



## DEPUTY DIRECTOR AND CHIEF, DIVISION OF SOLID TUMOR MEDICAL ONCOLOGY

Miami Cancer Institute  
Miami, Florida

### POSITION SPECIFICATION

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## I. THE OPPORTUNITY

Miami Cancer Institute (MCI), a not-for-profit, 501c3 Corporation in Miami, Florida, seeks applications and nominations for the position of Deputy Director and Chief, Division of Solid Tumor Medical Oncology. MCI is part of Baptist Health South Florida (BHSF), a \$2.5bn not-for-profit organization and the region's leading health system. BHSF has earned a reputation for outstanding quality and patient experience and is a destination of choice for patients throughout the region as well as Latin America and the Caribbean.

MCI is in a period of rapid and dynamic expansion, well-underway in its transformation from a sophisticated community oncology setting to a "next-generation cancer center" that combines the best of academic and community cancer care.

Under the leadership of Founding CEO and Executive Medical Director Michael Zinner, MD, a renowned surgeon and researcher (formerly long-term Chief of Surgery at Brigham and Women's Hospital and Clinical Director of the Dana-Farber / Brigham and Women's Cancer Institute) and Executive Medical Director and Chief Medical Officer Leonard Kalman, MD (a key leader in community medical oncology), MCI has recruited a significant number of nationally and internationally renowned leaders in clinical care and research, and continues to attract oncologists from the nation's leading academic cancer centers and fellowship programs.

In January 2017, MCI opened the doors on a world-class, 445k square foot, \$450m outpatient cancer facility. The building incorporates state-of-the-art design with the latest in technology, with the capacity to treat more than 1,000 patients per day in an ambulatory setting. In late 2017, MCI opened its state-of-the-art, 140,000 sq. ft. clinical research building, which houses South Florida's only proton therapy center, MCI's clinical trials infrastructure (including a state-of-the-art Phase 1 unit), and its Center for Genomic Medicine. The building also contains a unique Symptom Management and Palliative Medicine Suite, an outpatient bone marrow transplant clinic and the Institute's executive offices.

In January 2017, MCI finalized entry into the Memorial Sloan Kettering Cancer Center (MSKCC) Alliance, a deep and functional alliance which gives MCI's patients and physicians access to much of MSKCC's world-leading clinical trials portfolio.

MCI is affiliated with Florida International University's College of Medicine (FIUCoM), the only public medical school in South Florida. Its inaugural class of 40 students graduated in 2013, with enrollment projected to reach 480 annually over the next decade. FIUCoM is the natural basic research and academic training partner for MCI, and joint programs have already begun involving translational research and residency training.

The Deputy Director and Chief, Division of Solid Tumor Medical Oncology will join a prestigious leadership team that includes highly respected leaders from world-class academic Cancer Centers alongside key community oncology leadership. He/she will have the opportunity to expand and develop a robust, high-caliber Division of Medical Oncology and Hematology that encompasses clinical care, clinical trials, education and training. The Division has the potential to positively impact cancer care across the South Florida as well as in Latin America and the Caribbean.

The Deputy Director and Chief will provide clinical, clinical research, and educational leadership to a growing division, currently comprised of over 20 medical oncologists (and a growing group of benign hematologists), in alignment with the organization's transformation to a world-class "next-generation" cancer center. He/she will work collaboratively across the organization and its affiliates to achieve the strategic objectives and continued

growth of the Miami Cancer Institute and the Division of Solid Tumor Medical Oncology.

He/she will provide outstanding leadership and mentoring to new and legacy physicians within the Division; serve as a leader and teacher in the latest treatments in precision medicine and immunotherapy; collaborate with the Clinical Trials division, MCI leadership, and MCI affiliates / partners to enhance clinical trials offerings and enrollment; and serve as a mentor and leader in clinical care and research. He/she will recruit a number of outstanding physicians/faculty in alignment with projected growth and in areas of priority for MCI.

We are seeking applicants with an outstanding reputation and gravitas as a clinical leader in their area of specialty (solid tumor) and who have a broad understanding of medical oncology and of trends in cancer care. Candidates will possess at least 7-10 years of leadership experience in a clinical setting, to include experience in an academic environment. He/she should possess a strong knowledge of clinical trials (Phase 1, 2 and 3) including strong relationships with pharma and an interest in working collaboratively to build translational research programs in alignment with FIUCoM.

