

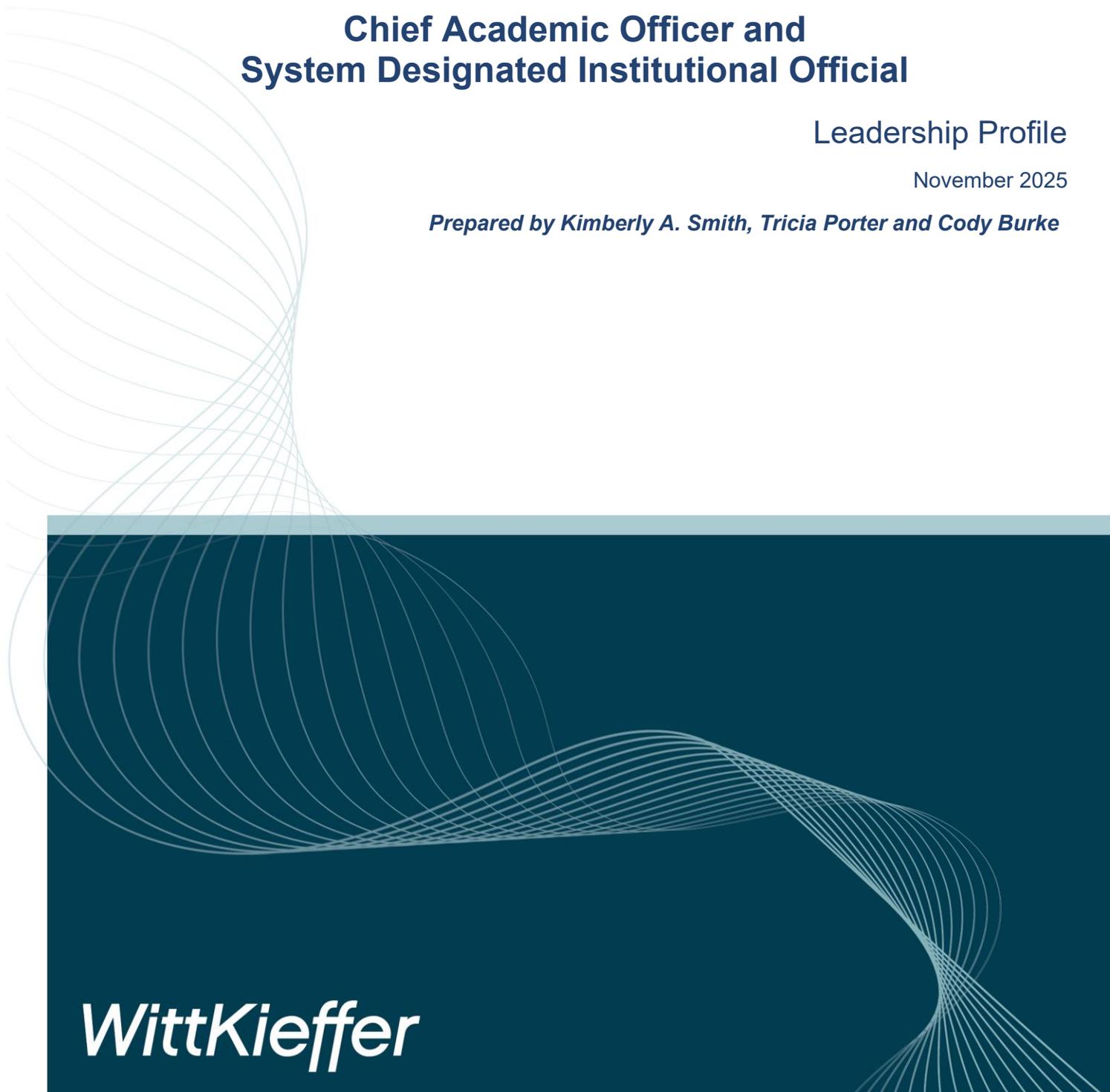


**Graduate Medical Education (GME)
Chief Academic Officer and
System Designated Institutional Official**

Leadership Profile

November 2025

Prepared by Kimberly A. Smith, Tricia Porter and Cody Burke

A decorative graphic consisting of numerous thin, overlapping, curved lines in shades of light blue and white, creating a sense of motion and depth. It starts on the left side and flows towards the right, partially overlapping a dark teal rectangular area at the bottom of the page.

