



**John S. Rhee, MD, MPH, MBA**

**Candidate for  
At-Large Director  
Academic**

***What unique attributes do you bring to the Board of Directors?***

***How would you unify Academy members to promote the strategic plan and address issues of scope of practice, payer and regulatory concerns, and workforce challenges?***

I have had the opportunity to view our specialty from many leadership vantage points within our specialty walls—otolaryngology department chair for 12 years, American Board of Otolaryngology – Head and Neck Surgery president, Accreditation Council for Graduate Medical Education Otolaryngology Resident Review Committee chair, AAO-HNSF Research and Quality Coordinator—and outside of our specialty boundaries, including dermatology and ophthalmology interim chair positions and multispecialty practice plan CEO. Our specialty, though relatively small compared to some other disciplines, has a robust web of connections to just about every facet of medicine. Having listened to others inside and outside our specialty has helped me better understand how our specialty “fits” in the larger field of medicine and how our specialty is uniquely positioned to be of greatest benefit to our society.

Our Academy is the largest convener and collective voice for our “connecting specialty” and thus has the responsibility and privilege to bring out the best of what our specialty can do for medicine and for our patients. To be our best for others, we need to be united as a specialty and take great care of our constituents. Specifically, we need to (1) continue to deliver and invest in top-notch education opportunities and offerings for our early learners to experienced practitioners; (2) always have the well-being of our physicians and advanced practice providers top of mind when devising policies, procedures, and other strategic initiatives; (3) advocate for and showcase our specialty’s unique and best-qualified skills in taking care of our patients—our skills and knowledge are not reproducible by others; and (4) deepen and broaden our connections with other medical disciplines—we are an indispensable entity that improves patient outcomes when we are involved and integrated.

Thank you for considering my candidacy. I look forward to taking on these challenges together with you to ensure that our specialty remains vital and indispensable to our medical realms and communities.

More than ever, I firmly believe that our specialty, Otolaryngology – Head and Neck Surgery, is a truly special discipline – uniquely positioned to be the “great network broker and connector” to so many realms of organized medicine and within our communities. I have had the good fortune to view our specialty from many leadership vantage points within our specialty walls – e.g. otolaryngology department chair, ABOHNS president, ACGME OTO RRC chair, AAO-HNS Research & Quality Coordinator, journal editor – and outside of our specialty boundaries – e.g. dermatology and ophthalmology interim chair positions, multispecialty practice CEO and practice plan finance chair.

Our specialty, though relatively small compared to some other disciplines, has a robust web of connections to just about every facet of medicine – cancer, neuroscience, inflammatory disorders, children’s health, geriatrics, special senses, communication disorders, reconstruction & rejuvenation, sleep medicine, and others. Having listened to others inside and outside our specialty has helped me better understand how our specialty “fits” in the larger field of medicine and how our specialty is uniquely positioned to be of greatest benefit to society.

Our academy is the largest convener and collective voice for our “connecting specialty” and thus has the responsibility and privilege to bring out the best of what our specialty can do for medicine and for our patients. To be our best as a team for others, we also need to take great care of ourselves as a specialty, a mission that our academy has traditionally excelled in, yet will need to elevate even more to position us for future collective successes. Some of the important themes are noted below:

- invest in top-notch education opportunities and offerings from early learners to experienced practitioners
- always have the well-being of our physicians and APP’s top of mind when devising policies, procedures, and other strategic initiatives
- advocating for our specialty’s unique and best qualified skills in taking care of our patients – our skills and knowledge are not easily reproducible by others
- deepen and broaden our connections with other medical disciplines – we are an indispensable entity that improves patient outcomes when we are involved and integrated

I am grateful to the academy for the past wonderful opportunities to lead, serve, and grow earlier in my career. Now bestowed with some additional life perspective and experience, I wish to return to the academy to serve and contribute as an at-large director to help our specialty continue to be vital and indispensable in our medical realms and communities.

## CURRICULUM VITAE

**Name:** John S. Rhee, MD, MPH, MBA

**Current Employment:** Medical College of Wisconsin

**Place of Birth:** Seoul, S. Korea

**Education (include institutions, dates, degrees):**

Dartmouth College	09/1985 – 06/1989	BA
SUNY at Stony Brook	09/1989 – 06/1993	MD
Medical College of Wisconsin	08/2001 – 05/2004	MPH
Kellogg School of Management	09/2019 – 03/2020	
Isenberg School of Management	07/2020 – 12/2022	MBA

**Residency and Fellowship:**

Mount Sinai Medical Center	Internship	Gen Surg	New York, NY	1993-1994
Mount Sinai Medical Center	Residency	OTO	New York, NY	1994-1998
University of Miami	Fellowship	FPRS	Miami, FL	1998-1999

**Specialty:** Facial Plastic & Reconstructive Surgery

**Licensure and Certification:** Active Wisconsin state license

American Board of Otolaryngology – Head and Neck Surgery, 05/1999 (in MOC program, voluntary)

American Board of Facial Plastic & Reconstructive Surgery, 07/2001 (in MOC program)

