



Chief Medical Director, Radiology

Leadership Profile

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WittKieffer

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The Opportunity

McLaren Health Care (McLaren) seeks a dynamic and innovative physician leader to serve as Chief Medical Director (CMD), Radiology to lead its comprehensive diagnostic imaging services across its growing network of acute care hospitals and ambulatory facilities. This is a pivotal role to lead a regionally high-performing radiology program and expand integrated care delivery across a rapidly growing health care system. McLaren Radiology has created a strong reputation for clinical excellence, innovation, high-quality patient-centered care, and training for the future of the field of radiology.

McLaren headquartered in Grand Blanc, Michigan, is a \$6.9 billion, fully integrated health care delivery system committed to quality, evidence-based patient care, and cost efficiency. The McLaren system includes 12 hospitals across the state of Michigan as well as ambulatory surgery centers, imaging centers, a 730-member employed primary and specialty care physician network, commercial and Medicaid HMOs covering more than 242,000 Michigan lives, home health, infusion and hospice providers, pharmacy services, a clinical laboratory network, and a wholly owned medical malpractice insurance company. McLaren operates Michigan's largest network of cancer centers and providers, anchored by the Karmanos Cancer Institute – a National Cancer Institute-designated comprehensive cancer centers. McLaren has 20,000 full-time, part-time, and contracted employees and more than 93,000 network providers throughout Michigan.

The Radiology clinical program at McLaren includes over 50 radiologists and is expanding to 75 throughout the organization with team responsible for over 1.3 million studies annually. McLaren places a keen emphasis on providing high-quality, accessible, and patient-centered care in a progressive health system environment. The physicians maintain a strong clinical foundation based on its continued excellence in quality and evidence-based care delivery.

As the leader of a growing radiology program across the health care system, the CMD will be strategically and operationally focused, guiding the service line through the advancement of clinical programs while bringing an entrepreneurial spirit to expand services throughout the region. The CMD will be responsible for advancing the service line business in conjunction with planned growth at McLaren Health. The successful candidate will cultivate a cohesive radiology service line while continuing to integrate with other key multidisciplinary programs to ensure quality and efficiency – allowing imaging to meet the needs of the organization and the communities served. This physician leader will recruit, inspire, and retain talented team members to reach their potential clinically and professionally.

The successful candidate will be an outstanding radiologist and demonstrated physician leader with the ability to effectively align, manage, and communicate a vision for the system. They will have an understanding of complex multi-facility health systems and previous success leading an accomplished radiology division, program, or service line. The ideal candidate will have a track record of success in clinical integration, improving operational performance while developing excellent physician relationships in a highly complex system and an expansive, geographically dispersed environment.

Candidates must possess an M.D. or D.O. degree and be certified by the American Board of Radiology.

Organization Overview

McLaren Health Care

McLaren Health Care, headquartered in Grand Blanc, Michigan, is a \$6.9 billion, fully integrated health care delivery system committed to quality, evidence-based patient care and cost efficiency. The McLaren system includes 12 hospitals in Michigan, ambulatory surgery centers, imaging centers, a 730-member employed primary and specialty care physician network, commercial and Medicaid HMOs covering more than 242,000 Michigan lives, home health, infusion and hospice providers, pharmacy services, a clinical laboratory network, and a wholly owned medical malpractice insurance company.



McLaren operates Michigan’s largest network of cancer centers and providers, anchored by the Karmanos Cancer Institute, a National Cancer Institute-designated comprehensive cancer center. McLaren has 20,000 full-time, part-time, and contracted employees and more than 93,000 network providers throughout Michigan.

As part of its Graduate Medical Education (GME) program, McLaren maintains academic affiliations with medical schools at Wayne State University, Michigan State University, and Central Medical University. McLaren’s seven (7) GME campuses offer 27 residencies and eight (8) fellowship programs, training over 650 future physicians annually. All GME programs at McLaren are overseen and managed centrally by the Department of Academic Affairs.

Mission: McLaren Health Care will be the best value in health care as defined by quality outcomes and cost.

Vision: McLaren will be the recognized leader and preferred provider of health care services to the communities we serve.

Guiding Principle: To provide health care as we expect for our own family.

