



**Section Chief**  
**Kidney-Pancreas Transplant**  
**Division of Nephrology and Hypertension**  
**and**  
**Transplant Institute**  
**Henry Ford Health System**  
Detroit, MI

November 2011

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**The Organization**

**Henry Ford Health System**

Henry Ford Health System, a non-profit health care enterprise, is one of the nation's leading comprehensive, integrated health systems. It provides financing and health care delivery, including acute, specialty, primary and preventive care services backed by excellence in research and education. It just received the prestigious Malcolm Baldrige National Quality Award. See [www.henryford.com](http://www.henryford.com). Founded in 1915 by auto pioneer Henry Ford, it is committed to improving the health and well-being of a diverse community.

Henry Ford Health System (HFHS) recorded \$4.08B in revenues in 2010 while providing more than \$200M in uncompensated medical care. The health system recorded \$61.9M in net income from consolidated operations in 2010.

The system is governed by a 24-member Board of Trustees. Advisory and affiliate boards comprising of more than 220 volunteer community leaders provide vital links to the communities served by the System. Henry Ford is managed by President and Chief Executive Officer Nancy Schlichting.

**Hospitals**

Henry Ford Hospital (HFH) - An 802-bed tertiary care hospital, education and research complex in Detroit's New Center Area is the flagship hospital for Henry Ford Health System. The hospital is recognized for clinical excellence and innovations in the fields of cardiology and cardiovascular surgery, neurology and neurosurgery, orthopaedics and sports medicine, organ transplants, and treatment for prostate, breast and lung cancers, among others. Henry Ford Hospital is a Level 1 trauma center.

Kingswood Hospital - A 100-bed hospital in Ferndale offers inpatient care for child, adolescent and adult patients with acute episodes of mental illness, 24-hour intake, dual diagnosis, intensive outpatient programs and day-hospital care.

Henry Ford Macomb Hospitals - A consortium of hospitals serving southern and northern Macomb County. Henry Ford Macomb, with 349 beds in Clinton Township offers cardiovascular, cancer, 24-hour emergency care, inpatient rehab, women's health, ambulatory surgery and medical imaging. Henry Ford Macomb Warren Campus, with 203 beds in Warren provides 24-hour emergency care, surgery, endoscopy, medical imaging, inpatient and outpatient rehabilitation, a sleep lab and weight management.

Henry Ford West Bloomfield Hospital (HFWBH) – Located in West Bloomfield, the 300-bed hospital recently opened with 191 beds; 109 will open in 2011. All rooms are private, which studies have shown to significantly reduce infection. Services include specialty care, 24-hour emergency care, a wellness center, retail shops and alternative therapies.

Henry Ford Wyandotte Hospital - A 400-bed acute care hospital serves the Downriver and western Wayne County communities. It offers a full range of clinical services, including general medicine, surgery, birthing center and 24-hour emergency care. Henry Ford Wyandotte Hospital also provides physical medicine and rehab, adult mental health and neurosurgical services. Its Center for Health Services in Brownstown Township offers medical imaging, ambulatory surgery, 24-hour emergency care, a sleep lab and other services.

Henry Ford's 32 medical centers are located in Wayne, Oakland, Macomb and Washtenaw counties. Three medical centers provide 24-hour emergency care and ambulatory surgery and are primary care stroke centers.

### **Henry Ford Medical Group**

The Henry Ford Medical Group is one of the nation's largest and most experienced group practices, with 1,200 physicians and researchers in 40 specialties who staff Henry Ford Hospital and 27 Henry Ford medical centers.