**Previous Employment:** N/A

**Memberships and Offices Held /Academy and other societies:**

- National specialty leadership positions including (selected highlights):
  - Served as Coordinator for Research and Quality, AAO-HNS, 2010 - 2014
    - Oversaw grant reviews and funding decisions, research strategy (creation of RFA's), clinical outcomes studies
    - Oversaw quality efforts of specialty as it relates to data registries, national quality metrics, clinical practice guidelines development, Reg-ent data registry inception
  - Board of Directors, American Board of Otolaryngology – Head and Neck Surgery
    - Served as President, 2020 – 2021
    - Board Director, 2011 - 2021
  - Past Editor-in-Chief, *JAMA Facial Plastic Surgery*, 2015 - 2020
    - Past member of the *JAMA* editorial board
    - Improved journal impact factor from 1.7 to 4.6 during 5-year tenure
  - Past Chair, Otolaryngology Residency Review Committee member (ACGME) 2014 -2019
    - Led important program requirement changes – milestone development, case logs, integration of osteopathic programs

**Honors/Awards:**

- Honors and recognitions of service and leadership (selected highlights)
  - Medical College of Wisconsin Distinguished Service Award

- This is a particularly special one for me – this is the highest award given to any faculty member at MCW, recognizing service, leadership, collaborations, and loyalty for the past 20+ years to this institution
- Interim Chairman, Department of Dermatology
- Interim Chairman, Department of Ophthalmology
- Past chair of multiple search committees including ophthalmology, plastic surgery, neurosurgery
- Medical College Physicians Excellence in Professionalism
  - Selected by peers for demonstration of the highest level of professionalism in the care of patients and leadership

**Community Service:** I serve on several boards related to music education and performance. I have a passion for classical music and both of my adult children are classical music performers.

**Regional/Local Hospital Participation:** As the Chair of an academic department at a major academic center, I have many intersections with the leadership and boards of the medical school, health sciences university, and our 2 major health system partners – Froedtert Health and Children’s Wisconsin.

- Medical College of Wisconsin Department Chair, Otolaryngology & Communication Sciences since 2011
  - Lead a large multi-missioned OTO department
    - 27 MD’s, 3 PhD’s as direct faculty reports
    - 17 APP’s and numerous oversight reporting lines of audiologists, speech pathologists, and general otolaryngologists within the health system
  - Operating annual budget of approximately \$28 million
  - Practice sites at academic medical centers (Children’s Hospital of Wisconsin and Froedtert Hospital, Froedtert & MCW Cancer Center), Veterans Affairs Medical Center, and multiple community sites and community hospitals
  - Oversee 2 distinct physician practice groups within department – Children’s Specialty Group (pediatrics) and Medical College Physicians (adult)
  - Creation of interdisciplinary clinical service lines – e.g. “Special Senses Program” within Neuroscience Service Line and a multidisciplinary upper airway program
  - Creation of 4 new endowed funds via philanthropy efforts and drives
  - Creation of a nationally recognized CME event targeted to clinical practice guidelines, best practices, and clinical care pathways in otolaryngology
  - NIH funded research programs from biotechnology to clinical outcomes and clinomics
  - GME programs in otolaryngology, pediatric otolaryngology, facial plastic & reconstructive surgery
  - Foster a culture of greatness, team accountability, trust, transdisciplinary programs, and diversity and inclusion
    - Residency program consists of 50% women and 27% URM – well above national norms for otolaryngology programs nationally
- Medical College Physicians (MCP) Interim CEO and Senior Associate Dean for Clinical Affairs
  - Served from July 2016 to June 2017 – transitioned from the roles of MCP Board Chair and Chair of the MCP Executive Committee of the faculty practice plan

- MCP comprises approximately 850 physicians (1100 providers) in over 18 clinical departments and multiple clinical service lines across multiple health systems
- Worked closely with Froedtert Health System CEO (affiliated health system) and MCW Dean in strategic and operational decisions related to practice-related issues – e.g. practice acquisitions, marketplace positioning, contract negotiations, physician/APP quality, ambulatory and inpatient operations, affiliate health systems funds flow, physician compensation plans, physician and provider engagement, diversity and inclusion initiatives, informatics optimization, etc.
  - Prominent example of community partnership: relationship with Milwaukee Bucks and building of adjacent practice site to new arena – strategic initiative for primary care and sports medicine with focus on local inner-city population
- Personally led key initiatives in ambulatory platform optimization, system-wide ambulatory surgery center strategy, creating and signing a health system partnership definitive agreements (unaffiliated health systems), successful recruitment and mentorship of Department Chairs, Service Line Leaders, and Division Chiefs of Surgery and Medicine.
- Led the redesign of faculty compensation plans for all clinical departments

#### **Summation of Published Works Within the Specialty:**

- Obtainment of competitive grant funding from The National Institutes of Health (NIH), as PI and co-I (R03, R01's, R01 supplements, R43), in the topics of skin cancer outcomes, biotechnology, computerized modeling of virtual surgical outcomes (upper airway obstruction).
  - R01 project focused on nasal airway modeling and virtual surgery funded for a decade
    - R01 renewal application pending review – transitioning to modeling obstructive sleep apnea interventions and its effects on airflow and soft tissue support
  - Successful SBIR Phase I and II funding
  - Built research career as a clinical outcome scientist – evolving focus from creating new patient-reported metrics, physician technology acceptance and integration, big data analyses, clinical quality intersections, clinical informatics interface, clinical practice guidelines, data registries, and practice improvement.
  - Co-PI and collaborator/mentor on multiple research projects that span institutes and centers including neuroscience, precision medicine, and cancer.
  - Member of a key strategic academic oversight committee for adult health system
- Over 100+ publications in scientific journals, books, etc. in topics ranging from biomedical engineering, cancer, clinical outcomes, education, and healthcare delivery.