

Beaumont



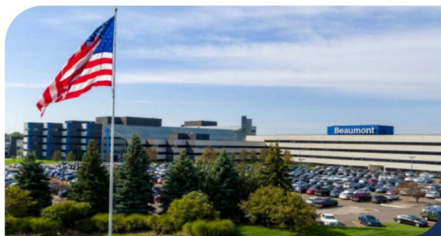
**Spectrum
Health**

SVP, Chief Nursing Officer BHSH Beaumont Health

BHSH Beaumont Health

Southfield, Michigan

A Position Profile



FurstGroup

Defining and refining leadership.

An MPI Company

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






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BHSH Beaumont Health

Beaumont Health is Michigan’s largest health care system (based on inpatient admissions and net patient revenue) and provides patients with compassionate, extraordinary care, no matter where they live. With eight hospitals, 155 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont’s commitment to patient and family-centered care contributes to the health and well-being of residents throughout the community and beyond.

Beaumont by the Numbers

	Hospitals	8
	Outpatient locations	150+
	Employees	33,000
	Physicians	5,000
	Net revenue	\$4.5B
	Inpatient discharges	161,333
	Emergency visits	500,902
	Births	17,473
	Beds	3,375
	Dearborn	632
	Farmington Hills	330
	Grosse Pointe	280
	Royal Oak	1,131
	Taylor	180
	Trenton	193
	Troy	530
	Wayne	99

Other Facilities & Services

- emergency centers
- urgent care and sports injury clinics
- medical centers
- laboratory centers
- pharmacies
- rehabilitation centers
- imaging centers
- senior living and skilled nursing
- wellness and fitness centers

Medical School Affiliations

Oakland University William Beaumont School of Medicine Michigan State University College of Osteopathic Medicine Wayne State University School of Medicine

Graduate Medical Education

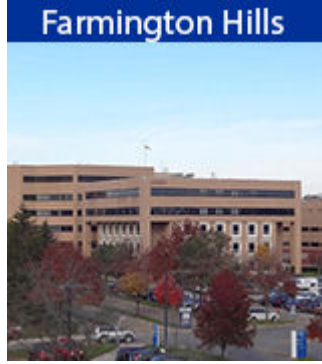
More than 900 residents and fellows in 78 programs

Click photo to learn more about Beaumont Hospitals...

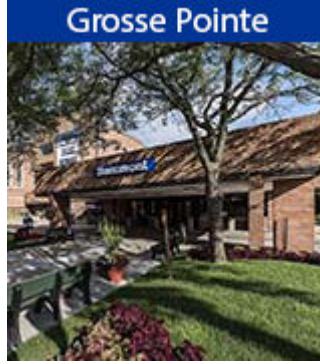
Dearborn



Farmington Hills



Grosse Pointe



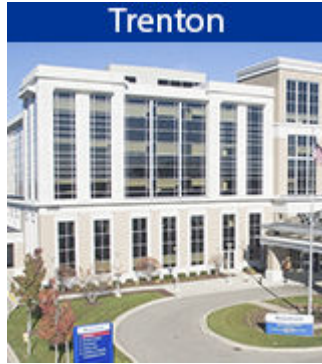
Royal Oak



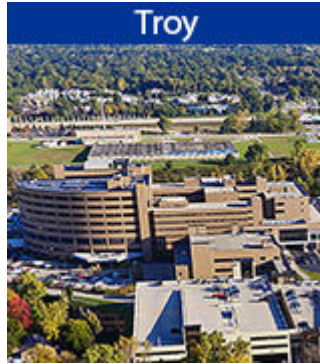
Taylor



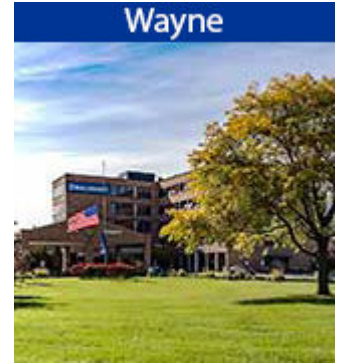
Trenton



Troy



Wayne



Our Mission

Improve health, instill humanity, and inspire hope.

Our Vision

A future where health is simple, affordable, equitable and exceptional.

Our Values

- Compassion
- Collaboration
- Clarity
- Curiosity
- Courage

Awards and Recognition



Beaumont ACO is a nation's top performing accountable care organization six years in a row
The [Beaumont ACO](#) is the top performing ACO in Michigan and the fifth best in the country, according to the Centers for Medicare and Medicaid Services. The ACO generated \$45.1 million in gross savings for contract year 2018.



Six Beaumont hospitals are Magnet recognized: Beaumont Farmington Hills, Grosse Pointe, Royal Oak, Taylor, Trenton and Troy
[Magnet Recognition®](#), awarded by the American Nurses Credentialing Center, is the highest and most prestigious distinction a health care organization can receive for nursing care. Only an elite group of less than 600 hospitals/facilities nationally have earned Magnet status.



2021 Best of the Best
The Beaumont, Royal Oak Emergency Center won 2021 Detroit Free Press Best of the Best. Other Beaumont facilities were also recognized as finalists, including:

- Best Benefits Program - Beaumont Hospital, Royal Oak
- Best Hospital - Beaumont Hospital, Royal Oak & Troy
- Best Hearing Aid Center - Beaumont Hospital, Royal Oak



U.S. News & World Report Rankings
Beaumont has more nationally ranked hospitals in Michigan than any other health system by [U.S. News & World Report](#) in the 2021-2022 "America's Best Hospitals" rankings. Four Beaumont hospitals are also in the top 10 hospitals in the state and 24 specialty programs among the top 10% in the country.



Newsweek's World's Best Hospitals 2022 List
The Beaumont hospitals in Grosse Pointe, Royal Oak, Trenton and Troy are featured on [Newsweek's World's Best Hospitals list](#). Our hospitals ranked in the top 400 out of 6,000 hospitals in the U.S. based on quality and patient satisfaction.