WittKieffer

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The Opportunity

Baptist Memorial Health Care Corporation (Baptist) is seeking a strategic and collaborative leader to serve as its next GME Chief Academic Officer and System Designated Institutional Official (CAO/System DIO). This is an excellent opportunity for a contemporary, inspiring leader experienced in graduate medical education to serve at one of the nation's largest not-for-profit systems and to develop the strategic vision across the system to attract and train the next generation of physicians.

Baptist Memorial Health Care provides a comprehensive care network that includes six full-service hospitals, ten community hospitals, six critical access hospitals, a specialized women's and children's hospital with a dedicated pediatric emergency unit, a comprehensive cancer care network, fitness and rehabilitation centers, urgent care clinics, imaging centers, ambulatory services, and a large, diverse provider network, Baptist Memorial Medical Group (BMMG). The Baptist Health Sciences University (BHSU) and its new Baptist Health Sciences College of Osteopathic Medicine (BUCOM) highlights Baptist's commitment to academic excellence.

Baptist's Graduate Medical Education residency and fellowship programs provide an outstanding learning environment led by exceptional GME leaders, faculty, and staff devoted to development, professionalism, innovation, and excellence. With the continued growth within the Baptist system, the Baptist GME residency and fellowship programs will continue to play an integral role in building and expanding a talented and engaged physician workforce focused on quality, accessibility, value, and meeting the diverse needs of the patients and communities served by Baptist.

Reporting to the Vice President and System Chief Medical Officer (System CMO), the CAO/System DIO, will serve as the leader of the GME enterprise at Baptist. This includes 14 ACGME-accredited residencies and two ACGME accredited fellowships across multiple Baptist locations, with more than 180 trainees. In this role, the CAO/System DIO provides administrative oversight and strategic direction for all ACGME-accredited programs, ensuring compliance with ACGME institutional, common, specialty, and subspecialty-specific program requirements. This leader sets the strategic vision for Baptist's GME platform in close coordination with the System CMO, and in collaboration with other senior Baptist system and operational leaders, BMMG leaders, and other key stakeholders ensuring compliance with regulations and regulatory bodies in all aspects of the GME academic mission.

The incoming GME CAO/System DIO will analyze the infrastructure, performance, and financial health of the graduate medical education programs and develop a strategic plan to expand an already excellent graduate medical education program, increase interdisciplinary educational and clinical research, and improve program directors' and faculty development. The CAO/System DIO will serve as a role model and key leader in fostering an optimal culture for learners throughout the Baptist system.

The incoming candidate will have an M.D., D.O., or equivalent terminal degree with significant experience in academic medicine and a proven track record of championing excellence, leading change, and fostering engagement.

The successful candidate will demonstrate national recognition for productivity and achievement in education and the ability to collaborate strategically with colleagues. As the GME academic administrative leader serving Baptist, candidates should possess strong business acumen and a deep understanding of how to strengthen academic programs and institutional competitiveness within a highly competitive environment. It is very important that the CAO/System DIO be a strong, effective, and visible leader. Exceptional communication skills, financial acumen and a clear vision for promoting the GME academic mission amidst a changing healthcare and education landscape are essential for the next CAO/System DIO.