Candidates should possess strong administrative and executive skills, be an effective liaison with other departments / organizations, and interact successfully with external organizations, the community and donors. The ideal candidate will be a well-connected, inspirational leader with a passion for fostering career development. Candidates must hold unrestricted medical licensure and be board certified and fellowship trained. Ability to speak Spanish is a plus. Meyer Consulting has been exclusively retained to conduct this search. The Procedure for Candidacy is detailed at the end of this document.

## **II. ORGANIZATIONAL OVERVIEW**

### **Miami Cancer Institute**

Miami Cancer Institute brings together world-class cancer experts and an unmatched dedication to multidisciplinary patient care, cutting-edge technology and innovative cancer treatments.

Conveniently located on the Baptist Hospital campus, Miami Cancer Institute (MCI) provides a comprehensive range of treatments and services in its 445,000 square-foot, state-of-the-art facility. The new facility, opened in January 2017, has the capacity to treat 1,000 patients per day in an ambulatory setting. MCI is connected via bridge to the flagship Baptist Hospital, which has a new inpatient floor dedicated to oncology, and plans for an inpatient allotransplant unit. MCI is a 501c3 non-profit organization under the umbrella of Baptist Health South Florida and is governed by its own Board of Directors.

The Institute's Founding CEO and Executive Medical Director, Michael J. Zinner, MD, joined MCI in March 2016 from Dana Farber / Brigham and Women's Cancer Hospital in Boston, where he served as Clinical Director and Surgeon-in-Chief at Brigham and Women's Hospital. A renowned cancer surgeon and researcher, Dr. Zinner, in partnership with COO/CNO Michele Ryder and Executive Deputy Director and CMO Dr. Leonard Kalman, has successfully led MCI through the opening of its new world-class facility, its affiliation with Memorial Sloan Kettering Cancer Center, and the recruitment of a number of nationally and internationally renowned physicians/faculty.

MCI, which leads BHSF's cancer care service line, will follow a multi-disciplinary model of care. Currently MCI has approximately 30 sub-specialized medical oncologists and hematologists, approximately 23 surgical oncologists (with several more being actively recruited), 10 radiation oncologists and 15 PhD physicists. A Chief of

Interventional Oncology, a Chief of MCI's Pancreatic Disease program, a Chief of MCI's multi-disciplinary Skin Cancer Clinic, palliative care physicians, psychosomatic medicine psychiatrists and cancer rehabilitation specialists round out the current faculty. With the opening of the new MCI facility, the alliance with MSKCC and the growing relationship with FIUCoM, MCI envisions rapid growth in patient volume and clinical trials enrollment, and therefore the need to recruit additional high-caliber physicians/faculty, particularly in medical oncology.

MCI's 140,000-square-foot, state-of-the-art Clinical Research Building opened in late 2017. It houses MCI's Proton Therapy facility, the only Proton Therapy facility in the region, on its first floor. Additionally, the building houses the entire Clinical Trials Division, including a Phase I Unit, and the Center for Genomic Medicine's molecular diagnostic laboratory, bio-specimen repository and protocol support lab. The building also contains a unique Symptom Management and Palliative Medicine Suite, an outpatient bone marrow transplant clinic and the Institute's executive offices.

The Institute's Radiation Oncology Division, led by its world-renowned Chief, Dr. Minesh Mehta, is one of the few in the world to provide every available radiation therapy modality in one location. It is the only facility in South Florida – and one of the few in the nation – to offer pencil-beam proton therapy, an innovative treatment that targets cancer cells with pinpoint precision, avoiding healthy tissue.

Dr. Guenther Koehne was recruited from the Memorial Sloan Kettering Cancer Center to lead MCI's Division of Stem Cell Transplantation and Hematologic Oncology. Auto-transplantation has already begun, and the first allogeneic transplants will begin in January of 2019. This division has its own ten bed outpatient unit, mostly dedicated to post-allogeneic transplant patients, and a new eight bed inpatient transplant unit will be completed in the first quarter of 2019. There is close collaboration with MSKCC on hematologic oncology regimens and clinical trials, and on transplant preparatory regimens.

The Institute's Cancer Patient Support Center, led by its nationally recognized Chief, Dr. Beatriz Currier, provides patients and their families a unique suite of services. The Center, uniquely designed to create a therapeutic mind-body environment that promotes healing, wellness and recovery, occupies its own wing on the third floor of the Institute. It features psychiatric and psychological services, Integrative Medicine, cancer rehabilitation, exercise counselling, nutrition counselling (including a gourmet demonstration kitchen developed by a nationally recognized celebrity chef), meditative gardens, therapy suites and a patient and family resource center.

