

Associate Chair for Pediatric Anesthesiology
Department of Anesthesiology
University of Michigan
(C.S. Mott Children's Hospital)

Summary

The Associate Chair for Pediatric Anesthesiology will promote high-quality clinical care for all anesthetic services at C.S. Mott Children's Hospital, foster an environment conducive to the education and training of residents, fellows, and other learners and support research and the academic mission. The Associate Chair will collaboratively develop strategies and implement any necessary changes to promote safe, effective, and efficient operations. Other responsibilities include the mentorship and oversight of all pediatric anesthesiology leaders to achieve these goals. The Associate Chair is expected to act as an exemplary ambassador for the department of anesthesiology.

Key Responsibilities

1. Define local strategy, in alignment with departmental and institutional strategy.
2. Set objectives and goals for clinical operations and administration.
3. Work collaboratively with the Associate Chair for Quality and Safety to ensure all quality processes within the Mott Hospital are coherent with those of the department.
4. Work with the appropriate scheduling directors and service chiefs, for all provider types, as well as pediatric division directors and liaisons to ensure appropriate staffing that is coherent with other departmental segments.
5. Recruitment of faculty, fellows and CRNAs.
6. Work collaboratively with education and research leaders to facilitate departmental goals.
7. Develop understanding of departmental and hospital financial operations and apply good financial stewardship to all decision making both within and outside of the Mott Hospital.
8. Settle disputes between departmental members and engage in any disciplinary action recommended by the departmental Peer Review Committee.
9. Proactively intervene in interdepartmental disagreements when required.
10. Actively engage in the work of the Clinical Leadership Forum.
11. Serve as a member of the multidisciplinary Senior Leadership Team.
12. Engage fully in operating room management:
 - a. Creation and maintenance of OR practice standards.
 - b. Efficient and responsible use of fiscal resources.
 - c. Continuous QA/QI processes.
 - d. Collaboration across departments and specialties.
 - e. Implementation of Michigan Medicine priorities and initiatives.
 - f. Attend any necessary OR Management meeting related to activities within the Mott Hospital.

Required Qualifications

- American Board of Anesthesiology (or equivalent) certified in Anesthesiology and Pediatric Anesthesiology.
- A recognized faculty member with a major clinical practice at Mott Children's Hospital or another pediatric academic medical center with at least 5 years of faculty experience.
- Proven experience in leadership.
- Excellent ability to lead and develop personnel.
- Great communication and people skills.
- Outstanding organizational and stress management skills.
- Aptitude in problem solving.
- Understanding of the QA/QI process.
- Understanding of basic budgeting and financial reporting.

Reporting Relationship

- Reports directly to the Chair, Department of Anesthesiology.
- Direct reports include the Associate Hospital Director of the C.S. Mott Children's Hospital and all pediatric division directors.
- The Associate Chair will work collaboratively with all other departmental leaders.

Administrative Differential

Available at appointment.

Administrative time

Available at appointment.

MPLAN Medical Director, Mott OR and PACU Medical Director, Children’s Anesthesia (MDCA) for the Children’s Surgery Verification (CSV)

Summary of position:

MPLAN Medical Director for the Mott OR and PACU
 Medical Director of Children’s Anesthesia for the Children’s Surgery Verification (CSV)

MPLAN leadership is a link and means of communication between the unit and leadership. In the role of MPLAN Medical Director for Mott OR and PACU, you and your MPLAN partners will exercise overall authority, responsibility, and accountability in the management of the CW OR and PACU to ensure high-quality patient care and provide administrative leadership and guidance in keeping with health system goals and objectives and the mission of Michigan Medicine. As medical director, you will partner with the CW Surgical OR/PACU ACCO, CW OR/PACU ACNO and OR/PACU ACOO to create and support an environment where cutting-edge, innovative, safe and appropriate care is provided.

Qualifications

Degree	A Doctor of Medicine/Osteopathy
License	Possession of a license to practice medicine in the State of Michigan
Faculty	Appointment as a Member of the Medical School Faculty
Experience/Education	Appropriate clinical and education with Board Certification (board certified in Pediatric Anesthesiology by the ABA or equivalent)
Service Activity	Active pediatric anesthesiologist
Quality	Interest and understanding in improving quality of care
Leadership Experience	Administrative leadership experience is desirable

Time Commitment

40% of the Medical Director’s full appointment is protected for MPLAN responsibilities.

