



POSITION PROFILE

Pediatric Orthopaedic

Surgeon/Opportunity for Division

Chief of Orthopaedic Surgery



ABOUT WMED

We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a just culture of diversity, equity, inclusion, and belonging. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems: [Ascension Borgess](#) and [Bronson Healthcare](#).



LEARN MORE:

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[MISSION, VISION, AND VALUES](#)

[DEPARTMENTS AND PROGRAMS](#)

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WMed is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. Building upon a \$100 million foundational gift in 2011, WMed is a recipient of the Empowering Futures Gift, a philanthropic commitment of \$300 million in June 2021 to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide as well as the creation of 1,600 new jobs and an annual estimated economic impact of \$353 million in Kalamazoo and Calhoun counties ([report](#)). ²

WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program and a Master of Science degree program in Biomedical Sciences.

We train physicians in 10 residencies and five fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education.

WMed Health is the clinical practice of the medical school with more than 330 clinicians offering comprehensive primary care and specialty services in several locations throughout Kalamazoo, Portage, and Battle Creek. The Department of Pathology faculty serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana.

The W.E. Upjohn M.D. Campus, located in downtown Kalamazoo, serves as the primary educational facility with faculty and administrative offices, student study and social spaces, team-based learning halls, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs.



WMed is building upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery.

Dean Sawyer

On February 19, 2024, the WMed Board of Directors appointed Robert G. Sawyer, MD, as the Hal B. Jenson, MD Dean of the medical school.

Dr. Sawyer has been a clinician and medical educator for more than 36 years and brings to the position 23 years of leadership experience. He joined WMed in 2017 as chair of the Department of Surgery and was appointed senior associate dean for research in October 2023. Most recently he led a comprehensive planning process to create the medical school's research strategic plan.



Diversity and Inclusiveness, Health Equity and Community Affairs

WMed is committed to fostering a learning environment that:

- Values diversity and inclusiveness as being integral to the humanistic practice of medicine, an enriched educational environment, discovery and scholarship that addresses the needs of diverse communities, and meaningful community service;
- Welcomes a diverse body of faculty, students and staff from all segments of society to enhance the learning experiences of all learners;
- Celebrates human diversity and cultural pluralism through inclusiveness, acceptance, mutual respect, and empowerment;
- Delivers excellent clinical care with health equity in mind; and
- Appreciates diversity of experiences, perspectives, ideas, contributions, talents, and goals.



CONTEXT

Orthopaedic Surgery at WMed is a division within the Department of Surgical Sciences. The division is dedicated to creating a culture of excellence in all domains of academic medicine and its “Legacy of Excellence” embraces its core values in patient care, teaching, research, teamwork, leadership, and tradition. Central to the vision is the development of medical students and orthopaedic surgery residents. There are over 30 faculty, mostly subspecialty fellowship trained, who have close relationships with two nearby community hospitals. This has facilitated comprehensive care within the inpatient and outpatient settings for both the adult and pediatric populations. Many orthopaedic surgery faculty continue to be actively involved in both clinical and basic science research and have partnered with both WMed and Western Michigan University College of Engineering and Applied Science research programs. The Division of Orthopaedic Surgery is fundamental in developing basic science projects in the Biomedical and Tissue Engineering Laboratory. The Laboratory for Advanced Anatomy and Bioskills (LAAB) provides medical students and residents opportunities to further develop their surgical skills.



Gitonga Munene, MD, is the Chair of the Department of Surgical Sciences at Western Michigan University Homer Stryker MD School of Medicine, which includes the Divisions of General Surgery, Orthopaedic Surgery, Obstetrics and Gynecology, Surgical Oncology, and Medical Engineering.

Dr. Munene is an active surgical oncologist, and served as division chief for the Division of Surgical Oncology at WMed and the West Michigan Cancer Center prior to being named Chair for the Department of Surgical Sciences.



CONTEXT (Continued)

Faculty members serve in leadership positions within national societies, thus bringing innovation in orthopaedic education, assisting to improve the healthcare system, and making advances in orthopaedic surgery by developing state-of-the-art procedures.