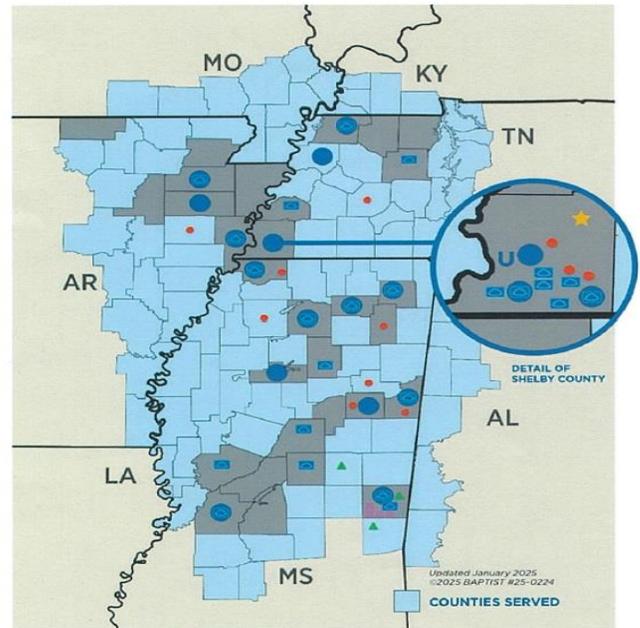
Organization Overview

Baptist Memorial Health Care Corporation

Baptist Memorial Health Care Corporation is regarded as one of the premier health care systems in the nation and is dedicated to delivering high quality, compassionate service to the communities it serves. It is the largest health care provider in the Mid-South.

The Baptist system, comprises [24 affiliate hospitals](#) in Tennessee, Mississippi, and Arkansas; more than 7,000 affiliated physicians in 80 specialties; Baptist Memorial Medical Group, a multispecialty physician group with more than 1,500 providers; home, hospice, and psychiatric care; minor medical centers and clinics; a network of surgery, rehabilitation, and other outpatient centers; and an education system highlighted by Baptist Health Sciences University and the Baptist Health Sciences University College of Osteopathic Medicine. Baptist has a workforce exceeding 22,000, and in fiscal year 2023, they contributed more than \$465 million in community benefit and uncompensated care to the communities they serve. According to the Sparks Bureau of Business and Economic Research at the University of Memphis, Baptist Memorial Health Care's annual economic impact is estimated at more than \$2.6 billion.

Since their modest beginning in 1912 with a 150-bed hospital, Baptist has remained steadfast to its



longstanding mission.

Baptist has grown to become one of the nation's largest privately owned health care systems with more than 3,800 licensed beds. While maintaining not-for-profit status, Baptist is dedicated to its faith-based roots, and to service, partnership, and community involvement to meet the diverse patient care needs throughout the region. With a focus on education, research, outreach, and the delivery of quality care regardless of the care setting, Baptist sets a standard for both operational and service excellence through the organization's commitment to its Mission, Values, Vision, and Principles.



Mission: In keeping with the three-fold ministry of Christ - Healing, Preaching and Teaching – Baptist Memorial Health Care is committed to providing quality health care.

Values: Compassionate Care and Service; Teamwork and Trust; Innovation and Excellence; Respect for the Individual and the Value of Diversity.

Vision: To create an expert system of care in the Mid-South where love abounds so that God can do the impossible.

Baptist Cares Principles: To ensure Baptist creates and sustains an environment of empathetic, compassionate care for all patients, family, team members, all those that are served.

Continuous Improvement of Results

Alignment and Accountability

Respect For Every Person

Empathy and Compassion

Service Above Self

QUICK FACTS*

*Numbers represent fiscal year 2024



- 24 hospitals
- 1 freestanding ER
- 3,860 licensed beds
- 141,231 discharges
- 597,694 ER visits



- 2.5+ million physician encounters
- 80,645 surgical procedures
- 13,646 total deliveries
- 5,207 deliveries at Baptist Women's Hospital



- 7,000+ affiliated physicians and licensed providers
- 22,000+ employees
- 6,700+ nurses



- **\$465+ million** in community benefit and uncompensated care (FY23)