Miami Cancer Institute is a symbol of medical excellence in every aspect of cancer care, including clinical trials, from diagnosis to treatment to survivorship. It is a symbol of hope, faith and caring, from the building's design to the skilled physicians, nurses and staff who care for its patients.

Learn More: <https://baptisthealth.net/en/health-services/cancer-services/pages/miami-cancer-institute.aspx>



## Baptist Health South Florida

Baptist Health South Florida is the largest hospital system in South Florida. The system, a \$2.5bn, 501c3 non-profit organization, has seven inpatient hospitals as well as Baptist Medical Plazas and outpatient facilities conveniently located throughout South Florida that provide cutting-edge surgical, diagnostic and urgent care services in a comfortable, relaxing environment.

With more than a million patient visits every year, Baptist is recognized as the leader in patient experience and quality throughout the region. BHSF has an outstanding team of over 15,000 employees and 2,200 physicians in virtually all specialties — many with national and international reputations. All of this and more makes BHSF South Florida's world-class healthcare organization.

Patients and their families from around the world travel to Miami for BHSF's medical expertise. Each year, more than 12,000 people, primarily from Latin America and the Caribbean, travel to Baptist Health facilities each year to receive the finest medical care. BHSF's multilingual staff provides personalized service every step of the way. BHSF's specialty centers include: Breast Health; Heart and Vascular; Cancer; Orthopedic and Sports Medicine; Neuroscience; and Robotic Surgery.

Learn more: <https://baptisthealth.net/en/pages/home.aspx>

### Our People Make the Difference

Our success comes from a culture of quality and dedication that is instilled into every member of the Baptist Health family. It is because of their generosity, compassion and commitment to clinical and service excellence that we have a reputation for quality.

### Baptist Health South Florida Hospitals

[Baptist Hospital of Miami](#)

[Baptist Children's Hospital](#)

[Doctors Hospital](#)

[Homestead Hospital](#)

[Mariners Hospital](#)

[South Miami Hospital](#)

[West Kendall Baptist Hospital](#)

### Baptist Hospital



Since 1960, Baptist Hospital of Miami has been one of the most respected medical centers in South Florida. Located just 20 minutes from Miami International Airport, the 728-bed flagship facility is the largest Baptist hospital in the nation.

The hospital's full range of medical and technological services is the natural choice for a growing number of people throughout the world. Baptist's Italian Renaissance architecture and beautiful grounds offer an atmosphere of warmth and welcome unusual for hospital buildings. Inside the hospital, a highly qualified staff and the finest technology provide a model for treatment capabilities equalled by few other community hospitals.

In 1996, Baptist Hospital was one of only four Florida organizations to receive the prestigious Governor's Sterling Award for total quality management. In 1998, Baptist was recognized as a Magnet hospital for Nursing Excellence by the American Nursing Credentialing Center, the first hospital in the state to receive the distinguished designation.

## **Collaborative Care: Miami Cancer Institute and the Memorial Sloan Kettering Cancer Alliance**

The MSKCC Cancer Alliance is a unique partnership between Memorial Sloan Kettering Cancer Center and oncology providers like Miami Cancer Institute that seeks to bring the most current knowledge and advanced cancer care into the community setting.

Our two organizations will work together to apply the Cancer Alliance standards in clinical care and surgery, chemotherapy and immunotherapy, radiation therapy and more to Miami Cancer Institute. Central to the mission of the Cancer Alliance is to create a strong foundation for the expansion of groundbreaking clinical trials right here in South Florida, giving patients a direct pathway to new treatment discoveries and the exceptional, patient-focused care Memorial Sloan Kettering has provided for more than a century.

The enhanced treatments and clinical care Miami Cancer Institute can now offer will have an immediate impact on our patients. This meaningful designation demonstrates a deeply-held desire by both organizations to collaborate in support of the best possible outcomes for patients and the communities in which they live — and establishes Miami Cancer Institute as the area's preeminent hybrid "next-generation" cancer center.

### ***Fulfilling a Vital Need***

The creation and growth of the Cancer Alliance was fueled in part by the realization that adopting lifesaving breakthroughs in clinical practice takes an enormous amount of resources and time. Unfortunately, this is particularly the case in the community setting where more than 80 percent of cancer care in the United States is delivered today. As the population ages, it will become more and more difficult for doctors to stay current with complex new treatments and the most current evidence available. The Alliance will help to ensure that the latest innovations in knowledge-sharing and advances in cancer care will reach community residents across South Florida, Latin America and the Caribbean.