At the medical school's Oakland Drive Campus, pediatric orthopaedic surgery team includes a Pediatric Orthopaedic Surgeon, Pediatric Orthopaedic Physician Assistant, Orthopaedic technicians, Radiology Technicians, Registered Nurses, and Medical Assistants all skilled in the care of children and their families. The team is dedicated to ensuring a supportive, developmentally appropriate care experience for all patients.

The multidisciplinary clinics serve the complex pediatric patient in partnership with multiple pediatric specialists.

Outpatient facilities include on-site radiology services with radiology technicians, orthopaedic cast and splint technicians, and musculoskeletal ultrasonography used for both diagnostic and therapeutic needs.

Staff and faculty are dedicated to creating a culture of excellence in all domains of academic medicine. Their motto of “Legacy of Excellence” embraces WMed’s core values in patient care, teaching, research, teamwork, leadership, and tradition



THE OPPORTUNITY

With access to a state-of-the-art simulation center and clinical experiences, WMed’s division of orthopaedic surgery provides a rich environment for clinical learning in orthopedic surgery and delivering outstanding training at the undergraduate and residency levels. More than 30 specialty-trained, board-certified orthopaedic surgeons participate in the Department’s clinical, teaching, and research programs. At WMed Health, the clinical volume and high quality of care provided in Pediatric Orthopaedics offers an excellent opportunity to build a successful practice.

THE OPPORTUNITY: Pediatric Orthopaedic Surgeon

Reporting to the chair of surgical sciences at WMed, the pediatric orthopaedic surgeon will serve as a key member of the faculty providing excellent orthopaedic care to the pediatric population in an academic setting.

Board eligible/board certified in orthopaedic surgery with expertise in pediatric orthopedic surgery, this position will embody the highest levels of personal and professional commitment, enthusiasm, and integrity, sharing WMed's vision of health equity for all in Southwest Michigan.

In partnership with the residency program director, they will engage in

medical student and resident education with the opportunity to shape medical education for future trainees. They will establish collaborative working relationships across departments within the two local hospitals and the broader community with a commitment to the highest standards of teaching, research, and care.

There is an additional leadership opportunity for Division Chief of Orthopaedic Surgery for the interested and qualified candidate. The Division Chief will steward resources and advance collaborative academic and clinical partnerships within the division, across the School, and with community partners. This is an opportunity to foster life-long learning and innovation, and to lead the next phase of this highly successful division.



THE ROLE:

Division Chief of Orthopaedics and Pediatric Orthopaedic Surgeon

The Division Chief of Orthopaedics and Pediatric Orthopedic Surgeon will lead the division of orthopedic surgery and provide care to pediatric patients at across WMed Health, including Bronson Children's Hospital. This position is an opportunity to work in an inclusive environment, on a highly collaborative team

The Division Chief will:

- Have a record of achievement in academic medicine;
- Understand the importance of fostering a supportive workplace culture;
- Share WMed's vision for health equity for all in Southwest Michigan through innovation in the practice and study of medicine.

The Division Chief must demonstrate the ability to:

- Effectively steward the division's resources;
- Understand, appreciate, and guide the development of training and research programs;
- Establish productive working relationships with employed and community faculty, staff, residents, students, and administration;
- Effectively support the distinct academic and clinical partnerships for the division of orthopaedic surgery;
- Represent the division and medical school in various local, regional, and national venues.



THE CANDIDATE

Education and Experience

- MD, DO, or equivalent degree required
- Completion of an accredited Orthopaedic Surgery residency program + completion of an accredited Pediatric Orthopaedic Surgery fellowship program
- Must maintain a faculty appointment at the medical school
- Qualified for appointment of assistant professor, associate professor, or professor
- Broad understanding of academic medical centers and faculty roles
- Broad knowledge of organizational and departmental policies and procedures
- Practical experience in pediatric Orthopaedics and prepared to be clinically active
- Experienced in successfully mentoring students and residents
- Familiar with and interested in applying current and emerging models of care
- Proven commitment to advancing the principles of diversity, equity, and inclusion
- Understanding of / ability to understand the workings of a community-based medical school and rural health
- A record of anticipating and responding to emerging challenges and opportunities in the pediatric orthopaedic field



THE CANDIDATE (Continued)