Key Operational Statistics (2025)

Discharges - 85,925	Home Care Visits - 170,712
ER Visits - 398,705	Hospice Days - 197,911
Observation Stays - 25,338	Licensed Beds - 3,100
Surgeries - 75,452	Days of Inpatient Care - 760,960 (including hospice days)
Births - 4,434	Contracted Providers - 93,846
Ambulatory Visits - 3,718,068 (including home care visits)	Community Benefit - \$407,122,280
Annual Radiology Volume – 1.3M studies	Net Revenue - \$6,947,556

McLaren Medical Group

McLaren Medical Group (MMG) manages the corporate ambulatory network consisting of over 150 primary and specialty centers located throughout a 26-county region employing over 600 health care providers, including physicians, nurse practitioners, physician assistants, and nurse midwives. Its nearly 300 physicians are among the top admitting and referring physicians for McLaren hospital subsidiaries. MMG has earned Patient Centered Medical Home designation by Blue Cross Blue Shield of Michigan for many of its practices, and it manages over 30 Rural Health Centers, providing primary healthcare in rural communities throughout Michigan.

McLaren Health Plan

McLaren Health Plan (MHP) has been operating as a Michigan-based licensed Health Maintenance Organization (HMO) since 1998 and currently delivers health care benefits to 260,000 members. The HMO was established to serve Michigan's Medicaid population and has added group, individual, and Medicare products along with a Third-Party Administrator called Health Advantage, Inc. for self-funded employer groups. In 2024, MHP was awarded the right to operate in and service every county in the lower peninsula of the state of Michigan – the only provider-owned health plan to achieve this designation by the Michigan Department of Community Health. MHP has earned the prestigious Pinnacle Award every year since 2013 from the Michigan Association of Health Plans and is accredited by the National Committee for Quality Assurance (NCQA).

McLaren Health Management Group

McLaren Health Management Group (MHMG) headquartered in Genesee County, Michigan, with regional Michigan offices in Macomb, Ingham, Bay, Isabella, St. Clair, and Emmet counties, provides home health, palliative care, hospice, home infusion, long-term care pharmacy, and comprehensive laboratory services across McLaren Health Care system's network in more than 50 counties throughout Michigan. It also provides virtual care services throughout the United States, and retail care through nine McLaren Now+Clinic Clinics at Walgreens locations.

Karmanos Cancer Institute

Karmanos Cancer Institute is a leader in transformative cancer care, research, and education through courage, commitment, and compassion. The Karmanos vision is a world free of cancer. As part of McLaren Health Care, Karmanos is the largest provider of cancer care and research in Michigan. For more than 75 years, the administrative and research headquarters, along with the premier specialty cancer hospital, have been located in downtown Detroit. With multiple network sites, Karmanos delivers world-renowned care and access to clinical trials throughout Michigan and northern Ohio. The National Cancer Institute recognizes Karmanos as one of the best cancer centers in the nation with a comprehensive cancer center designation. Its academic partnership with the Wayne State University School of Medicine provides the framework for cancer research and education – defining new standards of care and improving survivorship.

The McLaren Proton Therapy Center in Flint, Michigan is a leading destination for advanced radiation oncology, offering proton beam therapy as part of McLaren Health Care and the Karmanos Cancer Network. Proton therapy allows radiation to stop precisely at the tumor, significantly reducing damage to surrounding healthy tissue and minimizing side effects. This approach is especially valuable for complex cancers, tumors near critical organs, pediatric cases, and patients who require re-irradiation, enabling many individuals to maintain daily activities during treatment with improved quality of life.