Accolades, Notables and Recognition

- Baptist's subsidiaries include Baptist Health Services Group and Baptist Medical Group. BMSG contracts with more than 7,000 licensed providers, 50 hospitals and 126 ancillary facilities. BMG is a multispecialty physician group with more than 1,100 providers and 200 clinics.
- In 2024, Baptist entered a joint venture with the Urgent Team Family of Urgent Care and Walk-in Centers for a network of 11 walk-in and urgent care centers across Arkansas, Mississippi and Tennessee.
- Baptist Memorial hospitals' specialty centers include Accredited Chest Pain Centers, an Advanced Primary Stroke Center, a Center of Excellence in Addiction Medicine, a Diabetes Education Center, an Epilepsy Monitoring Unit, grief centers, a Heartburn Treatment Center, a Heart Institute that performs certified adult heart transplants, Sleep Disorders Centers, Weight Loss Centers and a Women's Health Center.
- Baptist Cancer Center provides world-class cancer care close to home throughout Baptist's three-state region. In 2014, BCC was one of only 12 centers distinguished as a site to spearhead clinical research on disparities in cancer care under the National Cancer Center's Community Oncology Research Program, known as NCORP. In 2019, BCC was awarded a second \$9 million research grant under NCORP, and in 2022, BCC announced a multifaceted initiative called the Mid-South Miracle aimed at reducing lung cancer deaths in the Mid-South 25% by 2030.
- In 2015, Baptist Memorial Health Care and Semmes Murphey Clinic partnered to form the Brain & Spine Network. The network provides access to high-quality brain and spine care to support patients and families — from prevention through long-term care.
- Baptist Women's Hospital is the only freestanding women's hospital in the region. It is a founding member of the Council of Women's and Infants' Specialty Hospitals, and it is the only hospital in the Mid-South that meets the qualifications for membership.
- Baptist Health Sciences University offers 15 programs of study, including the College of Osteopathic Medicine, which accepted its first class of students during the fall 2024 semester.
- Baptist Reynolds Hospice House — the Memphis area's first residential hospice facility — opened in 2010.
- Baptist started the area's first children's grief camp in 1999, and opened the Kemmons Wilson Family Center for Good Grief in 2005. Baptist Centers for Good Grief provides free grief services in Collierville, midtown Memphis and Jonesboro, Arkansas.
- Baptist partnered with Christ Community Health Services on Baptist Operation Outreach in 2005. Baptist Operation Outreach is one of Memphis' largest health care providers for the homeless, and Baptist has provided free health care to Memphis' homeless community since 1997 when it opened the HOPE Health Center for the Homeless.
- Baptist was the first health care system in the region to offer access to the Epic electronic health record system, the most widely used and comprehensive EHR in the country. Through Baptist OneCare, powered by Epic, providers can securely access a patient's complete medical history in real time. And through the patient portal, Baptist OneCare MyChart, patients can access their medical records wherever they are.
- Baptist has established a comprehensive telemedicine program that gives patients in any location access to world-class medical specialists. Through virtual consults along with remote monitoring, patients can receive the best care in the optimal environment for them. Baptist's TeleHealth program includes TeleGuardian e-CIU, TeleMatters, TeleNeurology, TelePharmacy, TelePsych and TeleStroke.
- From a central location, Baptist's Patient Placement Center uses TeleTracking to optimize patient flow and admissions. This system streamlines patient flow, ensuring quicker admission times, efficient transfers and appropriate levels of care.
- To improve transparency and help patients make informed decisions about the cost of care, Baptist was among the first health care systems in the country to offer an online out-of-pocket medical cost estimator tool.
- U.S. News & World Report named Mississippi Baptist Medical Center and Baptist Memorial Hospital-Memphis the Best Regional Hospitals in their areas in 2024-2025. Five other Baptist Memorial hospitals were named High Performing Hospitals on the 2024-2025 Best Hospitals list.

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Baptist Memorial Medical Group

Baptist Memorial Medical Group is a multispecialty physician practice that includes the largest network of doctors in the Mid-South. Through medical practices, hospital-based physicians and outpatient centers, they care for patients throughout the region, including west Tennessee, north and central Mississippi and northeastern Arkansas.

More than 1,500 specialists and primary care providers (physicians, nurse practitioners, etc.) offer patients local and regional health care options at 250+ medical clinics representing more than 58 specialties including cardiology, pediatrics, oncology, orthopedic, internal medicine and many more.

Baptist Clinical Research Institute (BCRI)

Research is an important aspect of the health care industry. Baptist Memorial Health Care conducts in-depth research in many areas to help determine the safety and effectiveness of new treatments and medications. The Baptist Clinical Research Institute is a hospital-based, multi-disciplinary entity that facilitates research throughout the Baptist Memorial Health Care system, its hospitals and affiliates. The BCRI conducts patient studies to help develop leading-edge medical care for patients. The primary areas of research at the BCRI include Cardiology, Cardiac/vascular surgery, Endocrinology, Obstetrics/Gynecology, Oncology, Pulmonary medicine, and Emergency medicine.