### ***Looking Ahead***

Teams of physicians and other healthcare providers from Memorial Sloan Kettering and Miami Cancer Institute worked diligently side by side to ensure that resources, capabilities, and standards of care were aligned between the two organizations. They will do so on an ongoing basis as cancer care evolves and will share educational resources and new techniques to further advance cancer care.

### ***Sharing a Deep Expertise***

Miami Cancer Institute and Memorial Sloan Kettering physicians will collaborate on and discuss select, complex cancer cases—including those not often seen in the community setting. In treating more than 130,000 patients each year, Memorial Sloan Kettering's experience translates into knowledge that can typically take years to become the standard of care elsewhere. The Cancer Alliance helps to close this knowledge gap, particularly when combined with Miami Cancer Institute's outstanding physicians and state-of-the-art facility.

### ***Expanding Access to Clinical Research Trials***

The essential component of this collaboration is the ability to provide access to clinical trials not previously available to patients in the Miami area. The collaboration between MCI and MSKCC will ensure that cancer patients will never have to leave Miami to have access to the latest in cancer care.

Learn more: <https://www.mskcc.org/about/innovative-collaborations/msk-alliance>



## Florida International University – Herbert Wertheim College of Medicine

Florida International University College of Medicine, South Florida's only public medical school, is transforming the future of public health and educational opportunity in the region. Created in 2006 amid pressing community health concerns and a projected critical shortage of physicians nationally, the College of Medicine is developing a curriculum that reflects an innovative, 21st century approach to health care and medical education.

The medical school will provide quality, affordable medical education and educate physicians who are culturally sensitive to South Florida's diverse demographics. It will help advance South Florida's health care dynamic by facilitating improved access to first-rate medical care among our medically underserved populations and lead an economic impact that will eventually reach more than \$1 billion each year.

The College of Medicine opened in 2009, with its inaugural class of 40 students graduating in 2013. The College of Medicine recruited over 70 faculty in 2016, a rate of growth that is projected to continue for the next decade. The College of Medicine is projected to enrol 480 medical students annually when at full capacity.

Hospitals affiliated with the College of Medicine include: Baptist Health South Florida, Broward Health System, Cleveland Clinic Foundation, Jackson North Medical Center, Leon Medical Centers, Memorial Health Care System (Hollywood), Mercy Hospital, Miami Children's Hospital, Mt. Sinai Medical Center.

FIU is the largest public university in the State of Florida and the fourth-largest university in the nation, with over 54,000 undergraduate and graduate students, and more than 3,300 faculty members. As a public

research university, FIU has a mandate to pursue both basic and applied research and scholarship. HWCOM supports FIU's research through the following research foci:

- Cancer Biology
- Environmental Science and Toxicology
- Community Based Participatory and Applied Research
- Immunology and HIV/AIDS
- Reproduction and Development
- Psychiatry & Behavioral Health

Learn more: <http://medicine.fiu.edu/index.html>





### III. POSITION SUMMARY

<b>Position Title:</b>	<b>Deputy Director and Chief, Division of Solid Tumor Medical Oncology, Miami Cancer Institute</b>
<b>Reports To:</b>	<b>Direct report to Dr. Michael Zinner, Founding CEO and Executive Medical Director, Miami Cancer Institute</b> <b>Dotted line report to Dr. Leonard Kalman, Executive Deputy Director and Chief Medical Officer, Miami Cancer Institute</b>

The Deputy Director and Chief, Division of Solid Tumor Medical Oncology will provide vision, clinical direction and leadership to the Division and will work collaboratively with MCI and BHSF leadership in the strategic pursuit of organizational objectives. The Deputy Director and Chief will be responsible for expanding and overseeing clinical care, education, and training in the division.

The Deputy Director and Chief will oversee the ongoing development of the Division, which has as its primary mission the provision of outstanding, patient-focused clinical care to patients with solid tumors and benign hematologic conditions. He/she will provide leadership and clinical expertise across medical oncology, including in precision medicine and immunotherapy, and will build collaborative and effective clinical integration across MCI including surgical oncology, radiation oncology and especially the Clinical Trials division, to help expand Phase 1, 2 and 3 clinical trial programs.

