



CLIENT ASSESSMENT

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Merritt Hawkins' Department of Academics is proud to partner with leading academic medical centers nationwide, assisting them in the recruitment of faculty, clinical and leadership positions. In the following client assessment, David R. Lucas, M.D., Director of Anatomic Pathology at Michigan Medicine/The University of Michigan, describes how Merritt Hawkins was successful in recruiting a pathologist for a high-volume practice at their Detroit location.

"We partnered with Merritt Hawkins to fill a need for a Forensic Pathologist in a position that is 15% academic and 85% clinical."

"One of the challenges we faced is the small and competitive candidate pool of these types of physicians. The location in inner city Detroit also posed a challenge. Forensic pathology recruits are different from standard academic pathology recruits. Forensic recruits are usually one day compared to two, and an offer is typically made the same day. These types of recruiting efforts are more complicated and involved."

"Merritt Hawkins responded to these challenges by becoming a colleague on the search."

"Our Merritt Hawkins recruiter made a site visit and interviewed us several times to gain a better understanding of our unique needs, which she understood correctly, making her recruitment efforts very effective. She did a very expeditious, thorough and complete job of recruiting a forensic pathologist for us in a very competitive market and we landed a great new pathologist to our team. She did a very complete reference assessment, she called and kept in touch with the candidates, and helped with all steps in the process."

"In addition, Merritt Hawkins conducts thorough background research on candidates. They apply very active recruitment techniques such as calling clients directly and getting excellent references for us."

"There were no changes I would have made to the process and I would both work with Merritt Hawkins again and recommend them to others."