Baptist Health Sciences University



Baptist Health Sciences University is a private, not-for-profit university with a singular focus of educating health care professionals.

Grounded in Christian principles and building on the legacy of education since 1912, BHSU seeks to attract a diverse student population who share a commitment to Christian values and ethics, academic excellence, and lifelong professional development. BHSU offers 15 majors in nursing baccalaureate, allied health, health administration, public health and biomedical sciences, and doctoral degrees in nursing and osteopathic medicine; and has over 700 students across pre-clinical and clinical years, with over 73 full-time and affiliated faculty.

In partnership with Baptist Memorial Health Care, BHSU extends the learning environment beyond the classroom to include experiences found in real world health care settings throughout the Mid-South.

Baptist Health Sciences University College of Osteopathic Medicine

The Mission of the Baptist Health Sciences University College of Osteopathic Medicine (BUCOM) is to provide an exemplary model of education that prepares physicians who integrate the art and science of healing with their faith, calling, and pursuit of excellence.

BUCOM prepares future physicians and scientists who are committed to improving the health of the diverse populations in the Mid-South Region of Tennessee, Arkansas, and Mississippi with special emphasis on primary care in urban, underserved, and rural areas. To advance their mission, BUCOM develops clinically skilled, compassionate, and culturally competent physicians from diverse backgrounds who are grounded in osteopathic philosophy and practices, and who are ready to meet the future healthcare workforce needs. BUCOM advances research, innovation, and discovery to improve health, and solve the medical challenges of today and the future.

BUCOM has earned pre-accreditation status for its proposed COM from the Commission on Osteopathic College Accreditation and has received approval from the Southern Association of Colleges and Schools Commission on Colleges. The inaugural class started in Fall 2024. For more information on BHSU and their academic programs, including BUCOM, please click [here](#).

Baptist Memorial Graduate Medical Education

Baptist Memorial Graduate Medical Education offers a robust, intensive, experienced-based graduate medical education program, including residency programs that emphasize individual growth and professional development through world-class instruction, one-on-one mentorship and innovative technologies to prepare the next generation of highly-skilled doctors.

MISSION

In accordance with the Baptist Memorial Health Care Corporation mission of healing, preaching, and teaching, Baptist Memorial Medical Education provides excellent education and quality patient care through oversight, guidance, instruction, and assistance to the faculty and learners they serve.

VISION

Baptist Memorial Hospital Vision is to create an expert system of care in the Mid-South where love abounds so that God can do the impossible.

The best opportunities for Learners.

RESIDENCY PROGRAMS

Baptist's residency programs offer 180 medical student and visiting resident experiences and prepare the next generation of skilled, knowledgeable, compassionate physicians with a practice-oriented curriculum and hands-on training that are both challenging and rewarding.

The goal is to develop professional and clinical leaders in an immersive environment designed to build problem-solving and strategic thinking skills, enhance professional practice techniques, and further the development of leadership and teaching skills for each of the residents.

- Family Medicine Resident Programs

Family Medicine programs at Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-DeSoto, train residents to be physicians for the whole family. Special emphasis is placed on understanding how the system of medical care is organized, so that the best care can be arranged for every situation. These programs partner with local charitable organizations, such as Church Health at Crosstown, to learn social responsibility, and how to become active participants in improving the community.

- Internal Medicine Resident Programs

Internal Medicine residents work within the Baptist Memorial Health Care system to be fully prepared to practice medicine by mastering the required curricula, disciplines and technologies in a highly focused, tailored program. Program locations include Baptist Memorial Hospital-Golden Triangle (Columbus, MS), NEA Baptist Memorial Hospital (Jonesboro, AR), Baptist Memorial Hospital-North Mississippi (Oxford, MS) and Mississippi Baptist Medical Center (Jackson, MS).

- OB/GYN Resident Program

A comprehensive medical specialty training program with emphasis on exposure to surgical, clinical and one-on-one instruction in multiple specialties including obstetrics, gynecologic pelvic disorders, maternal-fetal

medicine, gynecologic oncology, and reproductive endocrinology and infertility. Program locations include Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-DeSoto.