Founded in 1915 after consultations with physicians at Johns Hopkins Hospital and the Mayo Clinic, the Henry Ford Medical Group has established itself as one of the premier group practices in the nation. Their large academic enterprise places them in the top three of traditionally independent group practices through:

- **Clinical Care:** The breadth and depth of the Henry Ford Medical Group's clinical services is unparalleled by any other independent academic medical center. The scale and scope are in the 99<sup>th</sup> percentile of all group practices, with visit volumes larger than most group practices. They are national leaders in primary care with expertise in preventive care services and the health management of senior citizens. The specialty Centers of Excellence are national leaders as well, providing advanced tertiary and quaternary care with a focus on discovery and innovation.
- **Education:** One-third of all physicians in Michigan received training at Henry Ford, and the post-graduate medical education enterprise is among the largest in the country.
- **Research:** Henry Ford is in the top 6% of National Institutes of Health (NIH) funded institutions and in Michigan is exceeded only by the University of Michigan and Wayne State University.

The Henry Ford Medical Group is among the best organized in the country. This self-governed, employed physician practice program has been copied by many others because of the continuing success even through the toughest economic times. The brightest minds in medicine are attracted to become part of the Henry Ford Medical Group because the organization provides physicians the independence to pursue advanced clinical care while undertaking research as well as academic educational initiatives. Henry Ford Hospital has more physicians listed as "Top Docs" than any other hospital in metro Detroit in the book America's Top Doctors.

The Medical Group is a national leader in using e-Prescribing, an innovative electronic computer program that allows physicians to write prescriptions from a personal computer or wireless device and send them directly to a pharmacy. It has proven to improve patient safety, increase generic medication rates, and reduce costs for the patient and health system. E-visits, another unique program, allows patients to communicate with their physician via e-mail.

The Medical Group has established disease management programs for the following chronic conditions:

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coronary artery disease, chronic heart failure, diabetes, asthma and depression. Henry Ford has partnered with various employers and insurers to conduct successful pilot programs that demonstrate improvement in control of risk factors and a reduction in medical costs. Efforts are under way to extend the pilot programs to wider patient populations.

- Heart and Vascular Institute - A leader and innovator in comprehensive care, research and education offering one of the nation's largest and most successful heart failure and transplant programs. Specialties include electrophysiology, interventional cardiology, rehab, cardiac and vascular surgery and preventive services such as Heart Smart® education.
- Josephine Ford Cancer Center - one of the largest cancer centers in Michigan provides a variety of services in six treatment facilities throughout southeast Michigan, including the Henry Ford Novalis® Shaped Beam Surgery Program, radiation therapy, chemotherapy, surgical oncology and support groups.
- Henry Ford Transplant Institute - The institute is one of the busiest in Michigan for heart, lung, kidney-pancreas, liver organ and bone marrow transplantation, and one of only two multi-organ transplant centers in Michigan. It also has its own organ donor awareness program called LifeShare.
- Maplegrove Center - A nationally recognized chemical dependency program for adolescents and adults on the campus of the Henry Ford Medical Center-West Bloomfield. Maplegrove offers residential (50 beds) and outpatient treatment. Maplegrove and Kingswood Hospital are part of Henry Ford Behavioral Health, which also includes the Department of Psychiatry and seven outpatient clinics.
- Neuroscience Institute - One of the top programs in the country that includes a National Institutes of Health stroke care and research center, a comprehensive epilepsy and Parkinson's disease treatment and surgery program, one of the largest neurosurgery spine programs in Michigan and the Hermelin Brain Tumor Center.
- Orthopedic Surgery – The department physicians are the team doctors for the Detroit Lions. The department cares for patients with a variety of bone and joint ailments, including osteoporosis, and provides the latest advances in joint replacement. Its motion analysis lab allows researchers to analyze how bones and joints work together following injury.
- Vattikuti Urology Institute - The leading prostate cancer program in the world where patients have access to the some of the most innovative technology and treatment options. It performs more laparoscopic procedures using robotic technology for treating prostate cancer than any other center in the world; nearly 5,000 to date.