BHSH System


In February 2022, Beaumont Health and Spectrum Health came together to create a new health system temporarily called BHSH System, that is For Michigan, By Michigan. BHSH System is a not-for-profit health system that provides care and coverage with an exceptional team of 64,000+ dedicated people—including over 11,500+ physicians and advanced practice providers offering services in 22 hospitals, 300+ outpatient locations and several post-acute facilities—and Priority Health, a provider-sponsored health plan serving 1.2+ million members across the state of Michigan. Through experience, innovation, and collaboration, we will build a system designed to meet the needs of the people we serve through care and coverage that is accessible, affordable, equitable and exceptional.

Our differentiation is that we operate as an integrated health system, providing greater value to our members and communities. We can experiment and innovate with creative solutions by leveraging the learnings from our health plan with the expertise of our clinicians. This collaboration enables people to receive the right care in the right place at the right time and for the right price.


One system, four divisions

Our new system brings together three outstanding care delivery organizations and an award-winning health plan:


BHSH Beaumont Health’s award-winning teams deliver extraordinary, compassionate care every day, through eight hospitals, 155+ outpatient sites and nearly 5,000 affiliated physicians across three counties in Southeast Michigan.




BHSH Spectrum Health Lakeland delivers exemplary patient experiences and clinical outcomes with a nationally recognized network of three hospitals, an outpatient surgery center, a cancer center, telehealth and 500 physicians across three counties in Southwest Michigan.



BHSH Spectrum Health West Michigan brings together 11 hospitals, three rehabilitation and nursing centers, 120 outpatient sites, telehealth and 4,000 physicians across 13 counties in West Michigan. Their hospitals and teams have received national recognition, with Spectrum Health Helen DeVos Children’s Hospital offering expert care in 70+ specialties and programs.



Priority Health is the fastest-growing health plan in Michigan, with 1.2+ million members and counting. Nationally recognized for their quality, customer service, transparency and product innovation, they operate with some of the lowest admin rates in the nation (10 cents of every dollar). Their member retention rate holds steady at an impressive 90%.



BHSH System By the Numbers



64,000+
Team
Members



22
Hospital
Facilities



300+
Ambulatory/
Outpatient
Locations



11,500+
Affiliated,
Independent and
Employed Physicians
and Advanced
Practice Providers



5,000+
Licensed
Beds



15,000+
Nurses



**\$100
Million**
Health Equity
Funding
(Over 10 years)



**\$100
Million**
Venture
Capital Fund
(Over 10 years)



**1.2+
Million**
Health Plan
Members



7,000+
Employers
Contracted by
Priority Health



97%
Michigan
Primary Care
Doctors
in Network



**\$13
Billion**
Enterprise

BHSH System Goals

As a health system that effectively and efficiently integrates health care services and coverage, our aim is to:



Improve health and health equity
by providing exceptional, equitable
care and service to all patients and
health plan members



Enhance the consumer experience
by investing in new digital technologies
and providing services in more
convenient ways, such as virtual and in-
home care



**Improve health care quality,
value and outcomes**
by investing in innovative
solutions that will improve
health care and coverage for all
Michiganders



Make health care more affordable for
the communities we serve
by implementing a value-based model
of care and coverage that financially
incentivizes providers and payers to
improve health outcomes rather than
increase services



Ensure the voices of team members and
physicians are heard
by gathering the input of physicians,
nurses and other team members, and
fostering a culture that attracts and
retains top health professionals to live
and work in Michigan

[Read more](#)

OUR COMMITMENTS

Executive Leadership



Benjamin Schwartz, MD
President, Beaumont Health

Benjamin Schwartz, MD, MHCM, FACOG, FACS, is president of BSH Beaumont Health, a division of BSH System—formed by the joining together of Beaumont Health and Spectrum Health in 2022. Benjamin leads strategy and corporate decision-making for eight hospitals, 155 outpatient sites, nearly 5,000 affiliated physicians, 1,800 advance practice providers, 9,000 nurses and 2,000 volunteers across three counties in Southeast Michigan. Benjamin also serves as a member of the BSH System leadership team. Benjamin is an energetic, visionary health care leader with a passion for making health care exceptional, equitable and affordable. He is committed to fostering the culture of BSH System to support its mission, vision and values, and to develop partnerships with its team members, physicians, nurses and community members. Benjamin seeks to advance BSH System’s reputation for excellence in clinical care, education and research. As a teacher, Benjamin is passionate about inspiring the next generation of physicians. Background Benjamin previously served as senior vice president and the physician executive for the eastern region of Northwell Health in New York. His 27-year career has increasingly widened his circle of influence—both as a practicing physician and as an administrator and leader. He is passionate about teaching and inspiring the next generation of physicians, serving as an associate professor at several institutions and administering oral exams for the American Board of Obstetrics and Gynecology in Dallas. Education Benjamin earned his Bachelor of Arts degree from Dartmouth College, a medical degree from George Washington University School of Medicine and Health Sciences, and a Master in Healthcare Management from Harvard University. He is board certified in gynecologic oncology as well as obstetrics and gynecology. He completed his residency in Obstetrics and Gynecology at The Albert Einstein College of Medicine in New York City and served as Administrative Chief Resident. During his residency, Dr. Schwartz completed a Galloway Fellowship in Gynecologic Oncology at Memorial Sloan Kettering Cancer Center in New York City, NY. He then completed subspecialty training in a three-year fellowship in Gynecologic Oncology at The Cleveland Clinic Foundation in Cleveland, Ohio. Affiliations and Awards Benjamin is a fellow of the American College of Surgeons and American College of Obstetricians and Gynecologists. He was named “Top Doctor” in Gynecologic Oncology by New York magazine for six straight years.