- Radiology Resident Program

With a progressive four-year curriculum and access to advanced technology and equipment, residents receive world-class, personalized training and early exposure to mammography, interventional radiology, nuclear medicine, and other areas throughout the program. Program locations include Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-North Mississippi.

- General Surgery Program

The Surgery program provides comprehensive surgical training to graduate surgeons who will have successful and rewarding practices in urban, community, and rural practice settings. Experiences will include tertiary and quaternary referral hospitals, large and small community-based hospitals, and clinical offices. Program locations include Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-North Mississippi.

FELLOWSHIP PROGRAMS

Baptist's Fellowship programs are designed to offer physicians a strong foundation to develop their clinical skills through hands-on experiences. It takes a different level of commitment to guide and prepare the future leaders of the industry.

- Addiction Medicine

This intensive program offers comprehensive training in the evaluation, diagnosis, treatment, and recovery of individuals with substance use disorders and substance use-related health conditions. Fellows gain expertise in treating patients with a range of addictions, including nicotine, alcohol, prescription medications, and other licit and illicit drugs. The five addiction medicine fellows train at Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-North Mississippi.

- Geriatric Medicine

Geriatric Medicine is a sub-specialty of health care that is concerned with the elderly and the aging process. As people age, their health care becomes more complicated and delicate. Many times, an elderly person's children become their caregivers, which can be very stressful for the caregiver as they have other responsibilities in their lives which pull them in other directions. The one geriatric medicine fellow trains at Baptist Memorial Hospital-Memphis and Baptist Memorial Hospital-North Mississippi.

Position Summary

The Graduate Medical CAO/System DIO provides leadership and oversight, working in close coordination with the Vice President/Chief Medical Officer, system and entity senior operational leaders, and other key stakeholders in the strategic design, development, and administration of a comprehensive Graduate Medical Education Residency and Fellowship strategy for Baptist Memorial Health Care.

Responsibilities for the next CAO/System DIO include, but are not limited to, designing a roadmap that links Graduate Residency and Fellowship academic programs to a broader clinical and business strategy. This strategy aims to build academic program excellence, meet and/or exceed regulatory compliance and accreditation standards, and focus on continuous improvement. The CAO/DIO will oversee the development of a system-wide community needs assessment to support and align educational programs with health care needs, services, workforce needs and requirements, and financial viability for program placement or expansion throughout the system. Additionally, they will develop and implement a strong clinical learning environment to drive GME health initiatives, assess health trends and innovations, and promote a holistic approach to meeting the needs of the communities served.

The CAO/System DIO will use tools and analytics to measure utilization and program effectiveness, health improvements, and clinical educational outcomes. They will work in close coordination and partnership with system and hospital leaders, as well as, the Baptist Memorial Medical Group, and the Baptist Health Sciences University, College of Osteopathic Medicine. Provides oversight of processes, systems, and technology to promote scalability, alignment, and accountability within areas of responsibility. The CAO/System DIO will foster a culture of excellence aligned with the Baptist mission, vision, values, and principles.

Reporting Relationships

The Chief Academic Officer/System DIO reports directly to the Vice President and System Chief Medical Officer, William G. Cloud, M.D.

Direct Reports

- Associate DIO, Primary Chair of Programs
- Residency Program Directors
- Fellowship Program Directors
- System Manager of Programs and Projects
- System Manager of Programs
- System Director
- Supervisor of Finance
- Physician Contract Coordinator

Key Relationships

- Executive Vice President and Chief Operating Officer
- Vice President and CEO, Baptist Memorial Medical Group

- Market Operations Leadership
 - Vice President, Metro Market Operations
 - Vice President, Market Operations for BMH-Desoto, West TN, and AR
 - Vice President, Administrator MS Market Operations
- BUCOM Leadership

Responsibilities

The CAO/System DIO provides oversight and ensures accountability for the following:

