

PREPARED FOR



OAKLAND UNIVERSITY WILLIAM BEAUMONT

Physician Leadership Position

DEPARTMENT CHAIR OF
FAMILY MEDICINE

~
SYSTEM SPECIALTY CHIEF -
PRIMARY CARE



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Job Summary

Curative Executive Search has partnered with Corewell Health East (formerly Beaumont Health) in Michigan on the search for an **academic and system-wide specialty leader** in Family Medicine and Primary Care. This is a uniquely broad leadership position with **multiple distinct leadership roles and duties roled under one visionary and exceptional leader.**

- Specialty Chief of Primary Care - Corewell Health East
- Chair of Family Medicine - Oakland University William Beaumont School of Medicine (OUWB)
- Chief of Family Medicine - Corewell, Troy Hospital and William Beaumont University Hospital

Given the breadth and complexity of this high-profile leadership position, we seek a proven academic leader in Family Medicine with the vision, operational, and organizational skills to develop a leading primary care presence and approach throughout Corewell Health East. In addition to academic and operational leadership, there is significant importance in understanding excellence in clinical medicine.

A cohesive approach to primary care is vital to the strategic goals of the system. As **Specialty Chief of Primary Care**, you will be tasked with developing a primary care approach and strategy that is situated to better manage the health of the populations served by Corewell Health East. Building the primary care vision for this region, it is imperative that the incoming leader understands population health and payer quality, and how to combine these areas to better serve the patients of Corewell Health East.

This incoming primary care leader will be an exceptional communicator who has experience building and developing relationships. The direction of primary care will include not only physicians employed by Corewell Health East Medical Group, but eventually engaging community physicians and groups as well. You will develop a cohesive approach to primary care, gaining buy-in from all stakeholders.

As **Chair of Family Medicine with OUWB**, you will work to continue to create a positive atmosphere for learners, creating a comfortable environment for students and helping to recruit into the two residency programs affiliated with OUWB. We are seeking a Chair with an academic background who will further develop the academic mission of the department, including a deeper focus on publications and better research.

About Corewell Health East

Corewell Health is Michigan's largest healthcare system and provides patients with compassionate, extraordinary care, no matter where they live. Corewell Health was established in 2022 as the merger of two of Michigan's most respected health systems - Beaumont Health and Spectrum Health. Together they represent a \$14 billion healthcare enterprise of over 20 hospitals, 300+ ambulatory/outpatient locations, and over 11,000 physicians and APP's. Corewell is represented throughout Michigan by three (3) regions: Corewell Health East (formerly Beaumont Health), Corewell Health South, and Corewell Health West (both formerly Spectrum Health).

Corewell Health East (Beaumont Health) is a \$4.6 billion organization with eight (8) hospitals, 155 outpatient locations, nearly 5,000 physicians and 33,000 employees. The 8 hospitals have a total of 3,375 beds. Their flagship hospital, William Beaumont University Hospital (formerly Beaumont Royal Oak), is a 1,131-bed teaching hospital. It is ranked nationally by US News and World Reports in 8 adult specialties (6 in the top 25 nationally).



Corewell Health, and specifically Corewell Health East, is one of the premier academic medical systems in the United States. Their medical and professional education programs span the entire healthcare continuum across the eight hospitals and include a strong affiliation with Oakland University William Beaumont School of Medicine (OUWB). The academic presence of Corewell Health East consists of 93 training programs (44 accredited residency programs, 33 accredited fellowship programs, and 16 fellowship programs for which ACGME accreditation is not available) training over 900 physicians. William Beaumont University Hospital, Troy, and Gross Pointe are the primary teaching hospitals of OUWB.

Oakland University William Beaumont School of Medicine (OUWB) provides an innovative approach to medical education, offering a curriculum that integrates basic science instruction with clinical training from Beaumont physicians, and the promotion and maintenance of health, not just diagnosis and treatment of disease. OUWB is a very unique medical school, with a humanistic approach to medicine. They explore the whole person and what these future doctors can contribute to society.

Corewell Health East Medical Group (CHEMG) is a practice owned by Corewell Health that employs over 1,000 physicians in many specialties. CHEMG makes up over 30% of the physicians affiliated with Corewell Health East.