The role is an outstanding opportunity to build, in partnership with one of the world's leading academic cancer centers, a robust, innovative program within a growing, well-resourced cancer center that is recognized as a regional leader for clinical quality and patient experience. The chosen candidate will be a key leader within the organization, charged with building and maintaining a cohesive division that demonstrates a strong commitment to the highest standards of clinical care, education and training, and clinical research. The Deputy Director and Chief will have responsibility for recruiting outstanding medical oncology physicians/faculty to MCI in alignment with increasing patient volumes, to collaborate with MSKCC physicians through the Alliance, and to proactively build a translational research / academic program in collaboration with the rapidly-growing FIUCoM.

The position is a member of the executive leadership team of MCI and has responsibility for working collaboratively with the Clinical Trials division in directing, planning and coordinating clinical research, as well as directing the inpatient and outpatient clinical activities associated with the division. This position will ensure that the clinical activities of the division are efficient, effective, and appropriately support the clinical research-driven, multidisciplinary, patient-centered, clinical mission of the cancer center.

This position reports directly to Dr. Michael Zinner, Founding CEO of the Miami Cancer Institute, and has a dotted-line reporting relationship to Dr. Leonard Kalman, MCI's Chief Medical Officer. An academic title with the Herbert Wertheim Medical School at Florida International University will be proposed. There is also the potential for this individual to hold a faculty appointment with MSKCC, based upon the stature of the selected candidate and the role that s/he plays in furthering the Alliance between MCI and MSKCC.

#### IV. DUTIES AND RESPONSIBILITIES

Additional duties and responsibilities of the role include:

- Successfully grow the division and recruit outstanding physicians/faculty to the Miami Cancer Institute who are highly respected for their clinical record and who have the ability and desire to initiate and engage in clinical trials;
- Mentor faculty clinically and academically; foster and enable an increase in the clinical research output of the division; develop dashboards / evidence-based metrics to evaluate performance and progress;
- Build and maintain a division that provides the highest quality of clinical care;
- Successfully continue clinical alignment with Memorial Sloan Kettering Cancer Center to ensure that the Miami Cancer Institute provides its patients with world-class treatment pathways / methodologies and access to cutting-edge therapies and diagnostics;
- Work collaboratively to build the clinical research footprint at Miami Cancer Institute, including pharmaceutical-sponsored trials, Memorial Sloan Kettering trials, cooperative group trials, and investigator-initiated trials; work collaboratively to build a translational research footprint in coordination with the FIU College of Medicine;
- Further build the size and breadth of the division; recruit outstanding faculty and develop strength in specialty areas identified as top priorities for the institution;
- Build and maintain collaborative, productive relationships with key stakeholders across MCI, Baptist Health South Florida, Memorial Sloan Kettering Cancer Center and FIU College of Medicine;
- Chair oncology medication management subcommittee where all new drugs are approved for use and where new pathways regimens are approved
- Participate in the standardization of outside laboratory testing, including in genomics and molecular testing;
- Have responsibility for chemotherapy pathway regimen compliance, working with chief clinical officer to evaluate requests for pathways variance;
- Review medical oncology productivity and patient satisfaction parameters;
- Lead Solid Tumor Medical Oncology input into the multi-disciplinary clinic model;
- Act as the face of Solid Tumor Medical Oncology internally and externally; including with marketing, international activities and hospitality;
- Ensure the collaborative, effective and cohesive functioning of the division.

#### V. GOALS AND OBJECTIVES

Within the first 18-24 months, the successful Deputy Director and Chief will have:

- Established him/herself as a trusted, collaborative leader with an outstanding reputation for clinical quality and clinical leadership; have consistently demonstrated clinical oncology practice at the highest level, serving as a mentor and example to staff in the division;
- Recruited a number of outstanding physicians/faculty in medical oncology, in alignment with program growth and organizational strategy/priorities;