- Leads the Baptist Memorial Medical Education (BMME) enterprise with goals of strengthening graduate academic programs that serve Baptist communities, developing strategic partnerships with other organizations involved in healthcare education and training, supporting innovation in healthcare delivery, and aligning the educational enterprise with the healthcare needs of communities.
- Assess the current graduate medical education infrastructure and formulate and implement an operational framework that ensures consistent, effective, and efficient business practices.
- Provides leadership in the role of maintaining an optimal learning and work environment in collaboration with hospital CMOs and medical staff, maintaining continued full ACGME program accreditation, including oversight and monitoring of individual programs as well as institutional accreditation compliance.
- Recruits, retains, leads and develops academic physician leaders and faculty to support programs, medical staff, hospitals and clinics to optimize the clinical learning environment, to align with system strategic goals, and comply with ACGME accreditation requirements.
- Supervises operations of the Baptist GME Office, working closely with administrative leadership and staff.
- Leads Baptist Memorial Medical Education operational staff in the development of, and adherence to, appropriate budgets in collaboration with hospital and BMMG operational and financial personnel to address specific program and system needs. In collaboration with system clinical and operational leaders, develop and monitor operational and financial goals and targets related to programs, faculty, residents, and fellows.
- Actively acquires increasing expertise in the funding of GME and represents BMME/Baptist regionally and nationally to identify opportunities to advance educational excellence and funding. Maintains active involvement in regional and national educational associations (AAMC, ACGME, etc.).
- Provides program and site-specific financial, resident workforce, and recruiting information and analysis to system leaders and actively participates in decisions about initiating, expanding, or eliminating programs and number of residents within each program in alignment with system strategic initiatives.
- Collaborates with BMMG leadership and human resources to develop processes to identify and recruit residents to BMMG and to practice in communities in support of Baptist hospital and other healthcare facilities.
- Collaborates with BHSU and BUCOM to provide a continuum of training of physicians in support of Baptist.
- Collaborates with BCRI to expand research opportunities for residents within Baptist programs.

- Appoints members of the GME Committee.
- Provides oversight and leadership for GME Committee subcommittees.
- Provides oversight and monitoring of individual program Annual Program Evaluations and Accreditation Data System updates.
- Assists in sharing best practices within GME Programs across the Baptist system.
- Advises program directors related to academically underperforming GME physicians.
- Uses assessment and tracking system to define and implement solutions and improvements at the institutional level and to assist in program level improvement of educational quality and accreditation.
- Oversees GME faculty development.

Goals and Objectives

Develop a Strategic Plan for the Academic Enterprise

The next CAO/System DIO will develop a bold strategic plan, to preserve and enhance teaching, scholarship and research that is financially sustainable. They will demonstrate to senior leadership and advocate for the strengthening of the academic missions for the long-term health of the faculty and system, as well as to maintain the ability to recruit and, develop and retain the best program directors and faculty. It is necessary to ensure that the faith-based mission, values, and academic vision of Baptist are well articulated and supported.

Ensure Accountability and Excellence of Graduate Medical Education

Baptist education programs have experienced considerable growth and success in recent years, providing value to the system. The next CAO/System DIO is expected to apply improvement principles to assess, sustain, and enhance the educational mission of graduate medical education to meet the challenging healthcare and funding environments.

Strengthen and Align the Baptist Memorial Medical Group and Baptist Health Sciences University College of Osteopathic Medicine Relationships

Partner with leadership to improve upon the 20% of residents who remain and practice at one of Baptist's hospitals or other healthcare facilities. Work with BMMG to identify early on and recruit residents to the medical group. Undergraduate medical education as a mission should be developed and the CAO/System DIO will work with BUCOM to engage with medical students on a career at Baptist.

Further Development and Well-Being

The CAO/System DIO will work with Baptist senior leadership to advance programs and policies that ensure well-being for residents, fellows, and program directors. The CAO/System DIO will advance professional development for program directors and affiliated faculty members.

Candidate Qualifications

Education/Certification

- M.D./D.O. required, with a preference for additional graduate training such as M.Ed., M.H.A., or M.B.A.
- Board-certified in specialty area with active medical license and at least 3 years' experience in clinical practice.