Margaret Cooney Casey

Senior Vice President, Chief Development Officer and President, Beaumont Foundation

Margaret Casey is senior vice president and chief development officer at Beaumont Health, an eight-hospital health system with 150+ outpatient sites, nearly 5,000 affiliated physicians, 1,800 advanced practice providers, 9,000 nurses and 2,000 volunteers across three counties in Southeast Michigan. Casey joined Beaumont in 2014 from Beaumont Health System and continues to serve as president of the system-wide Beaumont Health Foundation. Since joining the organization in 2000, revenue generated by the Foundation for the benefit of the Beaumont Health System totaled more than \$450 million. Prior to Beaumont, Casey served as vice president of development for the St. Joseph Mercy Health System in Ann Arbor, where she managed fund development programs for three hospitals and two major ambulatory facilities. Casey also served as vice president of marketing and public affairs during her tenure with Mercy. Her earlier development experience includes positions with the Detroit Symphony Orchestra and the University of Detroit Mercy. Casey has served on the boards of many area nonprofits and has held several leadership positions in the Association for Healthcare Philanthropy. She is also a member of the National Society of Fund-Raising Executives, a board member of the Health Management Academy and the Mercy Education Project, and a trustee of the Detroit Symphony Orchestra. She also served as co-chair of the senior advisory council for the Michigan Chapter of the Association of Fundraising Professionals for over 10 years. Casey received the Spirit of Entrepreneurship Award within the 2013 Entrepreneur of the Year Awards presented by Ernst & Young; the Dr. J. S. Lore Outstanding Fundraising Executive for 2013, presented by the Association of Fundraising Professionals; and the 2015 Distinguished Women's Award from Northwood University. She earned her master's degree from Oakland University and her bachelor's degree from Marygrove College. Beaumont Health is a division of BSHS System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.



Jeffrey Ditkoff, MD

Senior Vice President, Chief Quality and Safety Officer

Jeffrey Ditkoff, M.D. is senior vice president, chief quality and safety officer at Beaumont Health, for Beaumont Health, an eight-hospital health system with 150+ outpatient sites, nearly 5,000 affiliated physicians, 1,800 advanced practice providers, 9,000 nurses and 2,000 volunteers across three counties in Southeast Michigan. In this role, Dr. Ditkoff leads quality, patient safety, infection prevention and clinical effectiveness. Since 2011, he has served as director of operations for the Beaumont, Royal Oak emergency department and has been the Royal Oak chief patient safety officer since 2017. Dr. Ditkoff has served as an attending physician since 2007. Dr. Ditkoff is a clinical assistant professor in the Department of Emergency Medicine at Oakland University William Beaumont School of Medicine. In 2018, he completed the Institute for Healthcare Improvement Patient Safety Executive Development Program. A physician leader with a commitment to Beaumont's passion to improving quality and safety for patients and employees, Dr. Ditkoff has been working on patient safety and process improvement for the past decade. He has also been instrumental throughout the pandemic serving as the COVID-19 medical director for the Royal Oak emergency operations center and was named "Top Doc" by Hour Magazine in 2020. Dr. Ditkoff earned his bachelor's degree in psychology from the University of Michigan. He received his medical degree from Wayne State University School of Medicine and completed his residency in emergency medicine at Beaumont, Royal Oak. Beaumont Health is a division of BSHS System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.



Gina Arnett Thompson

Senior Vice President, Chief Compliance Officer

Gina Arnett Thompson, JD, RN, is senior vice president and chief compliance officer at Beaumont Health, Michigan's largest health care system, based on inpatient admissions and net patient revenue. In this role, Thompson oversees business ethics and corporate compliance programs, including education and training programs, compliance plan development and reporting mechanisms, compliance investigations, vulnerability and risk assessment and administering the conflict-of-interest policy and programs. She also has leadership responsibility for an enterprise risk management program and a centralized accreditation compliance support team. Thompson is a veteran of the health care industry with almost 30 years of experience, including a decade of clinical and operational experience as a registered nurse and almost 20 years of legal, regulatory and compliance experience as a licensed, practicing attorney and leader. Prior to joining Beaumont, Thompson was with CommonSpirit Health in its MercyOne central Iowa market where she served as market vice president, corporate counsel. Prior to that, Thompson also served as vice president of corporate compliance and chief compliance officer for the Health & Hospital Corporation of Marion County, and as executive director, accreditation and regulatory compliance for Indiana University Health in Indianapolis. Thompson earned her Juris Doctorate from the Indiana University Robert H. McKinney School of Law after earning her associate of science degree in nursing and Bachelor of Science degree in psychology from Indiana State University. Beaumont Health is Michigan's largest health care system and is most preferred for health care in Southeast Michigan, according to NRC Health survey data. The not-for-profit organization's more than 33,000 employees share a mission to provide compassionate, extraordinary care every day. The system includes eight hospitals with 3,375 beds, 155 outpatient sites, nearly 5,000 affiliated physicians, 1,800 advanced practice providers, 9,000 nurses and 2,000 volunteers. Beaumont's total annual net patient revenue is \$4.6 billion. In 2019, the health system had 179,600 inpatient discharges, 17,600 births and 577,000 emergency visits. For more information, visit beaumont.org.



Lisa Ouellette

Senior Vice President, Human Resources - Interim

Lisa Ouellette is interim chief human resources officer at Beaumont Health, Michigan's largest health care system for inpatient admissions and net patient revenue. In this role, Ouellette is responsible for all Beaumont human resource functions, including employment; employee relations; employee and leadership development; compensation; occupational health; HR information systems; benefits and pension administration; workforce planning; the employee health plan; and diversity. Previously, she served as vice president of human resources for Beaumont Hospitals, Grosse Pointe and Troy, as well as Shared Services, and director of human resources for Beaumont, Grosse Pointe, Beaumont Corporate Services and Home Health Services. She began at Beaumont Health System in 1998 and has served in roles of increasing leadership responsibility throughout her career. Ouellette is a Senior Certified Professional through the Society for Human Resources Management and a Senior Human Resources Professional through the Human Resources Certification Institute. She is the past president of the Michigan Healthcare Human Resources Association and current board member of the Troy Chamber of Commerce. Ouellette is a member of the American Society for Healthcare Human Resources Association, the Society of Human Resources Management and Leadership Macomb. She earned her master's degree in administration from Central Michigan University in Mt. Pleasant and her bachelor's degree in elementary education from Oakland University in Rochester, Michigan. Beaumont Health is Michigan's largest health care system and is most preferred for health care in Southeast Michigan, according to NRC Health survey data. The not-for-profit organization's more than 33,000 employees share a mission to provide compassionate, extraordinary care every day. The system includes eight hospitals with 3,375 beds, 155 outpatient sites, nearly 5,000 affiliated physicians, 1,800 advanced practice providers, 9,000 nurses and 2,000 volunteers. Beaumont's total annual net patient revenue is \$4.6 billion. In 2019, the health system had 179,600 inpatient discharges, 17,600 births and 577,000 emergency visits. For more information, visit beaumont.org.



