By many measures, the University of Michigan Department of Surgery leads the country.
6TH IN THE NATION
1ST IN MICHIGAN

BEST HOSPITALS
U.S. News & World Report
HONOR ROLL
2017-18

MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

DEPARTMENT OF SURGERY
# NIH Ranking Federal Fiscal Year 2017

<table>
<thead>
<tr>
<th>Institution</th>
<th>Grant Count</th>
<th>Grant Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Michigan – Ann Arbor</td>
<td>51</td>
<td>$19,494,523</td>
</tr>
<tr>
<td>Washington University – St. Louis</td>
<td>30</td>
<td>$18,020,515</td>
</tr>
<tr>
<td>Duke University – Durham</td>
<td>26</td>
<td>$16,040,032</td>
</tr>
<tr>
<td>University of Pittsburgh – Pittsburgh</td>
<td>43</td>
<td>$16,023,975</td>
</tr>
<tr>
<td>University of California – San Francisco</td>
<td>28</td>
<td>$15,689,232</td>
</tr>
</tbody>
</table>
We develop leaders.
### U.S. NEWS AND WORLD REPORT SURGERY RESIDENCY RANKINGS

<table>
<thead>
<tr>
<th>Rank</th>
<th>University/Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>Johns Hopkins University Program</td>
</tr>
<tr>
<td>#2</td>
<td>Massachusetts General Hospital Program</td>
</tr>
<tr>
<td>#3</td>
<td>University of Michigan Program</td>
</tr>
<tr>
<td>#4</td>
<td>Brigham and Women's Hospital Program</td>
</tr>
<tr>
<td>#5</td>
<td>University of California (San Francisco) Program</td>
</tr>
<tr>
<td>#6</td>
<td>Washington University/B-JH/SLCH Consortium Program</td>
</tr>
<tr>
<td>#7</td>
<td>Vanderbilt University Program</td>
</tr>
<tr>
<td>#8</td>
<td>University of Washington Program</td>
</tr>
</tbody>
</table>
UM TRAINEES IN FACULTY POSITIONS NATIONALLY 2000 - 2017

156 Faculty Members at 63 Universities
We promote professional success.
CHAIRS OF ACADEMIC DEPARTMENTS

• Gerard Doherty, MD - Brigham Hospital
• Mary Hawn, MD, MPH – Stanford University
• Rebecca Minter, MD – University of Wisconsin
• Timothy Pawlik, MD, MPH, PhD – Ohio State University
• John Sweeney, MD - Emory University
• Gilbert Upchurch, MD – University of Florida
• Sandra Wong, MD, MS – Dartmouth Hitchcock
LEADERSHIP DEVELOPMENT PROGRAM

• 61 faculty graduates from the 1 year program since 2012
• Experts from U-M’s Ross School of Business, School of Public Health, leaders from private industry
• Develop skills in: Leadership, Team Building, Business Management, Situational/Environmental Solution Development
We mentor in new ways.
MULTIPLE T-32 TRAINING GRANTS

• Obesity Surgery Scientist Training Program
  o PD: Randy Seeley and Justin Dimick

• Surgical Oncology Research Training
  o PD: Jacqueline Jeruss, Weiping Zhou

• Research Training in Vascular Biology
  o PD: Thomas Wakefield, Peter Henke

• Plastic surgery: Surgical scientist training grant in health services and translational research
  o PD: Kevin Chung, Steven Buchman
MENTORSHIP PROGRAMS

• Successful transition to R-01: 55%
Our collaborations provide resources for the nation.
We celebrate talent.
32 PROFESSORSHIPS

Pfeiffer Professorship

Handleman Professorship

Gardner Child Professorship

Darling Professorship
ASSOCIATION OF WOMEN SURGEONS –
HILARY SANFEY OUTSTANDING RESIDENT AWARD

• 2017 Recipient: Meredith Barrett, MD (HO IV)
• 3 Michigan faculty recipients
We believe in the power of diversity and inclusion.
Women in Surgery Leadership Development Conference

Becoming Who You Want To Be

Sponsored by the Department of Surgery
STRIDE WORKSHOP

100% of Department of Surgery faculty and house staff STRIDE trained

Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Workshop

Facilitators:
Juanita Merchant, MD, PhD
H. Marvin Pollard Professor of Gastrointestinal Sciences
Professor of Internal Medicine/Professor of Molecular & Integrative Physiology

Beth Moore, PhD
Galen B. Toews, M.D. Collegiate Professor of Pulmonary and Critical Care Medicine, Professor of Internal Medicine
Professor of Microbiology & Immunology
Director of the Doctoral Program in Immunology

Moderator: Drs. Erika Newman & Jennifer Waljee
We are committed to sustained change.
THE MICHIGAN PROMISE