### **Community Care Services**

Services include Henry Ford Health Products, a medical supply retailer; Henry Ford Medical Center Pharmacies and Fairlane Pharmacy Services, which provides IV therapy and medication to long-term care facilities; Pharmacy Care Management, which manages medication for patients; Greenfield Health Systems, a dialysis and blood therapies provider; Lifeline, an emergency-alert system; Henry Ford Extended Care, a private-duty nursing service; Henry Ford Home Health Care, a Medicare-certified home health care agency; Occupational Health, which provides workplace injury prevention, evaluation, treatment and safety; Center for Senior Independence, an alternative to nursing home care for the frail elderly; Henry Ford Continuing Care Corporation, with nursing homes in Harper Woods (153 beds) and

Roseville (172 beds). Also included in Community Care is Henry Ford Hospice, providing palliative and hospice services in a variety of settings, including residences in Oakland and Macomb Counties; Kaleidoscope Kids, a program for children with terminal and chronic illnesses; SandCastles, a grief support program for children, teens and their families; Henry Ford OptimEyes, in partnership with Eye Care Services, provides a full continuum of eye care in southeast Michigan; Josephine Ford Cancer Center-Downriver, located in Brownstown Township, provides clinical and support services for cancer patients in the Downriver region.

### **Health Alliance Plan**

Health Alliance Plan (HAP) serves more than 1,700 employer groups and 500,000 members. HAP is a nonprofit managed care organization that facilitates health care coverage through an expansive, flexible product portfolio: Commercial HMO, Point of Services (POS), Preferred Provider Organization (PPO) and Exclusive Provider Option (EPO) plans as well as High Deductible Health Plans with Health Savings Accounts and Health Reimbursement Accounts, Medicare solutions, individual plans and Health Coverage Continuation Plans. HAP's commercial HMO received excellent accreditation from the National Committee for Quality Assurance (NCQA). Alliance Health and Life Insurance Co. PPO received full accreditation from NCQA.

### **Education**

Teaching, research and advanced patient care make Henry Ford Health System a premier academic medical center. Affiliated with Wayne State University's School of Medicine, Henry Ford provides innovative physician training programs and collaborates on leading-edge medical research.

HFHS is a state and national leader in medical education for medical students, interns, residents and fellows and the continuing education of faculty, affiliated physicians, nurses and allied health professionals. Each year, HFHS trains more than 1,500 future physicians. Henry Ford Hospital trains more than 500 medical students and 125 fellows in 46 accredited programs; an additional 25 fellows participate in unaccredited specialized programs. Henry Ford Macomb Hospitals and Henry Ford Wyandotte Hospital train more than 200 osteopathic medical students and 200 residents in their accredited programs. In 2008, continuing medical education opportunities were provided to more than 52,000 physicians, nurses and allied health professionals. The Center for Simulation, Education and Research provided over 8,000 participants a risk-free environment where state-of-the-art computers and mannequins simulate hundreds of medical conditions, allowing health care professionals to practice and augment their skills.

### **Research**

Henry Ford Hospital is the major academic and research component of the health system. Since 1915, the physicians and scientists who make up Henry Ford Hospital have focused their efforts on a wide variety of topics critical to understanding the mechanisms of disease and developing new, viable treatment options.

Much of the research conducted at Henry Ford Hospital is translational in nature, from bench to bedside. To this end, Henry Ford's basic science studies run the gamut from whole-animal physiology to cell and molecular biology to bioengineering, always with an emphasis on studies that can directly improve patient care. The departments with the largest basic sciences programs are Medicine, Neurology, Epidemiology and Population-Based Research, Neurosurgery, and Radiation Oncology.

## **Statistics**

- More than 17,489 full-time equivalent Henry Ford Health System employees, including 3,632 nurses (395 from Canada) and 3,883 allied health professionals; more than 23,000 total Henry Ford Health System employees.
- The Henry Ford Medical Group is comprised of physicians and scientists from 60 countries around the globe.
- 3.1M patient visits annually and more than 78,000 outpatient surgical procedures performed annually at Henry Ford Health System.
- 104,377 patients admitted to Henry Ford Health System hospitals annually.
- More than one million residents in southeast Michigan receive care from Henry Ford Health System.
- More than 40% of Henry Ford Health System patient visits are by persons age 50 and over.
- 20% of ambulatory care and 10% of acute care services in southeast Michigan are provided by Henry Ford Health System.
- Payor distribution: Medicare, 33%; Health Alliance Plan, 27%; Blue Cross, 17%; Medicaid, 11%; other 12% including Alliance Health and Life Insurance, Aetna Health Plans, United Healthcare, PPOM and Preferred Health Plan's Health Choice.