Anne Stewart
Chief Nursing Officer - Interim

Anne Stewart, RN, is interim chief nursing officer for Beaumont Health, as well as vice president and chief nursing officer at Beaumont Hospital, Royal Oak. Prior to her serving in these roles, Stewart served as CNO at the Grosse Pointe hospital with oversight for overall inpatient nursing including evaluating the delivery of patient care for improvement opportunities. Stewart began her nursing career at Beaumont, Grosse Pointe, formerly Bon Secours, in 1984. Throughout her career, her roles and responsibilities have consistently increased. Stewart was instrumental in restructuring nursing unit leadership, which contributed to an increase in employee engagement, improved patient satisfaction and ensured a culture of safety for all inpatient units. In 2012, she played a vital role in Beaumont, Grosse Pointe's Shery L. and David B. Cotton, M.D., Family Birth Center becoming Michigan's first designated Baby-Friendly birth center by Baby-Friendly USA, offering a high level of care and education for breast-feeding mothers and their babies. In 2018, Stewart led Beaumont, Grosse Pointe to their initial Magnet designation. The Magnet recognition program examines the quality of nursing leadership and the management style of hospital leaders. It is considered the highest recognition for nursing excellence. In early 2019, she was named CNO for Beaumont, Royal Oak. She has a Bachelor of Science in nursing from Oakland University, a master's degree in business administration from Oakland University, and is a board-certified nurse executive. In 2014, she received the Oakland University Nightingale Award for Distinguished Alumni, and in 2020, she received the Oakland University Nightingale Award for Excellence in Executive Administration. Beaumont Health is a division of BHSH System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.



Terese Farhat

Senior Vice President, General Counsel

Terese Farhat is senior vice president, General Counsel for Beaumont Health, an eight-hospital health system with 150+ outpatient sites, nearly 5,000 affiliated physicians, 1,800 advanced practice providers, 9,000 nurses and 2,000 volunteers across three counties in Southeast Michigan. In this role, Farhat oversees a team of attorneys and other professionals involved with all aspects of corporate legal services, including regulatory compliance; physician/professional services contracting; corporate and commercial transactions; employment and labor; professional and commercial litigation, including risk management and early resolution of claims; medical staff affairs, credentialing and privileging; data privacy and cybersecurity; real estate; corporate governance; research; intellectual property and graduate medical education. Farhat has 30 years of diverse health care legal experience, including more than 17 years at Beaumont, first as senior corporate counsel and then vice president and chief counsel, operations. She strives to provide proactive, business-minded legal advice and offer practical solutions to advance health system strategic goals and objectives, while also fostering regulatory compliance and mitigating risks. Prior to Beaumont, Farhat practiced health care law at several Detroit-area law firms where she represented physicians, hospitals and other health care providers in corporate, transactional and regulatory legal matters and medical malpractice defense litigation. Farhat earned her bachelor's degree from Alma College in Alma, Michigan, and her law degree from the University of Detroit School of Law. She is licensed to practice law in the State of Michigan and is a member of the State Bar of Michigan. Beaumont Health is a division of BSH System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.



Joyce Oh

*Vice President, Divisional Information Services,
Executive and Divisional Chief Information Officer*

Joyce Oh is vice president, divisional Information Services (IS) executive and divisional CIO for Beaumont Health. In this role, Joyce is responsible for aligning system technology strategy to divisional strategies, defining and communicating road maps, managing investments across portfolios, ensuring technology teams are performing to service level agreements and fostering a spirit of innovation and continuous improvement. In addition, Joyce oversees the Beaumont Digital Team, Portfolio Management Office, Business Relationship Management function, and the IT Physician Services (Community Connect) program. She also serves as the IS executive partner to Beaumont's research division, sponsoring initiatives such as Precision Health and ensuring that research technology needs are being met and delivered. Joyce is a key executive on the BSH Integration team, driving strategy around people, process and technology as Beaumont Health and Spectrum Health integrate. Joyce is a highly driven, entrepreneurial and strategic leader with more than 20 years of experience in health care, restaurant, retail and utilities, using technology to optimize business operations, grow revenue and reduce cost. She has led numerous successful department and program transformations, collaborating closely with business stakeholders as a trusted partner and IS advisor. She has a history of leading applications teams to deploy innovative digital technology solutions, both consumer and internal facing. Previous to her current role, Joyce served as vice president of Information Technology for Beaumont Health, director of Corporate and Team Member Technology for Domino's, SAP and Business Intelligence specialist for DTE Energy and as a lead consultant for IBM. She earned her Bachelor of Arts degree from Northwestern University with a dual degree in Economics and Mathematics, graduating with honors, Magna Cum Laude. Beaumont Health is a division of BSH System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.



Nancy Susick, RN

Co-Chief Operating Officer (Grosse Pointe, Royal Oak, Troy)

Nancy Susick, RN, currently serves as co-chief operating officer for Beaumont Health, a division of BSH System. She leads strategy and corporate decision-making for three hospitals, 150+ outpatient locations, telehealth initiatives and ~4,000 independent, affiliated and employed physicians and advanced practice providers in Southeast Michigan. In addition, she continues to serve as president of Beaumont Hospital, Royal Oak, overseeing strategy development, daily operations and financial performance of the 1,100-bed acute care campus, one of the nation's premier academic and community based medical centers. Prior to becoming president of Beaumont Hospital, Royal Oak in 2019, Nancy served as president of Beaumont Hospital, Troy, and previously held a dual role as vice president, chief operating officer and vice president, chief nursing officer at the site. In these roles, she was responsible for operations and nursing practice, leading the way for the Troy hospital to achieve Magnet designation in 2009, 2014 and 2019 from the American Nursing Credentialing Center. A registered nurse since 1986, Susick has held various leadership, staff and administrative positions at Beaumont, Royal Oak and Beaumont, Troy. She retired with the rank of Captain from the United States Navy Reserve in 2012 after 24 years of service, having held multiple leadership positions including Commanding Officer and Executive and Training Officer. She received numerous military awards. A Fellow of the American College of Health Care Executives, Susick serves on the board of the Metropolitan Affairs Coalition and the University of Detroit Mercy. Additionally, she has earned significant professional awards and recognition, including an ACHE Regents Award, Corp! Most Valuable Professional, Becker's Hospital Review's 130 Women to Know in Health Care, the University of Detroit Mercy Spirit Award, and Crain's Detroit Business 100 Most Influential Women in Michigan. During her years of military service, she received numerous military awards. Nancy earned her Master of Science degree in nursing from Oakland University and a Bachelor of Science degree in nursing from University of Detroit Mercy. Beaumont Health is a division of BSH System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.