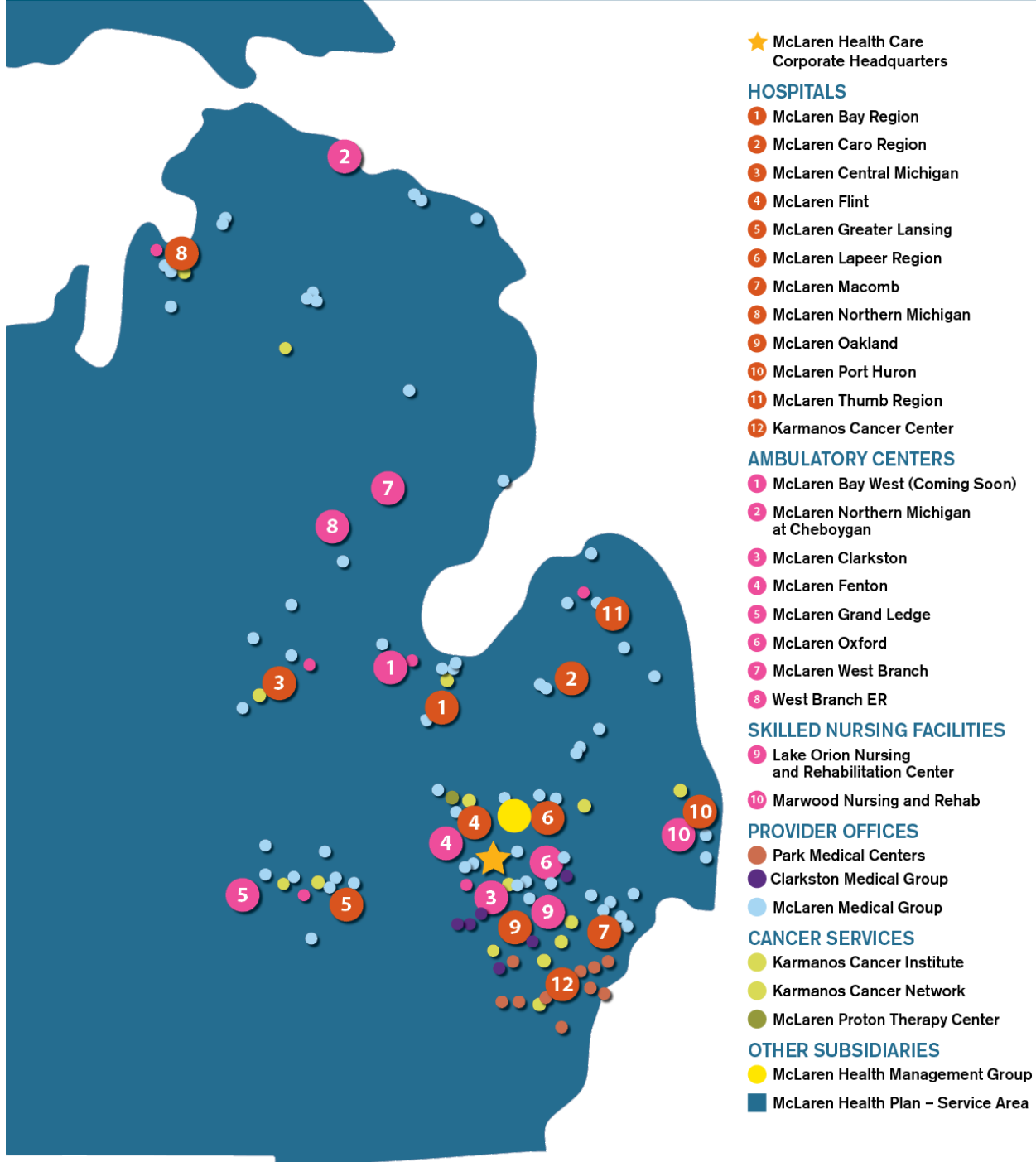
Strategically, the Center is recognized as the largest proton therapy facility in Michigan and a national innovator in the field. It is positioned to become the first in the world to routinely offer upright proton therapy through Leo

Cancer Care’s next-generation technology, further enhancing precision, patient comfort, and treatment efficiency.





HEALTH CARE AND INSURANCE SERVICES AREAS



MHC SYSTEM MAP (04.26)

McLaren Radiology

Superior imaging technology and specialized physician review sets a foundation for focused care. McLaren's imaging services utilize advanced technology and tools, including X-Ray, CT scanning, Ultrasound, and Mammography, so that the team of skilled radiologists can analyze images electronically in high definition and make accurate diagnoses.

McLaren radiologists are board certified by the American College of Radiology and hold advanced certifications in such areas as mammography, CT scanning, MRI, nuclear medicine, vascular lab, and ultrasound. ACR accreditation verifies that McLaren facilities meet national standards for equipment performance and inspection, radiation safety and dose optimization, technologist credentials and training, and physician qualification and peer review. McLaren operates diagnostic imaging across 12 hospitals and numerous outpatient imaging centers throughout Michigan, representing one of the largest integrated imaging networks in the state. The system utilizes PACS software across the enterprise. This impressive team is currently comprised of 50 radiologists and continues to grow to meet the demand for services across the state and healthcare system.