## **The Department of Medicine**

Henry Ford's Department of Medicine is one of the largest academic departments in the country and has won numerous awards for excellence in patient care, safety and quality.

Clinical Care: The Department of Medicine is composed of 12 Divisions covering 16 sites with annual GPR of \$514M. The Department of Medicine provides comprehensive services in every medical specialty and subspecialty including:

Allergy & Immunology, Cardiovascular Medicine, Endocrinology, Gastroenterology, General Internal Medicine, Hematology/Oncology, Hospitalist Medicine, Infectious Disease, Nephrology, Pulmonary and Critical Care Medicine, Rheumatology, Sleep Medicine

Education: Henry Ford Medicine's educational programs are supported by a talented, diverse and innovative group of individuals who are all committed to excellence in medical education. An extraordinary breadth of educational offerings provides varied opportunities to students, residents, fellows, faculty members and the medical community.

Henry Ford's Internal Medicine Categorical and its Combined Internal Medicine/Emergency Medicine Residency Training Programs are highly competitive. Residents and faculty are committed to the goal of sustaining an outstanding education in pediatric medicine while delivering the highest caliber of patient care.

Another major goal of Henry Ford Medicine is to foster the development of the next generation of leaders in academic medicine. This aim is achieved by providing a rich environment for the training of fellows with investigators who are respected as experts in their fields and distinguished for their proven success in training fellows. Fellows in the following subspecialty disciplines may participate in clinical, translational, or basic science research while developing skills as consultants:

Advanced Endoscopic Training (Gastroenterology)  
Allergy and Clinical Immunology  
Cardiology  
Critical Care Medicine  
Endocrinology, Diabetes and Metabolism  
Gastroenterology  
Hematology and Medical Oncology  
Hospice and Palliative Medicine  
Infectious Diseases and Hospital Epidemiology  
Nephrology and Hypertension  
Pulmonary Disease and Critical Care Medicine  
Sleep Medicine

The Department of Medicine has 120 residents in internal medicine and 100 fellows. The Internal Medicine Residency Program is only one of the very few in the country with a 10 year accreditation through ACGME. The newly formed fellowship in hospice and palliative medicine is initially accredited for three years; all other fellowships in internal medicine are accredited for five years.

Research: Research at Henry Ford, coupled with medical education, has long been appreciated as critical to the System's academic mission. Researchers collaborate with members of the HFMG and HAP, as well as with fellow researchers and health care research networks in other states.

HFH is the major academic and research component of the HFHS and its Department of Medicine is foremost in participation in research. Research at Henry Ford is concentrated in the following areas: Cardiovascular and Renal Research, Neurosciences Research, Bone and Joint Research, Cancer Research and Immunology. Other researchers focus on disease screening, prevention and management, health outcomes, disparities in care and health economics.

In 2009, HFHS researchers engaged in more than 1,700 studies, with annual funding exceeding \$70M from internal and external sources. Henry Ford ranks first in non-university-based Michigan health systems for funding from the National Institutes of Health and is third in Michigan among medical schools receiving NIH funding. Henry Ford ranks 168 out of 2,700 institutions receiving NIH grants - \$59M in total awards in 2009 - of which the Department of Medicine is the largest recipient.