Our Mission:

• Prepare each surgeon to achieve excellence in clinical care, research, and education
• Build a diverse and inclusive culture in which all individuals advance and thrive
• Recruit the best and brightest clinicians and scientists to the Department of Surgery
• Create innovative strategies for ongoing professional growth and scientific discovery
• Develop the most talented and progressive leaders in academic medicine
• Expand outreach and service to local, regional, national, and global partners
MICHIGAN PROMISE
Advancing Surgeon Excellence

ENVIRONMENT
- Cultural Competence
- Bias Awareness
- Equity and Inclusion

OUTREACH
- Center for Global Surgery
- Doctors of Tomorrow
- Women in Surgery Program

INNOVATION
- Innovation Prize
- Accelerated Business Engagement
- Directed Sabbatical

RECRUITMENT
- Recruitment Committee
- National Partnerships
- Program Engagement

ACHIEVEMENT
- Launch Teams
- Mentorship Training
- Academic Promotion Planning

LEADERSHIP
- Leadership Development Program
- Diversity in Leadership
- Faculty Exchange Program
ENVIRONMENT

“The Michigan Promise is empowering.”
– Chandu Vemuri, MD, FACS

“...The time is right now because we have the opportunity, we have the resources and especially in the faculty we have the consensus that this is the right time.”
– Michael Mulholland, MD, PhD

“Our hope is to completely eliminate underrepresentation in surgery. And we can do it here. We are poised to make this change.”
– Erika Newman, MD

“I think we're at a really critical point in time when we think about what will the next generation of academic surgeons need...”
– Jennifer Waljee, MD, MPH, MS

“The Michigan Promise is transformation...”
– Dana Telem, MD
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EARLY CAREER DEVELOPMENT

• Faculty Launch
  o Structured mentoring program
    ▪ 3 faculty mentees
    ▪ 1 resident mentee
  o 2017-2018: Cohort 1 (pilot)
  o 2018-2019: Cohort 2 (full)
THE MENTORS
FACULTY EXCHANGE PROGRAM

• 2017-2018 Academic Year
• 9 faculty participants
• Examples of partner institutions: Dartmouth, Brigham & Women’s Hospital, Mass General, Stanford, Duke, Vanderbilt, University of Pittsburgh Medical Center

“I had the opportunity to visit Stanford and the reception to why I was there was pretty amazing and overwhelming... I know that's going to be important going forward in terms of my career development, to get an opportunity to spend quality time with people that are leaders in the field, so I've already seen that pay off.” - Lesly Dossett, MD, MPH
DEPARTMENT OF SURGERY SABBATICAL PROGRAM

• 8 week period of professional development
• Open to all faculty after 4th year and can participate once every 5 years
• Goal for all faculty to participate

Clinical implementation of Prehabilitation programs
United Kingdom

Framework for surgical ethics as a discrete discipline
Cornell and U of Chicago

Implantation techniques for the endovascular management of aortic aneurysms
France
Michigan Promise: Advancing Surgeon Excellence

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Leadership
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Recruitment
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- Program Engagement

Department of Surgery
CENTER FOR GLOBAL SURGERY

Haile Debas, MD
Professor Emeritus
University of California, San Francisco

Michigan Center for Global Surgery

Global Health Education

International Surgical Care

World Health Policy & Research

Adnan Hyder, MD, PhD, MPH
Professor, Department of International Health
Bloomberg School of Public Health
Johns Hopkins
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DEPARTMENT OF SURGERY
NEW DEPARTMENTAL PROCEDURES

• Candidate Pool:
  o Our candidate pools must represent diversity
  o Minimum 1 candidate, e.g. Mulholland rule: “...at a minimum 1 qualified woman candidate and/or 1 underrepresented racial minority candidate must be included in the candidate pool and interviewed”

• Campus Visits
• Post-Interview and Candidate Summaries
NEW DEPARTMENTAL PROCEDURES: POSTINGS

- Diversity statement added: "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...."
OUTREACH AND PARTNERSHIPS WITH NATIONAL PROFESSIONAL ORGANIZATIONS
OFFICE OF FACULTY LIFE

Vice-Chair for Faculty Life

Associate Chair for Faculty Development

Director of Faculty Life

Program Officer
Diversity, Equity, and Inclusion

Program Officer
Professional Development

Program Intelligence and
Communications

Administrative Support

Administrative Support

Administrative Support

Erika Newman, MD
Associate Chair of Faculty Development

Wayne Millette, EdD
Director of the Office of Faculty Life

Jennifer Waljee, MD, MPH, MS
Executive Vice Chair of Faculty Life
This is What We Stand For.