[Priority Health](#) is a nationally recognized health plan owned by Corewell Health. With over 1.2 million members they are the second largest, and fastest growing, health plan in Michigan.

Family Medicine Residency Programs

Corewell Health East understands that primary care is the foundation for successful healthcare delivery and is proud to support four (4) Family Medicine Residency Programs as part of its academic mission. Although all four programs are located in Southeast Michigan, each has a unique focus and experience for learners. Each program has a unique NRMP match number and applicants are required to apply to each program separately. Two (2) of these programs are affiliated with OUWB and fall within the purview of the Chair of Family Medicine - Troy and Grosse Pointe.

About each program:

1. **Corewell Health East, Troy** (home of Department of Family Medicine for OUWB and a primary teaching site for the OUWB Family Medicine Clerkship)
 - 520-bed hospital offering a comprehensive array of health care services, including open heart surgery, Level II Trauma, and a full NICU
 - 8 residents per year
 - Offers optional tracks in Hospital Medicine, Obstetrics, and Integrative Medicine
 - Dually accredited by the ACGME since 1979 and the AOA since 2010
2. **Corewell Health East, Grosse Pointe** (Primary Teaching site for OUWB Family Medicine Clerkship)
 - 280-bed hospital, offering medical, surgical, obstetric and critical care services
 - 6 residents per year
 - Accredited by the ACGME since 1974
 - Community health focus, with novel curriculum emphasizing health disparities, health equity, and creating meaningful community collaborations
 - Very diverse patient population
 - Active integrative care model with dedicated behavioral medicine facility
3. Corewell Health East, Farmington Hills
 - 330-bed hospital with Level II Trauma status
 - Major osteopathic teaching facility with 12 residency and 4 fellowship programs
 - 5 residents per year
 - Affiliated with Michigan State University College of Osteopathic Medicine
4. Corewell Health East, Wayne
 - 99-bed hospital with Level III Trauma status
 - 10 residents per year
 - Affiliated with Michigan State University College of Osteopathic Medicine and Wayne State University School of Medicine

Leadership at Corewell Health East



Physician Executive Leadership

[Benjamin Schwartz, MD](#) - President, Corewell Health East

Dr. Schwartz came to Corewell Health East in 2022 from Northwell Health in New York, where he served as Senior Vice President and Physician Executive for the eastern region of the system. Dr. Schwartz is also a board-certified OB/GYN and Professor of Obstetrics and Gynecology at OUWB.

[Duane Mezwa, MD](#) - Dean, OUWB School of Medicine

Dean Mezwa has been with Corewell Health East (formerly Beaumont Health) for 40 years. He became interim Dean in 2019 and full-time Dean in 2020. His career at Beaumont included roles such as program director and vice chair for the Department of Radiology, as well as Chair of Radiology. He has been involved with OUWB since its inception, having served on the inaugural Admissions Committee as its vice Chair.

[Daniel Frattarelli, MD](#) - President, Corewell Health East Medical Group

Dr. Frattarelli has been the President of Corewell Health East Medical Group (formerly Beaumont Medical Group) since 2018. He had previously served as the physician executive, Primary Care Network for the Beaumont Medical Group. A pediatrician by training, Dr. Frattarelli was chairman of the American Academy of Pediatrics Committee on Drugs, and co-authored guidelines and initiatives to make medication safer for children.

[Barbara Ducatman, MD](#) - CMO, William Beaumont University Hospital

Dr. Ducatman has been with Corewell Health East (formerly Beaumont Health) since 2017. She initially served as Chair of Pathology at OUWB and Chief of Laboratory Services and Pathology for the system. In 2020 she became Chief Medical Officer of Royal Oak Hospital (now William Beaumont University Hospital) and Associate Dean of Clinical Affairs for OUWB. Dr. Ducatman has been President of the Association of Pathology Chairs.