### **Transplant Institute**

The Henry Ford Transplant Institute has long been recognized as a leader in Michigan in transplantation of the heart, lung, liver, kidney, pancreas, and bone marrow. In 2010, they became the first and only center in Michigan to perform intestine and multivisceral transplantation. The specialized transplant teams deliver personalized service to patients and their families in a caring environment. Each organ transplant team at Henry Ford Hospital uses advanced minimally invasive and robotic surgical technology for living donors and transplant patients. Surgeons use robots and keyhole-sized incisions for transplant surgeries when appropriate for the patient, making recovery much easier. Ongoing clinical trials are offered, including new medications to help delay the need for organ transplant, as well as new medications to improve patient outcomes after transplant by aiming to reduce infection and organ rejection.

### **A Certified Multi-Organ Transplant Center**

The Henry Ford Transplant Institute searches for new treatments to help patients delay or avoid transplant. The staff works to advance technology to make transplants safer for patients and for living donors and look for new ways to provide transplantation to patients who cannot be helped by other centers. As pioneers in the field, the certified multi-organ Transplant Institute carries special recognition.

### **Kidney and/or Pancreas Transplant**

Henry Ford is a leader in kidney transplantation, performing deceased and living-donor transplants, as well as simultaneous kidney/pancreas or pancreas-only transplants. Their experienced transplant surgeons use innovative procedures to extend the lives of people with irreversible kidney failure who, without a transplant, would be dependent on dialysis. The Institute was one of the earliest adopters of laparoscopic kidney removal from a living donor.

### **The Division of Nephrology and Hypertension**

The Division is divided into two major subdivisions: a) Main Campus academic subdivision and b) community-based hospitals subdivision. Although these represent the two largest subdivisions, the Greenfield Health Systems (GHS) is embedded within the Division. The GHS represent the dialysis business maintained by the Division in part, and GHS is a wholly owned subsidiary of Community Care Services, which is owned by Henry Ford Health Systems, and encompasses two hospitals: Henry Ford Hospital Main Campus (600 beds) and Henry Ford West Bloomfield Hospital (200 beds). The GHS, manages five HFH-owned in-center dialysis units (Fairlane, Eastpointe, Taylor, Troy, HFH West Pavilion) and is partnered with private practitioners in other units (Detroit-Northwest, Northland, Lahser). The HFH West Pavilion Hemodialysis Unit is one of the largest in the United States.

The Division nephrologists practice in the dialysis units and also serve as its Medical Directors. The care of hemodialysis patients, peritoneal dialysis patients and home hemodialysis patients is a major revenue source for the Division, and the Division Head (DH) is the Medical Director of GHS. No Divisional member owns any portion of a HFH-GHS hemodialysis unit or maintains a private practice, external to the Division. GHS retains technical fees from operations of its hemodialysis/peritoneal dialysis facilities, while the professional fees paid for direct patient care flow to Divisional cost center(s).

The academic component of the Division is housed entirely within HFH Main Campus and Senior Staff Nephrologists spend their entire day within HFH in primarily clinical activities. Members of the Division have academic affiliations/appointments at the Wayne State University Medical School, Detroit, MI. Academic promotions are handled by the Wayne State University's Department of Internal Medicine's Promotions Committee. The ACGME-certified fellows-in-training program is currently approved for five fellows annually.

An AST-certified nephrology kidney-pancreas transplantation program is approved for at least one fellow annually. An ASDIN-certified program application is pending. The Division is considered a national leader in nephrology education. Members of the Division serve in educational leadership positions in major nephrology societies and editorial positions for peer-reviewed nephrology and hypertension journals. Division members are frequent presenters at national meetings, in particular, the American Society of Nephrology and National Kidney Foundation.

The Division has also enjoyed a strong teaching reputation within HFHS in the greater community. Internal Medicine Housestaff Teaching Awards have been accorded repeatedly to the Division and the Division enjoys an excellent teaching reputations.

Over 150 publications have been produced by the Division's nephrologists in the past 10 years. The bulk of publications have involved chronic kidney disease. The Division has presented its scholarly activities in a number of local, regional and national venues as well, particularly in the areas of anemia of chronic kidney disease, chronic kidney disease, pharmacology, biomedical informatics, vascular access, and, to a lesser degree, kidney transplantation. Several members of the Division serve as editors, associate editors, or as editorial staff for leading nephrology journals.