- Collaboratively facilitated the integration, growth and development of the clinical research base and activities of the Miami Cancer Institute, in collaboration with Memorial Sloan Kettering Cancer Center, cooperative / affiliate partners, and the translational research base and activities with the FIUCoM;
- Established him or herself as a leader with a passion for and commitment to clinical education, mentorship, and staff/physician development;
- In collaboration with leaders at MCI and MSKCC, ensured clinical integration / alignment between the organizations such that MCI clinical care consistently aligns with MSKCC standards;
- Fostered and strengthened the cohesiveness and shared identity of the medical oncology division and a culture of evidence-based accountability; successfully furthered the shift from a private practice framework to a hybrid community/academic model;
- Work with MCI's international programs, including enhancing MCI's visibility / patient base in Latin America and the Caribbean and strengthening MCI's stature as a destination of choice for cancer patients from Latin America and the Caribbean;
- Demonstrated excellent operational leadership / responsibility for the division of medical oncology; proven themselves as an effective leader in business / administrative issues;
- Led and facilitated the growth and development of medical oncology specialties highlighted for development and growth;
- Established him/herself as a trusted collaborator and colleague within the organization who effectively coordinates with leaders across MCI as well as leaders in affiliated organizations;
- Worked with Dr. Zinner, Dr. Kalman, Dr. Villalona, Dr. Mehta, Dr. Koehne, Michelle Ryder (COO/CNO) and other key leaders within the organization to strategically develop and implement plans to grow and capture additional oncology market share in southern Florida and internationally;
- Worked collaboratively to assess and standardize patient experience / coordination in medical oncology; helped drive efficiencies and enhanced inpatient standardization across the organization including relationships with laboratory, imaging, pathology, patient support services and other areas; developed dashboards and reviewed standards of care;
- Worked collaboratively with the Medical School leadership to strengthen and grow the academic medical oncology education provided, including the growth and development of scholarly output of the division, and the medical oncology fellowship program;
- Continued to grow the reputation of the Center through outstanding clinical care and clinical research, supporting the continued decline of outmigration of patients out of state;
- Proven themselves as an effective and creative collaborator who can problem-solve and think creatively about ways to leverage affiliations/partnerships to maximize benefit to the institutions and the patients they serve;
- Established an understanding of the medical oncology landscape in the region from an epidemiological and health outcomes perspective and worked collaboratively to support health system population health initiatives;
- Established him or herself as an outstanding leader with the potential to excel at higher levels of leadership within the organization.



## VI. CANDIDATE QUALIFICATIONS

Candidates for the position of Deputy Director and Chief, Division of Solid Tumor Medical Oncology must be board-certified in medical oncology and a recognized clinical leader in his/her solid tumor medical oncology specialty, with a minimum of 7-10 years clinical experience post-fellowship including significant clinical / leadership experience in a high-quality academic or hybrid community / academic cancer environment.

The Deputy Director and Chief will be a leader with the desire and capability to build an outstanding team and to, collaboratively and strategically, develop and implement plans that fully realize the potential of MCI's relationships with Memorial Sloan Kettering and the FIU School of Medicine. He/she will possess a reputation as an outstanding clinician, with demonstrated ability to recruit outstanding faculty, mentor colleagues and foster clinical research. The candidate will be a recognized leader in their area of specialty and also possess a broad understanding of medical oncology, to include precision medicine and immunotherapy, and have a strong understanding of the relationships between medical oncology and other areas of cancer care.

The successful candidate will possess a passion for fostering and performing outstanding clinical oncology care; for building / enabling clinical and translational oncology research programs; and for the education, mentorship, and development of younger oncologists. He/she will possess enthusiasm and commitment to bringing world-class clinical care and research to patients in South Florida, in alignment with the vision of the MSK Alliance and that realizes the full potential of the relationship.

Additional characteristics of the successful candidate include:

- A commitment to, and passion for, bringing world-class clinical care and research to new locations and populations, including knowledge of academic medicine and the key determinants of success for growing / establishing clinical trials including relationships with pharma;
- Commitment to fostering / maintaining a culture that prioritizes outstanding clinical practice at the highest level; someone who keeps the needs of the patient at the center and leads by example;
- Enthusiasm, innovative ideas, and a commitment to working in partnership with teams both locally and with Memorial Sloan Kettering Cancer Center;
- The strong desire to build a leading oncology program in a dynamic, growing environment, alongside the region's leading health system and in collaboration with one of the world's leading academic cancer centers;
- A strong work ethic; ability to see initiatives / projects through to completion and adapt effectively to changing dynamics and circumstances;
- A thoughtful and transparent leader; someone who takes responsibility and fosters / ensures evidence-based accountability for themselves and those in the Division;
- A diplomatic and strategic leader who can build consensus and create / facilitate teams that successfully achieve operational and clinical goals;
- A leader who fosters a culture of accountability and problem-solving; who displays and teaches resiliency and adaptability;
- Someone who can approach issues granularly and effectively uses metrics and data to make decisions, determine plans of action, and evaluate outcomes;
- Leadership experience within an academic environment preferred;

- Experience with industry sponsored or cooperative group clinical trials and strong existing relationships with industry highly preferred;
- A record that includes scholarly activity / publications; an interest in mentoring faculty academically as well as clinically; encouraging / enabling increased academic output of the division;
- A person of high integrity; politically savvy; the ability to excel in a dynamic, growing organization.