[Michael Khoury, MD](#) - CMO, Corewell Health East, Troy Hospital

Dr. Khoury is an internist by training and practicing hospital medicine physician. He has been with Corewell Health East (formerly Beaumont Health) for over 20 years and trained at Beaumont Royal Oak. He is the CMO at the hospital in Troy and offers a unique passion for primary care and the relationship with community practice physicians that affiliate with Corewell Health East.

EDUCATION & CERTIFICATION



Doctor of Medicine With current DEA or DPS, and ability to obtain Michigan license

Master's Degree - An advanced degree in Business Administration or Healthcare (MBA, MMM, MHA) encouraged

Board Certification in Family Medicine, Internal Medicine, or IM/Pediatrics

WORK EXPERIENCE



Recruiting an academic leader at the rank of Associate Professor or Professor.

Experience as Department Chair or other departmental/system leadership (Vice Chair, Section Leader, Division Chief, Service Line Leader, etc.)

Job Responsibilities

Department Chair, Family Medicine



ACADEMIC LEADER

1. Oversees the medical student education for the department and ensures that all sites meet the needs of the local programs and are following LCME and other applicable standards.
2. Supervises chiefs and faculty at all sites who participate in OUWB undergraduate medical education to ensure that faculty, residents and fellows in their departments provide excellent teaching and a safe and effective learning environment.
3. Ensures departmental support for medical student education, instruction and research including, but not limited to, teaching related activities, committees, career advising, and mentoring.
4. Promotes collaboration with medical school research and community service programs including facilitating and supporting department faculty participation in medical student projects.
5. Recruits, mentors and develops faculty to promote excellence in undergraduate medical education and scholarship in order to cultivate a reputation for educational excellence.
6. Recommends physicians and eligible non-physicians for faculty positions and promotions in compliance with the OUWB's standards for faculty appointments and promotion.
7. Oversees required department OUWB academic meetings and committees
8. In conjunction with the academic deans, selects clerkship and course directors, and mentors and monitors their performance.
9. Attends required OUWB faculty meetings, dean's meetings and ceremonial functions such as the white coat ceremony and medical school graduation. If unable to attend, ensures the attendance of a delegate from the department.
10. Within the department, supports an integrated strategy for undergraduate, graduate, and continuing medical education, along with research based on the priorities and standards endorsed by the Dean of OUWB and Associate Dean for Clinical Affairs.
11. Oversees and is accountable for regular evaluations and provides feedback for all faculty members and other educators who interact with the OUWB students including an annual performance review of all faculty.
12. Determines, on an annual basis, retention of OUWB faculty based on the annual performance review.
13. Promotes and seeks community philanthropy in conjunction with the Beaumont Foundation and OUWB Development Office.
14. Participates in preparation and review of OUWB budgets to ensure that adequate resources both financial and administrative are allocated.



OAKLAND UNIVERSITY WILLIAM BEAUMONT

Job Responsibilities

System Specialty Chief



LEADERSHIP

Vision:

1. Works collaboratively to develop and implement the service line vision and strategic plan for the system and annual operating plan in support of Beaumont Health's (BH) mission.
2. In partnership with the appropriate administrative leads, promotes best practices to optimize the service line's services to support safety, quality, and high-value care.
 - a. Supports other system leaders implement system goals with shared accountability.
 - b. Promotes alignment with independent medical providers.
 - c. Ensure Culture of Safety scores meet requirements.

Growth and Service:

1. In partnership with the appropriate administrative lead:
 - a. Grows service line in a cost-effective manner through the development of clinical services and practices.
 - b. Supports the implementation of strategies to facilitate optimal delivery of services for both inpatients and outpatients.
2. Envisions and develops new, high-quality service and programs to support other service lines across the system
3. Collaborates with administrative dyad operational processes to optimize care of patients in the service line.

People:

1. Recruits and retains superior and diverse professional staff and fosters a positive work environment.
2. Serves as a clinical mentor for junior faculty and executes a faculty development program.
3. Develops a culture among employed and independent physicians emphasizing collaboration, respect and mutual trust, responsibility, and accountability, with a shared vision for the future that drives priorities and performance.
4. Develops personal and professional credibility across the health system and throughout the community.
5. Facilitates compliance with contractual and other regulatory requirements for physician contracting.
6. Collaborates with BH and hospital administration in the selection and evaluation of key hospital personnel supporting their clinical activities.