David Claeys

Co-Chief Operating Officer (Dearborn, Farmington Hills, Taylor, Trenton, Wayne and Beaumont Medical Group) - Interim

David Claeys is the interim co-chief operating officer of Beaumont Health and president of the Dearborn and Farmington Hills hospitals for Beaumont Health. He is responsible for strategy development, operations and financial performance of the 632- bed acute care, teaching and research campus in Dearborn as well as the 330-bed full-service teaching campus in Farmington Hills. Claeys previously served as president of Beaumont, Dearborn, following his tenure as chief operating officer at Beaumont, Troy. In this role, he had administrative responsibility for the operations of the hospital and its five ambulatory medical centers. At Beaumont, Troy, he also served as vice president, Heart & Vascular and Surgical Services; administrative director, Ancillary Services; and director, Radiologic Services. After serving in the U.S. Navy, Claeys began his health care career as a patient transporter, later serving as a respiratory therapist and as a cardiothoracic and interventional radiology physician assistant in metro Detroit. He has spent time at various systems in the metro Detroit area until he came to Troy in 2005 as a physician assistant. Claeys is a fellow of the American College of Health Care Executives and a board member of the Dearborn Chamber of Commerce. He is chair of the 2020-2021 MHA Legislative Policy Panel and is also a board member of the Beaumont ACO and a member of its Finance and Contracting Committee. He has also served as a past board member of the Macomb County Chamber of Commerce, the Macomb Foundation and Macomb Advocacy for Growth. In addition to a master's degree in physician assistant studies, Claeys earned a bachelor's in health care administration from the University of Detroit-Mercy. Beaumont Health is a division of BSHS System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family-centered care contributes to the health and wellbeing of residents throughout the communities we serve and beyond.



Paolo Marciano, MD, PhD
Chief Medical Officer

Paolo Marciano, M.D., Ph.D. is interim chief medical officer for Beaumont Health. He also serves as chief medical officer for Beaumont Hospital, Dearborn, a 632-bed tertiary care medical center that is part of Beaumont Health. Dr. Marciano was appointed to the system interim CMO role in 2021, and he has served as CMO at Beaumont, Dearborn since 2016. He closely collaborates with medical and hospital leadership, including its Medical Executive Committee, hospital president and elected chief of staff. Dr. Marciano is responsible for overall hospital performance and developing the vision and strategic plan for clinical activities. An interventional radiologist, Dr. Marciano has been a member of the Beaumont, Dearborn medical staff since 2009. He most recently served as the chair of the hospital's endovascular professional practice evaluation committee, providing quality oversight. He was also a charter member of the interdisciplinary transcatheter aortic valve replacement program at Beaumont, Dearborn. Dr. Marciano earned his medical, doctorate and bachelor's degrees at the University of Pennsylvania, where he also pursued studies at the Wharton School of Business. He completed his training in diagnostic and interventional radiology at the Mallinckrodt Institute of Radiology at Washington University. Beaumont Health is a division of BSHS System. Our mission is to improve health, instill humanity and inspire hope. With eight hospitals, more than 150 outpatient locations, nearly 5,000 physicians and 33,000 employees, Beaumont's commitment to patient and family centered care contributes to the health and well-being of residents throughout the communities we serve and beyond.

Position Description

Reporting to the President of Beaumont Health, the SVP Chief Nursing Officer (CNO) is responsible for supporting the organization's mission and vision to put patients first and deliver excellence in patient safety, quality and service. In collaboration with the Chief Medical Officer, physicians, nursing administrators in the operations, and professional and clinical staff in other activities, advises the CEO on improvements in patient care and service.

The CNO provides direction, guidance and support on nursing professional practice models, clinical practice, standardization of policies and procedures, nurse recruiting, and nursing education and development. Additionally, the CNO provides guidance and support on operational decisions and direction through data-driven research and benchmarking, and functional communication and coordination with nursing leaders in the divisions. The position participates in governance and executive structures contributes to business and clinical decisions, and provides input based on considerations and perspectives of the nursing profession, the largest group of direct care givers for Beaumont Health (BH) patients.

Principle Accountabilities

- Lead and support the nursing function of the organization in putting patients first and delivering excellence in patient safety, quality, and service, resulting in high patient satisfaction with the total experience of care in Beaumont Health.
- Lead at all times and in all respects consistent with values of BSHS and the Beaumont division.
- Lead and/or participate in governance and executive leadership boards, committees, councils and task forces, as requested, to ensure business decisions are made with appropriate consideration for clinical and nursing perspectives.
- Oversee key functional areas in support of nursing operations in the divisions, including educating, training and developing RNs, and providing clinical rotations for RNs in the final stages of their education at external academic institutions.
- Lead the ongoing Magnet Hospital Designation and "Magnet like" efforts (active or re-designation) including professional practice model oversight, professional development of nurses through continued education opportunities, research projects, conferences, and special projects.
- Engage in appropriate external professional associations and task forces to stay apprised of professional and clinical developments and provide thought leadership to Beaumont Health on the direction of best practice in all aspects related to the nursing profession and clinical practice.
- Grow and maintain relationships and connections with academic institutions and work collaboratively with them on development of curricula and other programs, support for the clinical education of students, and alignment of interests with Beaumont Health to the extent possible.