## VII. PROCEDURE FOR CANDIDACY

Meyer Consulting has been exclusively retained to conduct this search. Applications, nominations, and inquiries should be directed to Miami Cancer Institute's search consultants, Mike Meyer and Ryan Hubbs, via email at [mci@meyerconsultinginc.com](mailto:mci@meyerconsultinginc.com). We can be reached by phone at 509/415.5209 (Hubbs) or 602/321.0753 (Meyer). All communication will be treated with full professional confidentiality.

## VIII. APPENDIX: MIAMI CANCER INSTITUTE LEADERSHIP BIOS

### Michael J. Zinner, MD

#### *Founding CEO and Executive Medical Director, Miami Cancer Institute*

Dr. Michael J. Zinner is the Chief Executive Officer and the Executive Medical Director of the Miami Cancer Institute, Baptist Health South Florida. He also serves as the Moseley Professor of Surgery Emeritus at Harvard Medical School. Dr. Zinner is the former Surgeon-in-Chief of the Brigham and Women's Hospital and the Clinical Director of the Dana-Farber/Brigham and Women's Cancer Center and the Crowley Family Distinguished Chair in the Department of Surgery at Brigham and Women's Hospital.

He is a member of the editorial boards of several surgical journals, including *Annals of Surgery*, *Journal of Gastrointestinal Surgery* and the *Journal of the American College of Surgeons*. He is the past and current Editor for "Maingot's Abdominal Operations", a worldwide textbook and atlas of gastrointestinal surgery. In 2008, he received the National Award for the Advancement of Women in Surgery from the Association of Women Surgeons (AWS). He was the Chairman of the Board of Governors of the American College of Surgeons (ACS) from 2008 to 2010 and is now a Regent and Vice Chair of the Regents of the College.

In 2004, he established the Center for Surgery and Public Health, a collaboration between the Harvard Medical School and the Harvard School of Public Health, focused on healthcare, quality, safety and effectiveness and global surgical care. He is Chairman of the Health Policy and Advocacy Committee for the American College of Surgeons. For the past 4 years he has taught courses on health care at the Heller School for Social Policy and Management at Brandeis.

Dr. Zinner remains a busy clinician and his clinical focus centers on diseases of the gastrointestinal tract. He enjoys his practice and interactions with residents and students and has received teaching awards for both. Dr. Zinner is enjoying his return to Miami, where he was born, and serving the community where he grew up.

### Leonard Kalman, MD

#### *Executive Deputy Director and Chief Medical Officer, Miami Cancer Institute*

Dr. Kalman, after finishing his medical oncology training at Memorial Sloan Kettering Cancer Center in New York

City, came to Miami in 1982 and began his practice as the 4th member of a medical oncology practice founded by Dr. Martin Liebling. Over the years, he grew the practice, Advanced Medical Specialties, to one of the largest in the country, including 47 medical, radiation, and pediatric oncologists through Miami-Dade and Monroe counties.

With the emergence of Miami Cancer Institute, all the physicians and personnel of Advanced Medical Specialties who practiced at Baptist facilities became employees of Baptist Health in December 2014. These “legacy” physicians will form the basis of the initial medical, radiation, and pediatric oncology practices at Miami Cancer Institute.

Dr. Kalman, an expert in value-based cancer care, developed, in 2012, in collaboration with Baptist Health and Florida Blue, the first “oncology-specific” ACO in the country, which later yielded the first “shared savings” payments in oncology. A second “oncology-specific” ACO, with Avmed Health Plans, followed in 2013, and he now leads MCI’s value-based efforts.

In September 2014, Dr. Kalman assumed the role of Deputy Director (later promoted to Executive Deputy Director) and Chief Medical Officer of the Institute, where he has, with others, defined the overall mission and vision of the Institute, defined its component parts and multi-disciplinary care model, and began the recruitment of key leadership, faculty and staff.

**Michele Ryder, RN, MSN, MSHSA**

***Chief Operating Officer / Chief Nursing Officer, Miami Cancer Institute***

Michele Ryder, RN, MSN, MSHSA currently serves as the Chief Operating Officer/Chief Nurse for Miami Cancer Institute (MCI) part of Baptist Health South Florida. She is responsible for providing leadership and support for nursing and business operations through the patient MCI continuum, the Infusion suite, multi-disciplinary clinics, radiation oncology, and ancillary services.

