and clinical care as it relates to consciousness
- [Chronic Pain and Fatigue Research Center](#), a multidisciplinary center committed to improving the understanding and management of disorders distinguished by symptoms of chronic pain and fatigue
- Multicenter Perioperative Outcomes Group ([MPOG](#)), an international research and quality improvement collaborative and platform for perioperative clinical trials with data collected from more than 20 million patient records spanning over 60 hospitals, dozens of states, and multiple countries.
- [Michigan Psychedelic Center](#), launched in 2022 to advance multidisciplinary education, research, therapy, and community engagement related to psychedelics.

The Department is also home to one of 18 NIH T32 Postdoctoral Training programs in the country focused on anesthesiology research. Launched in 2014, first renewed in 2019, and recently renewed in 2024, the department's NIH-funded research training program has graduated eight fellows, all of whom have gone on to academic anesthesiology faculty positions with funded and protected research time. Their research spans the department's research domains, addressing issues in the areas of neurosciences, pain and opioids, and perioperative outcomes. Collectively, program alumni have authored more than 160 publications and earned \$17.2 million in PI funding from the NIH and other federal funders.

### **Education**

Education is a foundational contribution of department faculty and includes medical student teaching and anesthesiology [resident](#) and [fellow](#) training. The Department sponsors an excellent anesthesiology residency program, and ACGME-accredited subspecialty fellowship training in [cardiothoracic anesthesiology](#), [critical care medicine](#), [obstetric anesthesiology](#), [pain medicine](#), and [pediatric anesthesiology](#). The Department also offers seven non-ACGME-accredited fellowships in [head, neck, and advanced airway management](#), [liver transplant and vascular anesthesia](#), [neuroanesthesiology](#), [orthopedic anesthesia](#), [perioperative medicine](#), [regional and ambulatory anesthesia](#), and advanced pediatric cardiac anesthesiology. The department has also recently founded [ASCENT](#), a new multidisciplinary enterprise focused on innovation and data science in anesthesiology education, working to discover new insights and improve educational programming through the meaningful use of individualized clinical experience data.

The Department of Anesthesiology is home to 135 residents and fellows across all years. The Residency Program promotes individual attention tuned to each trainee's learning and career development while cultivating lifelong professional relationships. The Department provides the opportunity for scholarly specialization through the [Clinician-Scientist Translational Anesthesiology Research \(C-STAR\)](#) program. In addition to medical training, the Department offers clinical anesthesia experience for [student registered nurse anesthetists](#) enrolled in the University of Michigan-Flint's graduate program of nurse anesthesia (DNAP), providing interactive, hands-on training for future CRNAs. The Department also offers [supplementary educational support](#) for paramedic students and dental residents.

### **Diversity, Equity, and Inclusion**

The Department of Anesthesiology has a longstanding dedication to promoting awareness of diversity issues and creating formal programming to attract and support medical students, residents, fellows, and faculty from underrepresented and marginalized groups. In 2021, in partnership with the anesthesiology department at Washington University in St. Louis and funded through the NIH and the National Institute of General Medical Sciences (NIGMS), the Department launched [RADAR \(Raising Anesthesiology Diversity & Anti-Racism\)](#), demonstrating its commitment to leading the national conversation on diversity within the field and developing a pipeline for diversity in academic anesthesiology. RADAR works to increase the number of anesthesiologists from underrepresented and marginalized groups through initiatives focused on attracting college and medical students to the field, providing mentorship and networking opportunities for early-career anesthesiologists, and developing resources for department leadership to build inclusive and anti-racist communities.

### **THE ROLE: CHAIR, DEPARTMENT OF ANESTHESIOLOGY**

The Chair of Anesthesiology oversees the Department's core leadership team, which consists of: Senior Associate Chairs of Education and Professionalism, Research, and Clinical Affairs and Quality; Associate Chairs of Faculty Affairs, Diversity Equity & Inclusion, Cardiovascular Anesthesiology, Adult Anesthesiology, Pediatric Anesthesiology, Quality and Safety, Strategy and Technology; Directors of the

Scientific Centers; and a Department Administrator. The Chair is responsible for actively leading the integration and coordination of services between the Department of Anesthesiology and other departments and service lines within Michigan Medicine. In doing so, they will coordinate activities with other department chairs and system leaders. The Chair oversees all departmental functions and works in partnership with the UMMS and UMMG to closely align the strategic direction of the Department with the overall missions of Michigan Medicine.

### ***Leadership Transition***

Currently, the clinical chairs in the School of Medicine report to the [Dean, Executive Vice President for Medical Affairs, and Chief Executive Officer of Michigan Medicine](#) and the [Executive Vice Dean for Academic Affairs](#). Dr. Marschall Runge, the current Dean, CEO, and EVP for Medical Affairs announced in July that he will retire from leadership on June 30, 2025, and will remain a member of the faculty. When Dr. Runge steps down, the Medical School dean will become a separate role, and a national search will commence in the fall of 2024. [Dr. David C. Miller](#) — a urologist, surgeon, and nationally recognized expert in urological oncology, quality improvement, and health services research — will become the University of Michigan’s executive vice president for medical affairs and chief executive officer of Michigan Medicine effective July 1, 2025.