Position Description

- Cultivate and maintain relationships with Physicians to set the leadership tone for their relationships with the nursing function in Beaumont Health. Collaborate with physicians and others at every opportunity to enhance the clinical care and satisfaction of patients.
- Provide leadership in advocating and creating a work and patient care environment that is safe and engaging for nurses, physicians, volunteers and those that we serve.
- Cultivate and develop relationships with donors and prospective donors in support of Foundation initiatives, particularly as philanthropy relates to clinical practices and the continued education and professional development of nurses.
- Provide expertise on clinical practice and the nursing profession in support of grants and proposals prepared by the Foundation or Community Relations, or in support of external and internal communications from Marketing, Communications, or Governmental Affairs offices.
- Develop and implement initiatives to improve the total patient experience and support the continuous improvement in the skills of nurses and staff supporting them.
- Support the operations and corporate staffs by driving change with innovative approaches in areas such as staffing models, evidence-based practice implementation, clinician efficiencies/improvements, IT applications and systems for the operations, and compensation and benefits matters for nurses and supporting classifications, to anticipate, prevent, and resolve key issues.
- Develop and administer the Nursing Administration Office Budget and provide guidance and support on nursing matters for the budget planning process for the company.
- Participate as an active member of the Executive Leadership Team to carry out the mission, vision, and values of Beaumont Health and to drive overall business results bringing high levels of business acumen, creativity and strategic thinking.

Experience and Qualifications

- A visible and strategic nurse executive with a successful history in the development of nursing leadership and programs that support the standardization and advancement of the nursing practice, including the creation and execution of best practice clinical models of care.
- Proven experience in talent development, mentoring, and leadership development while fostering diversity and inclusion across an organization.
- A systems thinker who collaborates across functions to achieve organizational goals, with demonstrated outcomes in decreasing cost of care while increasing quality, safety, patient satisfaction, and nursing engagement.
- Ability to effectively work within matrixed structures, gaining consensus to make informed decisions across the full continuum of care.
- A strong consensus builder with a successful record of developing partnerships among multiple stakeholders, to include administration, physicians, and nursing staff/leadership.
- Demonstrated progressive nursing leadership experience, including experience as a nursing executive in a major hospital/health system.
- Knowledge in and support of shared governance models and philosophy.

- Master's degree in Nursing, Healthcare, or Business Administration.
- PhD or DNP is preferred but not required.
- Magnet accreditation experience is desirable.

Personal and Professional Attributes

- Supports the Mission, Value and Vision of BSHS and Beaumont Health. Demonstrates personal commitment through active involvement in the performance improvement process.
- Supports the Patient and Family-Centered Care (PFCC) model:
 - Treats individuals with dignity and respect.
 - Shares complete and unbiased information with patients and their families.
 - Encourages and supports patient and family participation in their care.
 - Partners and collaborates with patients, families, and team members to ensure an excellent and positive patient experience.
- Supports and contributes towards the BH culture:
 - Brings best self to work each day.
 - Is highly engaged.
 - Reflects a team-oriented approach.
 - Strives for excellence.
 - Treats patients, families, and co-workers with compassionate, extraordinary care every day.
- Supports and contributes towards the BH Just Culture Environment:
 - Encourage employees to report safety and quality concerns and encourage their participation in redesigning systems and processes to minimize the risks of errors from happening.
 - Just Culture is about creating an environment where employees are encouraged to do the right thing, including reporting safety and quality concerns, so that we do not compromise our values in pursuit of our mission.
- Exhibits excellent customer service skills and behaviors toward internal and external customers and co-workers. Promotes positive public relations with patients/residents, family members, guests, and others.
- Supports and adheres to all Beaumont Health's customer service, service excellence, and performance standards. Supports and participates with all required compliance standards that may be department specific and/or identified by the organizations including in-service training, acceptable attendance, uniform and dress code.
- Adheres to HIPAA requirements and maintains confidentiality of all data, including patient/resident, employee and operations information.

- Supports and participates in a collaborative team-oriented environment – cooperates and works together with all co-workers within the division and across BSHS, plans and completes job duties, uses appropriate communications in sensitive and emotional situations and follows up as appropriate regarding reported complaints, problems and concerns.
- Supports, cooperates with and demonstrates safe work practices and attitudes, follows safety rules – including universal precautions - reports and prevents/corrects unsafe conditions and behaviors, and participates in organizational and departmental safety programs.
- Completes all required compliance standards that may be department specific and/or identified by the organization.
- Maintains current licensure, registration and/or certification, as applicable, at all times.

Key Leadership Competencies

- Builds trust.
- Creates and communicates clarity.
- Works collaboratively and fosters teamwork.
- Builds a cohesive team.
- Utilizes strategic judgment.
- Cultivates a service-oriented culture.
- Creates and communicates vision and strategy.
- Leads change and innovation.

Community Information

The SVP, Chief Nursing Officer will maintain an office in the organization's Southfield, Michigan location; however, will also travel to all sites. As you will read, Southfield is a community of choice for many reasons.

Southfield, Michigan



Southfield, Michigan, in Oakland County, is 13 miles NW of Detroit, Michigan. Southfield is recognized as a suburb of Detroit. It's also a major commercial center and features the Southfield Town Center, which is a well-known upscale office center for the region. The city is home to the corporate headquarters of notable companies such as Federal-Mogul, Electronic Data Systems, Denso and Lear Corporation.

The daytime population swells due to the commuters who work in the city's vast number of offices. It's a modern city with skyscrapers but it also features numerous tree-lined neighborhoods. Southfield has a large number of hotels and is popular for conventions and conferences. The city includes a vast amount of parkland and nationally recognized school districts. The Rouge River flows through the town.

The original settlers arrived from Birmingham and Royal Oak Michigan as well as from New York and Vermont. The city was established in 1823 by John Daniels. The name was given due to being located in the "south fields" of Bloomfield Township. The municipality experienced significant population growth from the 1950's to 1990 primarily due to citizens of Detroit choosing to move to suburban areas. By the early 1990s a large number of middle-class African Americans relocated in Southfield.

Southfield City Centre

The Southfield City Centre district is the roughly triangular area defined by Evergreen Road, Interstate-696 and the Lodge Freeway (M-10). The district's boundary extends outward from this triangle in two places to include Southfield's Municipal Campus and Lawrence Technological University.

Originally created in 1992, the Special Assessment District provides for the operation, maintenance, promotional and development activities within the Southfield City Centre District, including developing pedestrian amenities and facilitating economic development.

The Southfield City Centre area has 13,000 office workers and five universities and colleges. The entire City of Southfield is home to more than one hundred Fortune 500 companies. Businesses and residents are attracted to Southfield because of its central location, excellent city services, and easy access to most metro area expressways and freeways.