License or Certification

- Board certification or board eligibility in Orthopedic Surgery by American Board of Orthopedic Surgery required
- Licensed or eligible to be licensed to practice medicine in the state of Michigan

Other Skills and Abilities

- Ability to function as an orthopaedic surgery physician in the inpatient, outpatient and perioperative settings

Competencies

- *Relater/Influencer*: Builds internal cohesion, alignment, and empowerment; forges productive external alliances and partnerships; is inclusive and open to others' views; relates well to others; able to influence and inspire others to excel
- *Communicator*: demonstrates knowledge of effective and appropriate communication patterns and the ability to use and adapt that knowledge in various contexts
- *Critical Thinker*: Uses analytical thinking, mental acuity, and sound judgment to address complex issues; assesses risks and opportunities, evaluates alternatives, develops the optimal course of action, and measures results to drive innovation and continuous improvement

Attributes

- Strategic – able to see and help others see the big picture, but also to stay on top of administrative details

- Collegial relationship builder and partnership developer – motivated to build productive relationships across the spectrum
- Working leader who leads by example
- Servant leader
- Consultative and collaborative decision maker
- Committed to the mission and vision of health equity
- Innovative and able to see opportunities in challenges
- Willing to experiment/take risks
- Emotionally intelligent
- Motivated to make an impact





LOCATION: Kalamazoo, Michigan

Located in southwestern Michigan, Kalamazoo is a great place to learn, work, and live, offering a vibrant downtown, great neighborhoods, excellent schools, and big-city benefits with a small-town feel. With a population of more than 325,000, greater Kalamazoo is the sixth-largest metropolitan area in Michigan and among the 150 largest in the country. It's large enough to support all the amenities and entertainment found in larger cities; and yet, you can be in the heart of farm country in 20 minutes.

Kalamazoo is located midway between Chicago and Detroit on I-94 and offers commercial transportation by train, bus, and major airlines at the Kalamazoo Battle Creek International Airport. Day or weekend trips by train to Chicago, the nation's third largest city, are popular and even more convenient with the high-speed rail connecting the two cities.

Interesting Facts

Recreation

Kalamazoo is a 40-minute drive from Lake Michigan beaches at South Haven and slightly farther from beaches at St. Joseph and Saugatuck. Michigan's ski country, considered the best skiing in the Midwest, is three to four hours north, and excellent local skiing is only 30 minutes away. Nearby rivers, lakes, streams, woods, and fields provide excellent fishing and hunting.

Originally a railroad line, the 34-mile Kal-Haven Trail is popular for cycling, hiking, and cross-country skiing. It passes through towns, villages, open farmland, orchards, and delicate wetlands, and ends on the shores of Lake Michigan. The Kalamazoo River Valley Trail connects 22 miles of non-motorized, paved asphalt trail that runs through downtown Kalamazoo, connecting to the Kal-Haven Trail, and will eventually serve as a regional hub connecting more than 140 miles of trails around the region.