## **KEY OPPORTUNITIES FOR THE CHAIR OF ANESTHESIOLOGY**

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

### ***Provide strategic vision and guidance for the Department***

The Department has consistently benefited from outstanding leadership and the opportunity to continue the tradition of excellence remains. The Chair will provide departmental strategic oversight at a time of evolution and expansion for the health system. The Chair will be expected to continue to build upon the Department’s legacy and help to set the standard in anesthesiology nationwide. In concert with MM leadership and the department leadership, the next Chair must transparently communicate a sustainable and aligned strategic vision that will provide defined objectives and goals for each aim of the Department. As such, the next Chair will navigate the competing forces at play between the academic mission and the clinical mission and will keep attrition, retention, compensation, and resource allocation top of mind.

### ***Support the clinical care mission across Michigan Medicine***

Anesthesiology departments across the country are seeing historic demands for services amongst limited staffing availability. The Department of Anesthesiology at the University of Michigan boasts a fully staffed faculty and CRNA staff, which is exceptionally rare given the pervasive workforce shortages. The opening of the Pavilion in the fall of 2025 will create further demands for complex anesthesia care and have the potential to increase the clinical burden for physicians and providers. In concert with leadership, the next Chair will examine how to continue to meet clinical needs, considering opportunities for wellness as well as recruitment and/or realignment of faculty. The Chair will work collaboratively to lead innovative solutions for the challenges of workforce shortages and provider burnout. The Chair will be a strong operational leader who can work well across subspecialties, with CRNAs, and the entire care team. With

other MM leaders, the Chair will consider how to best support and oversee the engagement and overall well-being of the faculty, staff, and learners. The successful candidate must have experience managing multidisciplinary teams and finding win-win solutions. The Chair will be an agile and effective negotiator and a strong advocate for the Department.

***Grow the Department's national research prestige by supporting an innovative research agenda***

Michigan's Department of Anesthesiology has long been a powerhouse for discovery science through addressing key questions in outcomes, neuroscience, and pain and opioids research. Supported by NIH funding, as well as a wide array of foundation, state, and industry funding, the Department is committed to making a major impact in anesthesiology, science, medicine, and society more broadly. The Chair will further nurture the strong culture of cross-collaboration that exists within and beyond the Department, including rich and productive interdisciplinary connections to basic science, public health, engineering, and even philosophy and the arts. The Chair will also work towards leveraging and harnessing the impact of artificial intelligence on the clinical practice of anesthesia, from perioperative support to pain management. The Chair must continue to attract impactful and well-funded researchers, promote joint recruitments, and encourage productive collaborations both within the institution and nationally. Also, the Chair will need to understand and continue to cultivate the many channels of funding to support the Department's key centers, institutes, and networks.

While mindfully optimizing the composition of the Department, the Chair will provide mentorship and support to physician-scientists and promote the recruitment of talented physicians, physician-scientists, scientists, and staff. Finally, the Chair will embrace and propel discovery to continue to support the academic presence of the Department.

***Encourage and support forward-thinking educational opportunities***

The Department offers a robust slate of education programs ranging from multiple medical student offerings, graduate nurse anesthesia student clinical experiences, categorical anesthesiology residency training, multiple ACGME fellowships, and a T32 postdoc training program. Ensuring continued excellence of the Department's education programs, with a high priority on diversity, equity, inclusion, and belonging will be a key goal for the Chair. The Chair will support, encourage, and further develop opportunities and the needed resources for research and other venues for professional growth. Above all, the Chair will promote the health and well-being of faculty, residents, and fellows. The Chair will ensure that all the Department's GME programs remain excellent, that trainee recruitment is diverse and inclusive, and that faculty engagement and education are valued. Mentorship, collaboration, and teamwork are hallmarks of UMMS, and the new Chair must embody these characteristics.

***Support faculty recruitment, retention, and mentorship***

Navigating a competitive landscape amidst anesthesiology physician shortages, the Chair will work to recruit and retain a diverse faculty, particularly in areas of high need. 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 the retention of excellent faculty.

***Foster interdisciplinary, collaborative relationships and alignment throughout the University, health system, and region***

The Chair will serve as a builder of connections and will actively seek ways to collaborate beyond department boundaries. This leader should strengthen relationships across the Medical School, the University, the VA, partner hospitals, and other stakeholders within Michigan Medicine. There are excellent opportunities to collaborate clinically with the departments of physical medicine and rehabilitation, surgery and surgical specialties, radiology, pediatrics, and internal medicine, as well as in the basic sciences with pharmacology, learning health sciences, and the [Michigan Neuroscience Institute](#). The providers in the department work closely with surgical and medicine colleagues to optimize care for patients, and the Chair will harness efficiencies and allow for better patient care and stronger teamwork.

**QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate must have an MD, MD/PhD, or equivalent clinical doctoral degree, board certification in Anesthesiology, and should have significant experience as an organizational leader. 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:

- Detailed and nuanced understanding of research, education, and clinical practice in anesthesiology;
- Record of anticipating and creatively responding to challenges in anesthesiology and motivation to shape the future of anesthesia 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;
- Demonstrated experience establishing and supporting outreach efforts to patients and learners, including those in underserved populations;
- 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;
- Respectful, inclusive, compassionate, and supportive management style;
- Demonstrated track record of supporting and growing anesthesiology 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;
- Demonstrated record of strong financial, budgeting, and resource management skills; experience with philanthropic efforts is advantageous;
- Personal qualities that include creativity, flexibility, adaptability, a great listener, 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**

Employment will require both a criminal background check and an institutional reference check regarding any misconduct. Candidates will be required to submit a self-disclosure form as well as an authorization



to release information form. 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-anesthesiology>

*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.*