The City of Southfield has been selected as a national finalist for the 2021 All-America City Awards



(AAC). The 20 national finalists represent the diversity of American communities from the largest cities to the smallest towns, from east to west and north to south. The award, given to 10 communities each year since 1949, celebrates and recognizes villages, towns, cities, counties, tribes and regions that engage residents in innovative, inclusive and effective efforts to tackle critical challenges.

The National Civic League's President, Doug Linkhart explains the importance of using inclusive civic engagement: "This year's finalist communities have managed the compounding difficulties of the past year, all while building equity and resilience. Their accomplishments are a testament to what can be achieved when government, residents, businesses and other stakeholders collaborate."

The City of Southfield will compete against the other finalist communities in June for the title of All-America City!

Education

Southfield is home to 23 public schools, 8 private schools, 7 colleges and universities including Lawrence Technological University (LTU), the National Institute of Technology, and Oakland Community College.

Lawrence Technological University (LTU)

A new national study of the value of a college education placed Lawrence Technological University (LTU) fourth in Michigan and in the top 7 percent of 4,500 colleges surveyed by the U.S. Department Education for its 2019 College Scorecard.

According to *The Princeton Review*, LTU is one of the nation's top colleges for students seeking a superb education with great career preparation and at an affordable price. LTU was named as a Best Value College for 2021, in a feature the company posted on its website. The feature profiles 200 schools that *The Princeton Review* selected out of more than 650 institutions the company considered and surveyed for this year's project.

The National Institute of Technology

The National Institute of Technology offers training in 18 qualifications, with the most reviewed being Certified Medical Assistant (CMA), American Association of Medical Assistants (AAMA), Certified Medical Assistant (CMA), Certification and Associates Degrees.

The most commonly reported benefits of attending National Institute of Technology are "Hands-on training" and "Flexible class hours", but respondents also mentioned "Positive environment" and "Good teachers" as notable benefits.

Oakland Community College

Oakland Community College is fully accredited by the Higher Learning Commission and the top transfer institution in Michigan, where "you're empowered to pursue a higher purpose."

An OCC degree costs less than 2 years at a state university. With small class sizes (most have 25 students or less) they offer nearly 100 programs in high demand fields such as IT, healthcare and advanced manufacturing.

The state-of-the-art [Southfield Public Library](#) welcomes more than 2,700 visitors daily and is home to three floors of beautiful architecture and more than 250,000 books, magazines, CD's, DVD's and other media.

Arts and Culture

If your passion is art, be sure to explore the many art galleries in Southfield.

Park West Gallery (and Museum)

The Park West Gallery is the largest privately-owned art gallery in the world, bringing the experience of collecting fine art to more than 3 million customers since 1969. Park West Gallery emphasizes its mission to bring art to everyone through the Park West Museum, a free-to-the-public art museum, open seven days per week. Visitors can browse Park West's private collections of original works by artists like Pablo Picasso, Rembrandt, Albrecht Dürer, Francisco Goya, Yaacov Agam, Salvador Dalí, Marcel Mouly, Michael Godard, Alexandre Renoir, and more.



The Millennium Center offers Broadway shows, ballet and a variety of musicals.

Henry Ford Museum

The Henry Ford Museum is the biggest museum in the country. Located about 16 minutes from Southfield, with both indoor and outdoor sections, it covers more than 102 acres (40 hectares) in the suburb of Dearborn, about 14 miles west of downtown Detroit.

The Henry Ford Museum hosts a range of traveling exhibits and special events. It's easy to spend hours exploring the priceless artifacts and vehicles collected by Henry Ford since the early 1900s in the 12-acre (five-hectare) main hall.

Car lovers will enjoy gems like the Ford Nucleon, an Oscar Mayer Wienermobile and all kinds of rare machines. There is also an entire exhibit dedicated to the Automobile in American Life and Society.

See the limousine in which JFK was assassinated, historical buildings and vehicles, and exhibits that document the evolution and impact of technology

There are interesting items on exhibit that have nothing to do with cars. See the chair Abraham Lincoln was sitting in when he was assassinated at Ford's Theatre in 1865 and a writing desk used by Edgar Allan Poe. Enter the Dymaxion house to see how, in the 1940s, designer R. Buckminster Fuller saw the future of living. Follow the trail of freedom in the U.S. at With Liberty and Justice for All. The exhibit covers everything from the Civil War to the Civil Rights Movement and beyond.

Outside, explore the 90-acre (36.5-hectare) Greenfield Village where you will find steam trains and Model T cars to ride, as well as more than one hundred historical buildings. Check out a reconstruction of Thomas Edison's laboratory, the Wright brothers' relocated shop and buildings from the 17th century.

Marvin's Marvelous Mechanical Museum

Marvin's Marvelous Mechanical Museum is an unusual and exciting interactive museum where



everyone is encouraged to keep their hands OUT of their pockets. You will take a stroll through mechanical history; with more than 5,000 square feet of vintage coin-operated machines, macabre oddities, unusual nostalgia, and the newest video game crazes, the experience is fun and unforgettable for ALL ages.

Model airplanes, ceiling fans, movie posters, collector's items and neon signs along with other amazing antique memorabilia cover the tall walls and ceiling.

Choose from a huge selection of prizes with tickets earned from playing many rewarding games, enjoy the rides and take pictures in one of the photo booths. Marvin's also has a selection of t-shirts and souvenirs available.

Dining, Shopping and Entertainment

Easy access to major expressways whisks you to and from world-class venues and events located in Southfield and throughout metro Detroit.

Southfield also boasts numerous retailers and restaurants, including over 200 restaurants of every fare and flavor.

Getting Around

The city is served by the nearby Detroit Metropolitan International and Oakland County International airports. Suburban Mobility Authority for Regional Transportation ([SMART](#)) provides bus services for the area.

Sports and Outdoor Recreation

The City of Southfield boasts entertainment options for the entire family—more than 800 acres of parks and a public golf course—recreational activities abound for all ages and interests (summer day camps, tennis courts, flower gardens, historical sites, beaches, fishing and viewing platforms). The Southfield Municipal Complex is home to the Miracle League Field of Dreams, Michigan's first baseball field for children with a physical or mental disability as well as the Southfield Sports Arena (ice rink and outdoor

pool), Evergreen Hills 9-hole golf course, Evergreen Woods Nature Trail and the 25,000-square-foot Southfield Pavilion.