Job Responsibilities

System Specialty Chief



MANAGEMENT

Quality and Safety:

1. Models professionalism and ensures the highest standards for clinical quality and patient safety.
2. Along with the specialty administrative and quality leaders, develops, implements, and monitors the service line specialty elements of the BH annual quality and patient safety plan, and implements best practices, including but not limited to, key quality and safety benchmark indicators.
3. Participates in Quality and Safety meetings and review of safety reports and adverse events that involve laboratory functions and works collaboratively to facilitate implementation of coordinated actions to prevent future events.
4. Ensures compliance with applicable standards and regulations (including The Joint Commission, HIPAA, confidentiality, and billing regulations/requirements) and institutional and departmental policies and procedures.
5. Collaborates to review appropriate patient satisfaction data and co-worker complaint data for BRL and implement improvement actions.

Financial Performance:

1. In partnership with the appropriate administrative leaders:
 - a. Develop an annual operational and capital budget for the service line.
 - b. Develop standardized physician compensation models.
 - c. Support the VAT program and other supply chain initiatives.
2. Partners with chairs as well as system, hospital, and service line leadership to develop and implement specific efforts to achieve clinical, operational, and financial goals.
3. Partners with Beaumont Health Foundation to oversee and manage philanthropic efforts and funds.

General Administration:

1. Sets example by attending appropriate system, service line specialty, and hospital meetings.
2. Serves as the spokesperson for the service line or identifies a designee when needed.
3. Conducts and leads regularly scheduled town halls and other meetings to ensure effective communication.



Job Responsibilities

Hospital Department Chief, Family Medicine



LEADERSHIP

Vision: Serves as the thought leader for their department and develops the departmental vision and strategic plan in collaboration with department members, including employed and independent medical staff.

1. Develops the departmental vision aspiring for a regional / national / international reputation supporting Beaumont Health (BH)
 - a. Works collaboratively with the system and Royal Oak (RO) leadership to develop the triennial strategic plan and annual operating plan.
 - b. Leads strategic planning and implementation within their department consistent with the strategic and annual operating plans, balancing clinical services, education, research and scholarship.
 - c. Supports the BH mission and vision with a strong focus on patient and family centered care and service excellence.
 - d. Works collaboratively with other departmental and hospital leaders to support and implement departmental, hospital and system goals with shared accountability.

Growth and Service: With the support of their department members, grows clinical services at RO through the development of integrated clinical programs and supports the implementation of strategies to facilitate the delivery of care.

1. Serves as the clinical chief of service (with an active clinical practice), directs clinical activities and serves in a leadership role for associated hospital operations.
2. Envisions and develops new high-quality service and programs in collaboration with appropriate Clinical Care Programs (CCP) and Clinical Services to appropriately grow their departmental services at RO.
3. Actively participates in system and hospital initiatives to improve clinical service including operational processes that impact physicians, staff, patients and their families.

Academic Mission:

1. Provides a vision for medical education
 - a. Assesses the need, impact, and effectiveness of current and new educational programs including but not limited to residency, fellowship and CME programs.
 - b. Oversees the residency and/or fellowship programs for the department and ensures that they follow ACGME, and other pertinent standards.
 - c. Selects and monitors the performance of residency and/or fellowship program directors in collaboration with the DIO or designee.
 - d. Oversees CME programs developed by and for the department.
2. Envisions, implements, grows and develops sustainable research programs consistent with the department's programs and services.
3. Promotes and develops an integrated strategy for faculty participation in basic, translational, and / or clinical research and supports scholarly activity (including papers and presentations).
4. Oversees research compliance.

Job Responsibilities

Hospital Department Chief, Family Medicine



LEADERSHIP CONT'D

5. Recruits, mentors, develops and evaluates faculty to promote excellence in teaching and scholarly activity in order to cultivate a reputation for excellence.
6. If the chief is also not a chair, then under supervision of the appropriate chair:
 - a. Ensures that medical students have a safe and high caliber learning environment and are receive high quality instruction taught by the department's attending staff, residents and fellows
 - b. Ensures departmental support for medical student education and instruction including, but not limited to, teaching related activities, committees, career advising, and mentoring.
 - c. Within the department, supports an integrated strategy for undergraduate, graduate, continuing medical education, and research, based on the priorities and standards endorsed by the chair.
 - d. Collaborates in research programs with the medical school

People: Recruits and retains superior and diverse staff and fosters a positive work environment.