Core Diagnostic Imaging Modalities:

- X-Ray (Digital Radiograph)
- Computed Tomography (CT), including advanced multi-slice scanners
- Magnetic Resonance Imaging (MRI), including wide-bore and high-resolution systems
- Ultrasound: General, vascular, and specialty applications
- Digital & 3D Mammography (Tomosynthesis)
- Bone Density / DEXA Scanning
- Nuclear Medicine and Pet/CT Imaging

Interventional & Advanced Imaging Services:

In addition to diagnostic imaging, McLaren Radiology services include:

- Interventional Radiology, using real-time CT, ultrasound, MRI, or fluoroscopy
- Cardiac imaging, including calcium scoring and coronary angiography
- Image-guided biopsies (CT-guided, ultrasound-guided, stereotactic)
- Fluoroscopy and contrast-based studies

State-of-the-Art Technology:

McLaren imaging centers utilize advanced, next-generation imaging systems, including:

- 3D Mammography (tomosynthesis) for earlier and more accurate breast cancer detection.
- Advanced MRI platforms designed for patient comfort and image clarity.
- High-slice CT scanners for fast, high-resolution imaging.
- Dose-reduction CT technology to minimize radiation exposure while maintaining diagnostic accuracy.

Integration with Cancer Care:

In 2013-2014, the Barbara Ann Karmanos Cancer Institute entered a formal agreement with McLaren Health Care, creating the largest cancer research and provider network in Michigan. This partnership fundamentally changed how radiology services are delivered across Karmanos sites by embedding them within McLaren's

statewide hospital system. This integration enables faster diagnosis, precise treatment planning, and continuity of care for oncology patients. McLaren operates multiple hospitals across Michigan, many of which now host Karmanos-branded oncology programs.

McLaren Diagnostic Radiology Residency:

The McLaren Diagnostic Radiology Residency is a fully ACGME-accredited program sponsored by McLaren Health Care and based primarily at McLaren Oakland and McLaren Macomb – two large, community-based hospitals affiliated with Michigan State University College of Human Medicine.

The mission of the McLaren Oakland/Macomb Diagnostic Radiology residency program is to provide residents with training in the use and interpretation of a variety of diagnostic imaging techniques, experience in all diagnostic radiology subspecialties, and knowledge of the sciences basic to clinical/radiologic diagnosis. This will be accomplished by providing the residents with educational program goals that encompass these core competencies.

Residents who choose the McLaren Oakland/Macomb Radiology Residency program will be exposed to a variety of pathologies due to the diverse nature of the clinical settings and the hospitals' ACS Level II Trauma Certifications and Stroke Center Designations. At McLaren, there is an emphasis on preparing the resident to be a professional, independent, and resourceful clinical decision maker. This program finds the most successful residents in the program are autonomous, mature learners with strong self-concept, motivation, and leadership skills. The program is designed to produce confident, independent, and clinically strong radiologists prepared for fellowship training, private practice, or academic careers.

Program Size & Structure:

- **Program Size:** 12 Diagnostic Radiology Residents total
- **Training Length:** 4 Years (PGY-2 through PGY-5) following a clinical intern year



Position Summary

The CMD, Radiology provides physician leadership and strategic medical direction for radiology and diagnostic imaging programs within McLaren. This leader will serve as the provider champion of quality, safety, and patient experience. The CMD will assess and support provider growth and development, innovation, and continuous improvement, and will be accountable for achieving the system goals established for radiology services at McLaren.

The CMD will work to establish performance metrics for quality and operational efficiency within the health system and within the MMG division of Radiology. This leader will work closely with administrative leaders to optimize workflows, timeliness of reporting, system imaging infrastructure/technology integration, interdepartmental collaboration, opportunities for innovation, research, and medical education in the field of diagnostic imaging and radiology services.