Her background includes over 39 years in nursing encompassing patient care and executive positions. She is a clinical expert in hospital operations and has held progressive positions of authority at Baptist Hospital for 30 years where she began her career in Surgery/PACU.

She received her diploma from a Tufts affiliated facility, St. Elizabeth’s Medical Center in Boston, Massachusetts, her Bachelor’s degree from the University of St. Francis, as well as a Master’s degree in Nursing, and a Master’s Degree in Health Care Administration from the University of St. Francis.

Michele is also a member of the American College of Healthcare Executives and South Florida Organization of Healthcare Executives. She is a board member for Living Hope Haiti and has been responsible for organizing over 24 surgical trips to Haiti for Baptist Health South Florida which provides life changing surgery for people in need.

**Miguel Villalona, MD**

***Deputy Director and Chief Scientific Officer, Miami Cancer Institute***

Dr. Villalona serves as Deputy Director and Chief Scientific Officer at the Miami Cancer Institute. He recently served at Ohio State University James Cancer Center as the Professor of Medicine and Pharmacology; Director of Medical Oncology; Director of Solid Tumor Experimental Therapeutics; and the Dorothy M. Davis Chair in Clinical



Research. Dr. Villalona's major focus is the development of clinical trials and translation research. He also has a lab at FIU where he continues to pursue his translational research efforts. Furthermore, Dr. Villalona has a prominent role with Baptist Health International's outreach to Latin America and the Caribbean.

**Minesh Mehta, MD, FASTRO**  
*Deputy Director and Chief of Radiation Oncology*

Dr. Mehta is an internationally renowned radiation oncologist, one of the world's experts in the treatment of brain tumors, and a pioneer in the field of proton therapy. He has previously served as the Professor of Human Oncology at the University of Wisconsin, Professor of Radiation Oncology at Northwestern University, and most recently from the University of Maryland, where he served as Professor of Radiation Oncology and Director of the Proton Therapy Center.

Dr. Mehta continues his robust clinical practice in addition to providing overall leadership and direction to the entire Radiation Oncology Division, including our unique Proton Therapy Center. In addition, he actively mentors junior and mid-career colleagues; and is directing a far-ranging clinical trials program in radiation oncology, including clinical trials evaluating proton therapy in an expanding number of cancers.

As Deputy Director, he has a significant role in the operational and clinical development of MCI, the Radiation Oncology Service, and the Proton Therapy Center. Because of his vast experience, he is a key liaison with national radiation and proton organizations, with our academic alliance partner Memorial Sloan Kettering, with Baptist International and Baptist Finance, and with potential partners in the radiation oncology industry.

**Guenther Koehne, MD, PhD**  
*Deputy Director and Chief, Stem Cell Transplantation and Hematologic Oncology*

Dr. Koehne is an internationally renowned expert in the treatment of leukemia, myelodysplastic syndrome, multiple myeloma and other lymphoproliferative diseases, both with autologous and allogeneic stem cell transplantations. He is especially known for his work in adoptive immunotherapeutic approaches with antigen-specific, donor-derived T lymphocytes in the treatment of viral complications following allogeneic transplants, and developed new approaches to the treatment of patients with high-risk multiple myeloma, minimal residual disease of leukemia and relapsed disease post-allogeneic bone marrow transplantation.

A physician-scientist, Dr. Koehne received his medical degree and Ph.D. from Medical University of Hamburg, Germany, where he also completed a residency in internal medicine. He completed an additional internal medicine residency at Rush University Medical Center in Chicago. He did his medical oncology/hematology fellowship at MSKCC, and an additional research fellowship in the Immunology Program at the Sloan Kettering Institute for Cancer Research, Allogeneic Bone Marrow Transplantation Service, where he also served as a research associate.

He has served as the principal investigator or principal co-investigator of numerous clinical trials involving bone marrow transplantation, particularly in the area of multiple myeloma. In his new role at Miami Cancer Institute, Dr. Koehne will oversee the hiring of other transplant physicians and additional hematologic oncologists; build a complete transplant team involving advanced practice providers, nurses and other key personnel; and develop and implement standard operating procedures, treatment protocols and clinical trials for bone marrow transplantation in close collaboration with his colleagues at MSKCC.