

**SUMMARY OF REQUEST**

**DATE:** March 30, 2022

**FACILITY:** Broward Health Physician Group

**PROGRAM/PRODUCT LINE:** Transplant Program

**REQUEST:** Approval to enter into a two-year employment agreement up to the 82<sup>nd</sup> percentile with Dr. Hussein K. Osman-Mohamed for transplant surgery clinical and medical director services.

**PURPOSE:** To employ Dr. Osman-Mohamed as transplant surgical director to meet the United Network for Organ Sharing ("UNOS") requirements and certification standards.

**CAPITAL REQUIRED:** None.

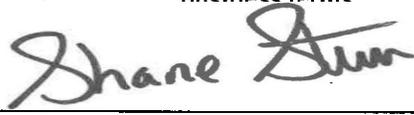
**FINAL FMV REPORT RECEIVED<sup>1</sup>:** Date of Final FMV Report: 2/23/2022  
Name: Joshua D. Lenchus, DO, RPh, FACP, SFHM  
Signature: 

**FISCAL IMPACT:** An independent third-party appraiser has determined: (1) the arrangement to be commercially reasonable, and (2) the total maximum compensation is within Fair Market Value (FMV).

**BUDGET STATUS:** Budgeted

**PRACTICIONER CV<sup>2</sup>:** Attach a copy of the Practitioner's most recent C.V.

**LEGAL REVIEW:** The contract is subject to General Counsel's review and approval as to legal form and conditioned on no material changes in the approved business terms

**APPROVED:**  
Shane Strum, President/CEO  
Shane Strum CV 10/2022-10.1.FEDT**DATE:** \_\_\_\_\_

<sup>1</sup> This applies to physician/physician group contracts

<sup>2</sup> This applies to physician contracts

**MEMORANDUM**

**TO:** Board of Commissioners

**FROM:** Shane Strum, President/Chief Executive Officer

**DATE:** March 30, 2022

**SUBJECT:** Approval to enter into a two-year employment agreement up to the 82<sup>nd</sup> percentile with Dr. Hussein K. Osman-Mohamed for transplant surgery clinical and medical director services.

**BACKGROUND**

The Physician Group of North Broward Hospital District d/b/a Broward Health (“Broward Health”), is seeking approval to enter into a two-year employment agreement up to the 82<sup>nd</sup> percentile with Dr. Hussein K. Osman-Mohamed for transplant surgery clinical and medical director services. Dr. Hussein Osman-Mohamed is a transplant surgeon specializing in abdominal multi-organ transplantation. He obtained his Doctor of Medicine degree at Ain-Shames, Cairo, Egypt, in 1986. He then completed a Surgical Residency at the Transplantation Institute, Medical University of South Carolina, Charleston, SC, USA, followed by a Transplantation Surgery Clinical Fellowship at the same. From 2014 – 2021, he served as Director of Transplant and Hepatobiliary Surgery at the Transplant Institute of Florida out of Largo Medical Center in Southwest Florida. Dr. Mohamed is a board-certified, Florida licensed and highly qualified Transplantation Medical Director.

The United Network for Organ Sharing (“UNOS”) requirements for Transplant Programs are specific and prescriptive. Per UNOS certification standards, the Transplant Program requires the clinical services and availability of a minimum of two (2) or more transplant surgeons to provide physician access and availability 24 hours a day/7 days per week. Currently Broward Health employs two (2) transplant surgeons, Dr. El-Gazzaz and Dr. Shaw who is leaving the system in April 2022. Broward Health Medical Center (“BHMC”) is seeking to replace the required Medical Director position previously held by Dr Franco, as well as replacement of Dr. Shaw to meet UNOS minimum standards of 2 or more transplant surgeons.

As a safety-net hospital Broward Health is obligated to provide services to meet the community needs. To that end, Broward Health has documented and objectively determined that there is a legitimate business purpose to provide Transplantation services.

**PRACTICIONER C.V<sup>3</sup>**

Attached.

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<sup>3</sup> This applies to physician contracts

### **ACTION/PROJECT DESCRIPTION**

Broward Health is requesting that the Board of Commissioners authorize the North Broward Hospital District to enter a contract with Dr. Osman-Mohamed for a 2-year term up the 82<sup>nd</sup> percentile.

An independent third-party appraisal report determined that the proposed arrangement is commercially reasonable, and the compensation is within fair market value. Specifically, the proposed salary is a two-year guaranteed base salary set at the 51<sup>st</sup> percentile with an additional ten percent (10%) of the base salary at risk for satisfaction of quality and compliance metrics. With medical directorship duties, maximum compensation will be up to the 82<sup>nd</sup> percentile.

The physician's productivity, quality and compliance metrics will be monitored by the Broward Health Physician Group's administrative team and monthly scorecards will be provided to the physician which includes compensation for his medical directorship.

### **FINAL FMV REPORT<sup>4</sup>**

**Date of Final FMV Report:** 2/23/2022

### **FINANCIAL/BUDGETARY IMPACT**

The proposed salary is budgeted for FY 22/23.

### **JUSTIFICATION**

Broward Health has documented and objectively determined that there is a legitimate business purpose to provide Liver and Kidney Transplantation services at Broward Health Medical Center.

The UNOS requirements for Transplant Programs are specific and prescriptive. Per UNOS certification standards, the Transplant Program requires the clinical services and availability of 2 or more transplant surgeons (currently Dr. El-Gazzaz and Dr. Shaw who is departing) to provide physician access and availability 24 hours per day, 7 days per week. Further, a physician must be identified as the Surgical Transplant Director.