Knowledge and Work Experience

- Extensive leadership experience in Graduate Medical Education, preferably as DIO or Associate DIO; or a residency or fellowship program director, within a complex health system or organization.
- Team-oriented, action-focused, hands-on, strategically minded, experienced physician or equivalent skilled educational leader. Exceptional skills in communicating with a broad group of stakeholders are essential.
- Deep working knowledge of GME and research processes, operations, finances, and accreditation requirements.
- Experience working with GME professional organizations (i.e. ACGME) at the national, regional, or local levels.
- Proven track record of initiating change and innovation to advance strategic priorities.
- Ability to recruit, mentor, and retain highly skilled professional staff.
- Demonstrated leadership/team building skills essential, excellence in communication and interpersonal skills, collaborative approach to work.
- Ability to influence and interact with all levels of senior leadership, professional, clinical, technical, academic, and administrative faculty and staff.
- Dedication to the well-being and success of residents and fellows. Commitment, understanding, and enthusiasm for the Baptist's mission, clinically based learning, and interprofessional approaches to teaching, learning, research, and community service.

The Community

Memphis, Tennessee



Memphis is a diverse community widely known for its music, food, sports teams, vibrant downtown, leafy suburban neighborhoods, and strong academic and clinical health care community. Memphis is located in the southwest corner of Tennessee, with the Mississippi River and Arkansas to the west and the state of Mississippi to the south. The greater Memphis metropolitan area has a population of over 1.33 million and has one of the lowest costs of living of any major U.S. city. Located in the heart of the Mid-South, Memphis has more sunny days than Miami does each year with an average temperate of 62°F.

On the banks of the Mississippi River, Memphis's musical history is among the best. Home to Elvis and Graceland, the city also has a long history with soul music and other genres. The Stax Museum of American Soul Music, Beale Street, home of the blues, and Sun Studio, where rock 'n' roll was born, are just a few shrines to the city's music heritage. Today, the Beale Street Entertainment District downtown carries on the tradition, with nightclubs, restaurants, and bars, where you can hear anything from blues to jazz to country music day or night.

The city is home to the National Civil Rights Museum, located at the assassination site of civil rights leader Rev. Dr. Martin Luther King, Jr., the former Lorraine Motel. One of the nation's foremost heritage and cultural museums, the National Civil Rights Museum explores the history of the civil rights movement to the present day.

Memphis, known for sports, boasts the NBA Grizzlies, the University of Memphis Tigers, the Triple-A Baseball Memphis Redbirds, the Liberty Bowl, and the FedEx/St. Jude Invitational Golf Tournament. For foodies, it is all about the barbeque and the Memphis in May World Championship Barbecue Contest, but there are many excellent restaurants across all styles of food and plenty of local mom-and-pop establishments.

Outdoor lovers will enjoy many opportunities across the region. Tom Lee Park is located downtown and overlooks the Mississippi River encompassing about 30 acres. Also downtown is Big River Crossing, the longest pedestrian and cyclist bridge across the Mississippi River. Overton Park in the center of the city has a concert shell and is home to the Memphis Zoo, with more than 4,500 animals. Shelby Farms in the east is a place where the whole family can play and watch the bison roam. In proximity to both Mississippi and Arkansas, there are many other exiting opportunities to explore the outdoors.

Memphis is a city of growth. Much revitalization is occurring downtown with new restaurants and shops joining long-established businesses. New apartment and condominium buildings are going up from downtown to the Medical District, to Midtown and beyond. Family friendly neighborhoods, with a mix of public, private, and charter schools, abound in the city and in the suburbs that surround it.

Baptist is located in the Medical District between downtown and Midtown, in the heart of the city, which includes at least half a dozen hospitals, a Level 1 Trauma Center, and a Children's Hospital.

For additional information on the city of Memphis, please visit:

<http://www.cityofmemphis.org/>

<http://www.memphis.com/>

<http://www.downtownmemphis.com/>

Procedure for Candidacy

Inquiries, nominations, and applications are invited. Candidates should provide a curriculum vitae and a cover letter that addresses the responsibilities and qualifications described in the Leadership Profile. Please direct all questions, nominations, and applications to Kimberly Smith, Tricia Porter, and Cody Burke, preferably via email, at cburke@wittkiewfer.com.

Kimberly A. Smith

Executive Partner,
Academic Medicine & Health
Sciences
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Tricia Porter

Senior Associate,
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Cody Burke

Senior Associate,
Academic Medicine & Health
Sciences
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