Reporting Relationships

Reports to:

- CEO, McLaren Medical Group

Key Partnerships:

- Executive Vice President and Chief Clinical Officer, McLaren Health Care
- Executive Vice President and Chief Operating Officer, McLaren Health Care
- Vice President, Hospital Based Services, McLaren Medical Group

Responsibilities

- Ensures implementation of McLaren Health Care's mission: *McLaren Health Care will be the best value in health care as defined by quality outcomes and cost.*
- Provides medical direction for radiology services of McLaren, emphasizing safety, quality, patient experience, access, stewardship, engagement, and growth.
- Is responsible for achieving system operations and quality goals of the radiology service line.
- Leads and inspires a culture of success, collaboration, teamwork, and dedication by all team members, including physicians, advanced practice providers (APPs), nurses, technicians, and all staff members.
- Participates in the strategic development and growth of Radiology Services.
- Oversees all MMG employed radiologists, interventional radiologists, APPs, and site medical directors of radiology, where applicable.
- Participates in the development and implementation of evidence-based care processes and performance improvement initiatives.
- Communicates with and educates the radiology division of MMG and independent radiology physicians about system-wide initiatives.

- In accordance with subsidiary medical staff bylaws, partners with subsidiary chief medical officers to address performance concerns for providers, including establishing specialty peer review and mentoring for radiology.
- Works in concert with administrative leadership to ensure regulatory and safety compliance in clinical activities.
- Attract, develop, and retain highly motivated and well-qualified physicians and staff, and promote professional development among physicians.

Opportunities and Expectations of Leadership

The following goals and objectives have been identified as priorities for the CMD during the first 18 to 24 months in the role. They are not listed in order of significance.

- Establish personal and professional credibility as a recognized physician leader and executive. It is essential the CMD is visible and can gain credibility quickly as a leader who can champion the clinical delivery model objectives for McLaren.
- Develop a vision and strategy that elevates Radiology as a regional leader recognized for its excellence in clinical care, quality, and value.
- Build on the current clinical strengths of radiology, including attention to quality of care as recognized by ACR and service standards. Strategically guide the outreach of current clinical programs to gain a larger presence in the region.
- Work to build relationships across the clinical enterprise. Set the standard for what can be achieved and how all providers can play an important role in the advancement of radiology.
- Set a vision for quality metrics, outcomes, process measures, and clinical protocols that position radiology as the leader in quality and outcomes. Plan and implement continuous improvement initiatives aligned with organizational goals. Work to ensure evidence-based clinical care across radiology and imaging services, demonstrating clinical outcomes characterized as best practices when measured objectively against national benchmarks.

Candidate Qualifications

Education/Certification

Required:

- An M.D. or D.O. from an accredited institution with board certification in radiology (required).
- Master's degree in healthcare administration, business administration, public health, or a related field (preferred).
- Licensed or able to be licensed to practice medicine in the State of Michigan.
- Board certification in Radiology.

Experience

- Ten years of clinical experience, with progressive leadership experience in radiology.
- Holds active privileges or is qualified to be credentialed at a McLaren subsidiary hospital and becomes privileged at a McLaren subsidiary hospital within 30 days from hire date.
- Previous experience leading a clinical department and/or initiatives at a large, complex, multisite health system or academic organization.
- Demonstrated leadership of clinicians.

Knowledge, Skills, and Abilities

- Demonstrate effective leadership skills and the ability to work effectively and collegially with clinical and non-clinical staff to move others to action and model the vision and values of the organization.
- Strong verbal, written, and interpersonal communication skills.
- Exceptional character and integrity, and a commitment to the mission, vision, and values of McLaren. Desired traits include peer respect and engendering trust among others; proficient at building teams and forging partnerships; willingness and ability to resolve conflicts and enhance the effectiveness of others; zeal for change and bias to action.
- Performance – creates a clear line of sight between strategic priorities and individual goals; monitors progress, provides accurate and timely feedback, and recognizes contributions.
- Communications – communicates clarity of purpose and direction in a manner that energizes and fosters commitment; provides ongoing encouragement as well as information vital to success.
- Collaboration and Teamwork – seeks out and values diversity in people and perspectives; manages conflict in a manner that improves results and relationships; acts in the best interest of all McLaren stakeholders.
- Caring and Service – consistently treats others with respect; holds team accountable to high service standards; appropriately involves others in decisions that impact them.
- Learning and Growth – regularly invests time in developing and coaching others; energizes team to innovate, continuously improve processes, and share knowledge across McLaren.