The Civic Center Park features an ice-skating facility, a sports arena, a popular golf course and other recreational facilities.

The Southfield Sports Arena includes an indoor ice-skating facility that is also utilized for ice hockey. Residents can easily travel to nearby Detroit for entertainment and watching professional sports.

Sources:

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Detroit, Michigan



The city of Detroit, located in southeast Michigan on the Detroit River between Lake Huron and Lake Erie, is the largest city in the state and the tenth largest in the country. It is the oldest major city west of the original colonies and the only city in the United States that allows you to travel south into Canada. The birthplace of the automobile and the home of the "Big 3" (General Motors, Ford, and Chrysler), Detroit remains the nucleus of the industry despite competition from Japan and Europe. One of the largest manufacturing cities in the country, Detroit is a leader in steel, fabricated-metal, chemicals, paper products, food, and beverages. The health industry is also among the city's leading employers.

Work began in 2019 in several retail corridors to increase customer traffic and improve the quality of life for residents of those communities. The \$80 million streetscape improvement initiative is part of the City's \$125 million bond program, which was approved in 2017 to revitalize neighborhood commercial corridors.

As part of the program, \$80 million is designated to infrastructure improvements along key commercial corridors across the city. These streetscape improvements support the City's neighborhood planning efforts to enhance safety measures and recapture some of the \$2.6 billion in retail spending currently leaving the city. The improvements include:

- New bike lanes
- On-street parking
- Expanded sidewalks
- Improved lighting
- Landscaping
- Neighborhood branding

Corridor improvements will be done in conjunction with on-going neighborhood planning projects in 23 areas across the city.

Culture

Perhaps more than any other city, Detroit has contributed great names in the music industry to America's ears. Detroit record producer Berry Gordy created the Motown sound in the 1960s, with legendary Detroit artists such as Smokey Robinson, Stevie Wonder, Marvin Gaye, the Supremes, and the Temptations.

Even aside from Motown, the seemingly endless list of Detroit musicians reads like a who's who in music, with John Lee Hooker, Aretha Franklin, Madonna, Bob Seger, George Clinton, Anita Baker, Wilson Pickett, Iggy Pop, Alice Cooper, Kid Rock and Eminem.

Important cultural institutions include Cranbrook Academy of Art in suburban Bloomfield Hills and the Detroit Institute of Arts. The Motown Historical Museum preserves the house where Berry Gordy, Jr., founded the Motown Record Corporation and tells the story of the creation of the classic soul music produced there.

Since 1914 Detroit has maintained a symphony orchestra; summer concerts are presented at the Meadow Brook Music Festival in nearby Rochester.

Music and cars dominate the cultural attractions in the Detroit area. The International Jazz Festival, held each September at Hart Plaza on the Detroit Riverfront, is the largest free jazz festival in North America, featuring 1000 musicians and over 100 performances. Just west of Detroit in Dearborn, the Henry Ford bills itself as "America's greatest history attraction," where you can watch automobiles being manufactured at the Ford Rouge Factory Tour, experience America's past in Greenfield Village, and see the latest films at an IMAX theatre. Just a half-hour away, the Silverdome in Pontiac produces many major concerts each year.



Education

Detroit Community Schools cares about the whole student and provides free tutoring, meals, and aftercare. Students are offered the ability to participate in a wide variety of sports, from football, to basketball, to cheer! Art and music are always a priority and are offered district wide. High school students have many opportunities to explore various colleges and universities. Among the colleges and universities in the city are Wayne State University, Marygrove College, The University of Detroit Mercy, and the College for Creative Studies.

Sports and Leisure

Detroit has a long sports history in all four major leagues. Baseball's Detroit Tigers play downtown at 40,000-seat, state-of-the-art Comerica Park, which has a Ferris Wheel and a carousel. Adjacent 65,000-seat Ford Field is the domed den of the NFL's Lions. The stadium also hosts national events such as the Super Bowl and NCAA Men's Final Four basketball. The NHL's Detroit Red Wings play at 20,000-seat Joe Louis Arena, which also features college tournaments such as the Great Lakes Invitational in December and the CCHA tournament in March. The Red Wings, who have been such a dominant force in the National Hockey League that Detroit was dubbed "Hockeytown, U.S.A."

A half-hour drive northwest of the city, the 2,000-seat Palace at Auburn Hills hosts the NBA's Detroit Pistons, the WNBA's Shock, and Arena Football's Fury. Just 33 miles west of the city in Ann Arbor, the University of Michigan Wolverines play at 107,500-seat Michigan Stadium, the largest in the country. Another 45 miles west is East Lansing, home to the Michigan State University Spartans.

Detroit Outdoors

With easy access to water sports on the Great Lakes and Detroit River, Detroit offers an endless array of outdoor activities.

Detroit Zoo

Children and adults of all ages enjoy an excursion to the Detroit Zoo, conveniently located in Royal Oak. Sprawling over 125 acres, the zoo's naturalistic exhibits house 1,500 mammals, birds, reptiles, amphibians, fish, and invertebrates of 275 different species.



Detroit at Night

A popular section of Detroit for the young and hip is along the riverfront. The Renaissance Center ("Ren Cen") is a 7-building, 73-story office and hotel complex with restaurants, shops, and great views of the lakes. The Greektown neighborhood is another popular area, with places to grab ethnic foods, coffee, and libations of all kinds. The downtown area near Comerica Park and Ford Field is another hotspot. A short drive to Ann Arbor will access a progressive city and a thriving college scene. Home to the University of Michigan, the area is loaded with hip bars, coffee houses and places to hear live music. Detroit has three casinos within the city and another across the Canadian border in Windsor.

[Learn more about Detroit, Michigan here](#)

Sources :

<https://romi.gov>

<https://www.citytowninfo.com/places/michigan/detroit>

Furst Group

Furst Group is in its fourth decade of providing leadership solutions for the healthcare industry. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the SVP, Chief Nursing Officer position for Beaumont Health System in Southfield, Michigan.

For additional information on Furst Group, please visit our website at www.furstgroup.com. To learn more about this position, please call (800) 642-9940 or contact:



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