Arts and Entertainment

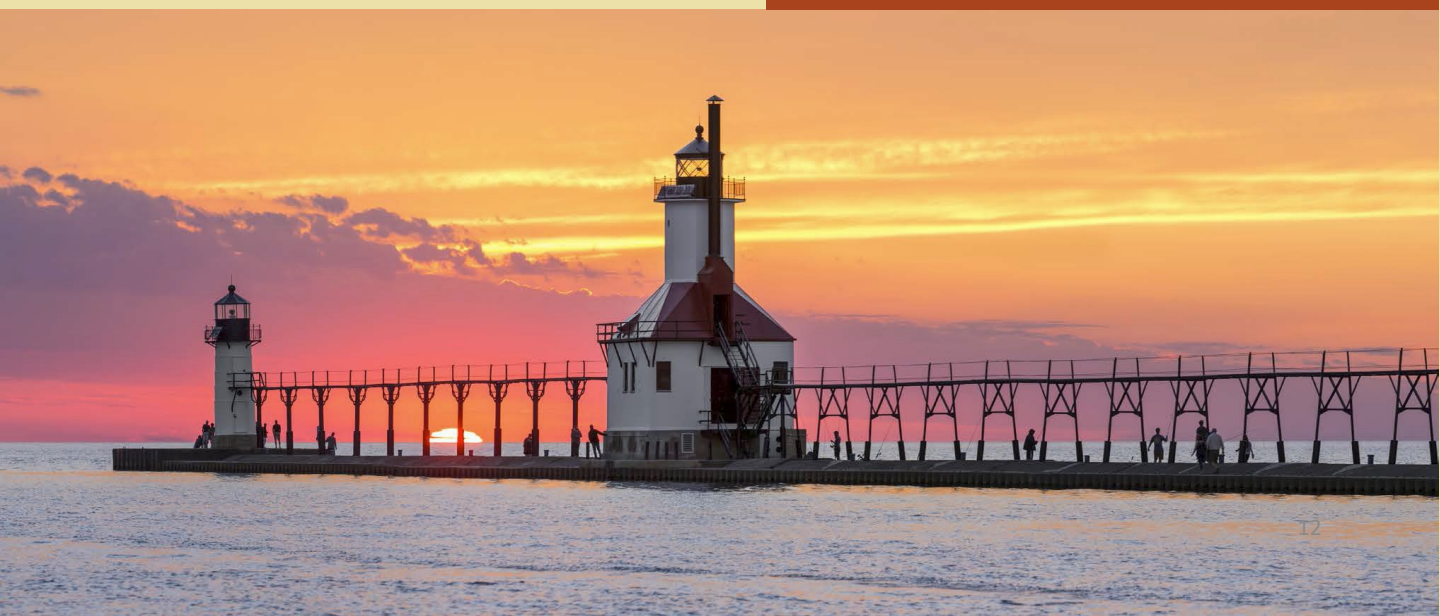
Local festivals featuring live music, arts and crafts, food and drinks — many of which are held at Arcadia Creek Festival Place downtown — attract crowds in the tens of thousands. The Kalamazoo Art Fair, held annually in June, is the second-oldest community art fair in America and attracts 60,000 visitors over two days. Art Hop is a free and fun-filled evening of art exhibits and events in and around Kalamazoo on the first Friday of every month. Miller Auditorium, the historic State Theater, and a variety of local clubs offer an array of concerts featuring every kind of music and popular entertainment. Kalamazoo is a frequent stop for many of today's top comedians, musicians, and other entertainers. A few of the many cultural opportunities:

- Fontana Chamber Arts
- Gilmore International Keyboard Festival
- Kalamazoo Civic Theatre
- Kalamazoo Institute of Arts
- Kalamazoo Public Library
- Kalamazoo Symphony Orchestra
- Kalamazoo Valley Museum

There are self-proclaimed “beer towns,” and then there is Kalamazoo, home to Bell’s Brewery and Oberon and Two Hearted Ale. Places to visit while you’re in town include the Kalamazoo Air Zoo—an air and space museum with amusement park-style rides, full-motion flight simulators, 3D Missions Theater, educational activities, and more than 30 aircraft on display, from World War II bombers to an SR-71B Blackbird. The Gilmore Car Museum is one of the top five car museums in the nation, according to *Antique Automobile* magazine, with nearly 400 automobiles situated on a 90-acre park-like setting.

For Sports Fans

Well-known professional athletes Greg Jennings of the Minnesota Vikings and Derek Jeter of the New York Yankees are both graduates of Kalamazoo Central High School. Kevin VanDam, all-time money winner in professional bass fishing, is also a Kalamazoo native and current resident.



APPLICATION INFORMATION

Western Michigan University Homer Stryker M.D. School of Medicine is an Equal Employment Opportunity/Affirmative Action employer of females, minorities, individuals with disabilities, and protected veterans, and actively strives to increase diversity within its community. WMed provides a drug- and tobacco-free workplace.

Review of candidate materials will begin immediately (in October 24) and the ability to apply or nominate will continue until the position has been filled. Further application information can be found at: <https://caldwell.thriveapp.ly/job/1203>. Western Michigan University Homer Stryker M.D. School of Medicine has retained Caldwell Partners, a national executive search firm, to assist with this search. Please email confidential inquiries, nominations, or referrals to: WmedPedsOrtho@caldwell.com.

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