- Future Focus – actively seeks opportunities for growth consistent with McLaren's mission, vision, and values.
- Change Leadership – gains a willing commitment to change and assists other in coping with the ongoing pace of change.
- Achieving Results – holds self and team members accountable for people, performance, quality, and growth outcomes.
- Must be focused on the development of people, including possessing strong skills in mentoring, coaching, building effective teams, selecting physician management talent, building and growing others' skill sets, and teaching administrative skills.
- Leads by example and through influence.

Critical Competencies

Clinical Strategic and Quality Leadership: The successful candidate will have the ability to provide strategic leadership and direction in a matrix organization in order to achieve outstanding clinical quality goals and to create a care environment where patient satisfaction measures exceed industry norms. They will demonstrate this by having:

- Strategically advised and influenced senior leadership on clinical matters in the past.
- Worked directly with physicians to develop standards of care that have improved outcomes.
- Earned the respect of fellow physicians to drive consensus on critical issues that impact the delivery of quality care as well as on other complicated matters.

Knowledge Expert: The successful candidate will be a recognized knowledge leader in all aspects of quality, clinical best practices, and evidence-based medicine in order to advance strategic directives.

Results Oriented: The successful candidate will have demonstrated the ability to achieve results in a timely, cost-effective manner as well as the ability to course-correct when necessary. They will do this by:

- Working collaboratively with the operational leadership of the organization on all initiatives.
- Possessing strong communication skills, including listening skills as well as presentation skills.
- Setting goals and being committed to achieving these goals.
- Being a hands-on, self-directed leader.

The Community

Southeast Michigan, Oakland County

The individual selected for this role will have the privilege to reside within one hour of McLaren Medical Group headquarters in Grand Blanc, Michigan, allowing for a range of attractive living options across Detroit, Oakland County, Southeast and Mid-Michigan.

Southeast Michigan, particularly the suburban communities north of Detroit in Oakland, Genesee, and surrounding counties, offers a highly desirable setting for senior leaders seeking both convenience, lifestyle sophistication and high value. Communities such as Birmingham, Bloomfield Hills, Rochester, and the greater Northern Oakland County region provide elegant residential environments, top-ranked schools, and vibrant downtown districts known for fine dining, boutique shopping, and cultural amenities. Proximity to Detroit and its resurgence as a great Midwestern city enhances the appeal further, offering access to a dynamic and growing metropolitan core with global industry presence, a major international airport, renowned arts, music and entertainment, professional sports teams, emerging food scene, greenspace and leading healthcare and academic institutions. Together, this region provides an ideal blend of executive-level professional connectivity and high-quality living with no shortage of things to explore.

Additional options extend into Central Michigan, including Lansing and surrounding communities, which offer a complementary lifestyle defined by accessibility, community engagement, and a strong sense of place. As the state capital, Lansing provides a stable and influential environment shaped by government, higher education, and healthcare, alongside a revitalized downtown and expanding cultural and culinary offerings. The broader region, including areas such as Flint, contributes meaningful professional resources through established medical, educational, and arts institutions, while offering a more relaxed pace, shorter commutes, and cost-effective living.

Across these regions, candidates will find diverse and appealing options to match their personal and professional priorities. Whether drawn to the energy and sophistication of metropolitan Detroit and its surrounding suburbs or the accessibility and community-oriented lifestyle of Central Michigan, this geography supports a balanced, connected, and rewarding executive experience.



To find out more information about Michigan, please visit:

<https://www.visitmichigan.com>

<https://www.lansing.org>

<https://visitdetroit.com>

<https://www.michigan.org/regions/southeast>

<https://www.exploreflintandgenesee.org>

<https://www.metroparks.com>

Procedure for Candidacy

Confidential inquiries, nominations, and expressions of interest should be submitted via email to the search consultant team of Michael Anderson, M.D., MBA, Vineeth Gossain, MBA, and Brittany Amaral, MBA through the office of Brittany Amaral at bamaral@wittkiewer.com.

<p>Michael Anderson, M.D., MBA</p> <p>Principal</p> <p>202-350-2218</p>	<p>Vinny Gossain, MBA</p> <p>Principal</p> <p>630-575-6957</p>	<p>Brittany Amaral, MBA</p> <p>Associate</p> <p>781-564-2618</p>
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McLaren Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from MMG documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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