Reporting

The MPLAN Medical Director for Mott OR and PACU reports directly to the Chief Clinical Officer for CW.

Characteristic Duties and Responsibilities

- Fulfills duties assigned by MPLAN leadership.
- Participate in regularly scheduled (2-3/week) touch-base with unit leadership partners to identify and solve problems. Schedule will be determined by MPLAN partners. This includes weekly MPLAN meetings with C&W OR and PACU MPLAN leaders
- Responsible for day-to-day safety, quality, operations and finance of OR with MPLAN partners.
- Conduct purposeful rounds with unit partners to achieve unit goals.



- Ensures day-to-day operations consistent with institutional and departmental employee codes of conduct, employee recognition and employee engagement.
- Collaborate with unit MPLAN partners to create and support an environment where cutting-edge, innovative, and appropriate care is provided to a continually growing number of patients.
- Work with surgical units to ensure smooth patient transitions and coordinated care.
- Establish and maintain relationships and communications with other perioperative leadership teams (e.g. Pharmacy, Central Sterile Processing Department, Blood Bank, etc).
- Share OR activities, best practices, and improvements across enterprise through MPLAN network.
- Represent the patient care unit on health system committees as requested by CCO, ACCO, ACNO and other OR leadership.
- Set, evaluate and revise the C&W OR block schedule
- Meet quarterly with ACOO, ACCO and all surgical/procedural services to ensure collaboration, efficiency, utilization are optimized
- Anesthesiologist lead for biweekly SQUERT safety event reviews
- Mediate conflicts within the OR and PACU and surgery teams and anesthesia team members
- Run monthly OR Committee Meetings
- Develop quality and performance metrics for the C&W perioperative spaces
- Ensure that C&W hospital leadership goals and strategies are supported and enacted

Program and Clinical Management

- Develop and implement unit goals and objectives which include the establishment of standards of practice in patient care consistent with national professional and regulatory guidelines.
- Ensure the OR achieves performance goals set jointly with CCO, ACCO, ACNO, OR leadership and MPLAN unit partners.
- Participate in ongoing and annual review of safety, quality, operations, and finance for the OR in collaboration with MPLAN partners and other OR leadership as defined in unit-based operating system that is aligned with Hospital operating system.
- Monitor safety, quality, operations, and financial outcomes as aligned with institutional priorities.
- Resolves clinical, operational and interdisciplinary problems on unit jointly with MPLAN unit partners and other unit leadership.
- Collaborate with MPLAN Nursing Leaders for the C&W OR and MPLAN Nursing Leaders for the C&W PACU, and C&W CRNA Leadership to safely and efficiently manage the day-to-day operations of the C&W perioperative areas, including ORs, IRs, Cardiology off-site and Radiology off-site.

Medical Director, Children's Anesthesia (MDCA) for the Children's Surgery Verification (CSV)

- a) Work with CSV Medical Director for Children's Surgery for CSV, and the CSV Program Director to ensure that the standards are met for verification which occurs every 3 years (next verification in November 2026)
- b) Oversight to ensure pediatric trained anesthesia personnel are available and managing care for pediatric surgical patients
- c) Ensure that the CSV Program Director has access to and support for pre-identified perioperative adverse events, as well as their analysis and resolution and process improvement
- d) Active engagement with the monthly multidisciplinary Pediatric Process Improvement Plans (PIPs)

Financial Management

- Coordinate with unit partners and other disciplines to plan, evaluate, and manage budget of patient care unit.
- Participates on planning teams to determine and implement improvements on unit.

Performance Improvement

- Lead performance improvement (PI) activities in the OR in collaboration with MPLAN partners, other perioperative leadership and related unit leadership.
- Facilitate and support service excellence; patient satisfaction; continuity and coordination of care; and quality improvement initiatives including:
 - Data analysis and regular review to assure compliance with health system operational principles
 - Implementation of clinical guidelines and standards of care
- Foster development of team-based care which supports collaboration across all services and coordination of care on the unit.

Leadership Development and Training

- Participate in MPLAN leadership development and training program.
- Promote the academic and clinical missions by ensuring that infrastructure is in place to support and communicate education and training initiatives for all providers and unit staff
- Promotes the professional development of faculty and staff in all areas including:
 - Providing feedback to the respective department chair, division, or service chief regarding clinical performance.