The Division's major activities include the following.

- a. Translational and bioengineering program. Led by a team, the Division maintains an active program in automating continuous renal replacement therapies and their performance enhancement through variously implemented sensor technologies. A portion of the program collaborates with the University of Texas, Austin. Several technologies from this group have achieved intellectual property status and are primed for routine use in clinical care.
- b. Clinical research program. All investigator and external pharmaceutical-research projects are adjudicated by a renowned expert in vascular access and the anemia of CKD. A robust number of pharmaceutical studies is ongoing. Fellows-in-training are actively engaged in the design of new projects. Several Sr. Staff physicians work directly with Internal Medicine housestaff on clinical research projects. Training of future investigators in epidemiology, biostatistics, clinical design and outcomes is ongoing and planned.
- c. Kidney-pancreas transplantation program. Approximately 100-116 transplantations are performed annually, some in conjunction with liver transplantations or pancreas transplantations. The Section Director is responsible for curriculum development of this program and also fellowship training, under the umbrella of the Divisional and Dept. of Internal Medicine's Program Directors. Several outreach programs to enhance donor evaluations and living related donor recruitment into this program are ongoing in favorable catchment areas.
- d. Interventional nephrology program. Nephrologists are credentialed to perform interventional radiological procedures involving AV fistulas and grafts and tunneled catheter placements and removals. Expansion of this activity currently takes place at HFH Main Campus and at HFWBH.
- e. Inpatient services are comprised of kidney transplantation consultation service; inpatient general nephrology consultation services; a 14-bed inpatient floor managed by a Nephrology fellow and two certified adult nurse practitioners; and two floors (32 beds) managed by two Senior Staff nephrologists, supervising Department of Internal Medicine housestaff. The primary floor services account for approximately 900 discharges or more annually. Non-Main Campus nephrologists round at nearby hospitals where each group has a designated coverage area and cycle time.
- f. Outpatient renal replacement therapy services. The Division is directly responsible for over 800 ESRD patients, utilizing services as delineated previously. Home dialytic therapies comprise approximately 11% of patients, divided between home dialysis and peritoneal dialysis. Community Outreach in CKD. Volunteer staff have conducted several community awareness programs in CKD in urban Detroit. These programs are aimed at identification of individuals with CKD and/or uncontrolled hypertension.
- g. Pharmacy services. The Division maintains a full-time PharmD who supervises independent and collaborative research, rounds in the HFH West Pavilion dialysis unit and also develops,

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organizes and implements quality and safety initiatives that involve medications and chronic kidney disease. The Division's clinical quality improvement initiatives have also been accorded several regional awards, in particular, in the areas of antibiotic lock for catheters, ESRD management, anemia of CKD management, and hypertension management.

- h. Renal informatics is a complement to all of the above programs and involves a large database system housed entirely within the Division and behind the HFHS firewall, which integrates inpatient and outpatient data to enhance the end-user health care provider experience and maintains an active website for GHS. This section is charged with providing expertise within the Division to end-users of all electronic health record systems, current [Care Plus Next Generation] and future [EPIC].

## **The Position**

Reporting to the Division Head of Nephrology and Hypertension, the Section Chief will be responsible for the administration and direction of the kidney-pancreas transplantation program. He/she will provide leadership in the development of a "Vision Plan", with the goal of developing community outreach programs, health fairs and an increase in volunteerism and philanthropic participation.

This leader will create a positive, collegial and professional working environment within the health system's highly matrixed health care environment which includes surgical / medical intensive care units, the Transplantation Institute, Nursing Department, and the various divisions within the Department of Medicine, particularly Gastroenterology / Hepatology.

The Section Chief will allocate and manage the responsibilities of clinical inpatient and outpatient duties. He/she will implement appropriate performance metrics, performance evaluation and adjudication of personnel and administrative conflicts.