1. Leads, manages and motivates the department.
2. Directs and supports section heads.
3. Develops a strategy for recruitment of faculty based upon the departmental vision to support new programs and growth.
 - a. Recruits and retains medical staff and serves as a clinical mentor.
 - b. Serves as an academic mentor and sponsor for junior faculty and executes a faculty development program.
4. Develops a departmental culture emphasizing collaboration, respect and mutual trust, responsibility and accountability, with a shared vision for the future that drives priorities and performance.
5. Enhances departmental morale, communication, mutual respect, integrity, inclusiveness, and innovation and supports wellness and well-being.
6. Develops personal and professional credibility within the department and cultivates strong relationships across the health system, and throughout the community
7. Coordinates the completion of annual performance reviews for all members of the department who are compensated by Beaumont for applicable clinical, administrative, research, and teaching services.
8. Recruits and retains medical staff based on the programmatic needs of the department and RO and serves as a clinical mentor.
9. Facilitates compliance with contractual and other regulatory requirements.
10. Collaborates with RO administration in the selection and evaluation of key hospital personnel supporting their clinical activities.



Job Responsibilities

Hospital Department Chief, Family Medicine



MANAGEMENT

Quality and Safety: Models professionalism and ensures the highest standards for clinical quality and patient safety.

1. Leads, develops, implements and monitors the departmental elements of the RO annual quality and patient safety plan, and implements best practice, including but not limited to, key quality and safety benchmark indicators in of departmental and RO initiatives.
2. Performs and/or oversees regular evaluations for all department members, including but not limited to, Ongoing Professional Practice Evaluation (OPPE) and Focused Professional Practice Evaluation (FPPE).
3. Implements and monitors performance improvement plans for those providers with performance and/or professionalism issues and pursues further actions when appropriate.
4. Participates in the review of safety reports and adverse events and supports and facilitates implementation of coordinated actions to prevent future events.
5. Ensures compliance with applicable standards and regulations (including The Joint Commission, HIPAA, confidentiality and billing regulations/requirements) and institutional and departmental policies and procedures.
6. Manages relevant aspects of resident clinics, including to but not limited to, quality and safety and financial performance.
7. Reviews monthly patient satisfaction and HCAHPS data as well as patient and co-worker complaint data for RO and implements improvement actions when appropriate.
8. Drives Beaumont Health initiatives to define and improve key quality and safety metrics, including but not limited to, targeted specialty accreditations.

Financial Performance: Partners with hospital and medical leadership to optimize financial and operational performance of their department and associated hospital services.

1. Partners with hospital and medical leadership via a formalized process in setting priorities in annual capital budget planning.
2. Partners with hospital leadership in budget planning for services associated with their department.
3. Accountable for the department's budget for clinical, academic and strategic initiatives.
4. Partners with CCPs, Clinical Effectiveness Teams and Clinical Services for capital and budget development.
5. Ensures department participation in department-associated Value Analysis Team (VAT) and other supply chain initiatives.
6. Partners with the Chief Medical Officer to develop and implement specific efforts to achieve clinical, operational and financial goals.
7. Partners with Beaumont Health Foundation to oversee and manage philanthropic efforts and funds.

General Administration:

1. Sets example by attending required medical staff, hospital, and system meetings.
2. Reviews all applications for new physicians seeking privileges and/or physicians applying for reappointment and makes recommendations to the Credentials and Qualifications Committee.
3. Serves as the departmental spokesperson for RO or identifies a designee when needed.
4. Conducts and leads regularly scheduled department meetings to ensure effective communication.

YOUR RECRUITMENT TEAM



Dan Jennings
SVP/Managing Partner
Account Executive



Maheen Saleem
Strategic Sourcing

CONTACT

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