The Section Chief will develop a Business Plan for the Section that addresses collaborative goals for kidney-pancreas transplantation and also involves growth and community outreach development. It is expected that the Section Chief will create opportunities to personally develop and grow as a leader within the health care environment and as a national leader in kidney-pancreas transplantation.

In addition, the Section Chief will:

- Develop a curriculum of dynamic and evolving kidney-pancreas transplant education for the Division of Nephrology's kidney-pancreas transplant fellow, Nephrology fellows, surgical house staff, and transplantation fellows and other trainees.
- Develop a clinically-based research program with input from the Division Head which will include a clinical database within the Division for clinical purposes.
- Conduct monthly transplantation-related Morbidity & Mortality meetings.

## **The Candidate**

The successful Section Chief of Nephrology will be an outstanding and experienced Board Certified Transplant Nephrologist, who has completed a three year U.S. residency and accredited fellowship. The candidate's prior experience will be translatable into substantial skill in clinical operations, research programs and in the ability to develop and train fellows, residents and students. Candidates for this position should have excellent organizational and communication skills. He/she should be articulate,

approachable and collaborative. It is important to develop strong partnerships with the Transplant Institute and other constituencies. In addition, the ideal candidate:

- Is a dynamic leader and visionary
- Demonstrates a career progression that has prepared him/her for a position of this scope, complexity and scale
- Has a leadership style that fosters collaboration across departments/divisions and supports change and innovation, with an ability to delegate yet maintain overall control and to set high standards
- Is experienced in managing staff, including faculty
- Has experience in the financial aspects of medicine
- Creates a team approach to tackle problems and solutions within the department
- Possesses emotional maturity and judgment
- Is a creative, thoughtful and innovative thinker
- Understands clinical medicine from the perspective of personal clinical practice experience
- Has a personable and engaging personality

### **City of Detroit and its Suburbs**

The **State of Michigan** holds the world's longest freshwater coastline, home to more than 100 public beaches and lighthouses, 99 state parks and numerous lakes, campgrounds, and wildlife refuges. There are thousands of miles of hiking, biking, cross-country skiing and snowmobiling trails that thread their way across the state. For a little rest and relaxation Michigan offers over 800 pristine golf courses.

Located in southeastern Michigan, **Detroit** is the largest city in the state, the 10th largest city in the United States and the eighth largest metropolitan area.

Detroit is home to top-notch entertainment venues, fun family attractions, glitzy casinos and world class museums. Including the Detroit Zoo, Detroit's International Riverfront is nearly three miles of RiverWalk complete for biking, jogging, walking and enjoying amazing views of the Detroit and Windsor, Ontario skyline. The Wayne State University campus is within walking distance from Henry Ford Hospital.

Metro Detroit is surrounded by diverse ethnic neighborhoods with a variety of dining options, from flaming cheese (saganaki) in Greektown, homemade tamales in Mexicantown, pierogies in Hamtramck (Polish), Tabbouli and Hommous in Dearborn (Arabic) and the local American favorite Coney Island hot dogs.

The Suburbs of Metro Detroit offer anything from sprawling newer communities with beautiful lakefront property to well-established historic neighborhoods. Close proximity and easy access to Ann Arbor and the University of Michigan Campus as well as the Cranbrook School for the Arts and Cranbrook Science Center. The suburbs are also home to "The Henry" in Dearborn with the world's only hands-on industrial museum.

Detroit is home to a number of professional sports teams including the Detroit Tigers, Detroit Lions, Detroit Red Wings and Detroit Pistons.

## **Compensation**

A package will be constructed commensurate with the experience and accomplishments of the selected candidate.

## **For More Information**

We appreciate all referrals. Interested parties please send resume and cover letter to [HenryFordSectionChief2000@ZurickDavis.com](mailto:HenryFordSectionChief2000@ZurickDavis.com). For additional questions please contact **Beth Ross** or **Jackie Rosenthal** at 781.938.1975. All contact with our office will remain confidential.