Due to the departure of Dr. Franco as Medical Director, and the pending departure of Dr. Shaw in April 2022, it is critical to the continuation of the Broward Health Transplant Program that Dr. Osman-Mohamed assume the Transplant Surgical Director role to continue to comply with the UNOS requirements and certification standards. Dr. Osman-Mohamed will continue to provide in hospital care, consults, organ procurement and other clinical services to meet the needs and requirements for continuous physician coverage as we continue to expand surgical services to include live donor kidney transplantation and laparoscopic nephrectomy.

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<sup>4</sup> This applies to physician/physician group contracts

STAFF RECOMMENDATION

**Therefore, it is requested that the Board of Commissioners of the North Broward Hospital District authorize the District to enter into a two-year employment agreement up to the 82<sup>nd</sup> percentile with Dr. Hussein K. Osman-Mohamed for transplant surgery clinical and medical director services**

## CURRICULUM VITAE

Hussein K. Osman-Mohamed, MD, FACS.

### DEMOGRAPHICS:

**Date of Birth:** June 14, 1961  
**Address:** 1172 W hillsborouh, north port, FL, 34288  
**Citizenship:** American  
**Phone:** Work: 941-4973327  
Cell: 813-5411201  
**E-mail Address:** husseinkalahy@gmail.com

### EDUCATION:

#### UNDERGRADUATE:

Date Attended	Name & Location of Institution	Degree Received & Year	Major Subject
10/1979 - 09/1980	Ain-Shams University School of Science Cairo, Egypt	B.A. - 1981	Science

#### GRADUATE:

Date Attended	Name & Location of Institution	Degree Received & Year	Major Subject
10/1981 - 12/1986	Ain-Shams University School of Medicine Cairo, Egypt	M.B.B.Ch. (M.D) - 1986	Medicine

### TRAINING:

Date Attended	Name & Location of Institution	Name of Program Director/Discipline
03/1987 - 02/1988	Ain-Shams University Hospitals Cairo Egypt	Fawzy Bahnassy, MD, FRCS Internship
03/1988 - 06/1991	Ain-Shams University Hospitals Cairo Egypt	Fawzy Bahnassy, MD, FRCS Surgical Resident
03/1993 - 06/1995	Transplantation Institute, University of Pittsburgh,	John Fung, MD, Ph.D Kareem Abu-Elmagd, MD, Ph.D

	Pittsburgh, PA, USA	Transplantation Clinical Research Fellowship
09/1999 - 06/2000	Transplantation Institute Medical University of South Carolina, Charleston, SC, USA	Prabhakar Baliga, MD Transplantation Surgery Clinical Fellowship
07/2000 - 06/2003	Surgery Department Medical University of South Carolina, Charleston, SC, USA	Fred A. Crawford, MD, FACS David Adam, MD, FACS Surgical Resident
07/2003 - 06/2004	Surgery Department Medical University of South Carolina, Charleston, SC, USA	Fred A. Crawford, MD, FACS Thomas Brother, MD Chief Resident, General Surgery
09/2004 - 09/2005	Transplantation Institute Medical University of South Carolina, Charleston, SC, USA	Prabhakar Baliga MD Transplantation Surgery Clinical Fellowship

### **APPOINTMENTS & POSITIONS:**

<b>Years Inclusive</b>	<b>Name &amp; Location of Institution</b>	<b>Title</b>
2021- current	venice regional hospital	Director of hepatobiliary and general surgery
2018 – 2021	Largo Medical Center, HCA	Cancer Committee Chair of Tumor Board
12/2014 – 6/2021	Largo Medical Center, HCA Largo, FL, USA	Director of Transplant and Hepatobiliary Surgery at Transplant Institute of Florida - Responsible for the Strategic Plan of the Kidney and Liver Program as well as the Hepatobiliary Program
12/2010 - 11/2014	Tampa General Medical Group (Affiliated with University of South Florida), Tampa, FL, USA	Transplant and Hepatobiliary Pancreatic Surgeon
07/2006 - 11/2010	Mason City Clinic IA, USA	General, Bariatric, Minimal Invasive Surgery as well as lazer and surgical treatment for varicose veins
01/2006 - 06/2006	King Fahad National Guard Hospital, Riyadh, Saudi Arabia	Associate Consultant in Abdominal Transplantation and Hepatobiliary Surgery
06/1997 - 09/1999	King Fahad National Guard	Assistant Consultant in Abdominal

	Hospital, Riyadh, Saudi Arabia	Transplantation and Hepatobiliary Surgery
11/1991 - 07/1996	Ain-Shams University School of Medicine Cairo, Egypt	Assistant Lecturer in General Surgery
06/1994 - 07/1995	Transplantation Institute University of Pittsburgh, Pittsburgh, PA, USA	Instructor in Transplantation Surgery
03/1989 - 10/1991	Ain-Shams University School of Medicine Cairo, Egypt	Clinical Instructor in Surgery

### **CERTIFICATION & LICENSURE:**

<b>Certification</b>	<b>Year</b>
Florida Medical License	2010
American Board of Surgery	2007 - 2026
Michigan Medical License	2006
Iowa Medical License	2006
USMLE Step III	2005
South Carolina Medical License (Training License)	1999 - 2005
ECFMG Certificate (USMLE Step I, II and CSA has been completed)	1998
Ministry of Health Medical License, Egypt	1988

### **HONORS:**

1. Physician`s Recognition Award in Continuing Medical Education July 2002 - July 2005
2. Resident Appreciation Award, 2002
3. First Position In Anatomy Class, Ain-Shams University Medical School, 1982

### **SERVICE:**

I have a special interest and significant experience in liver/kidney/pancreas transplantation, hepatobiliary, pancreatic surgeries, as well as the different types of vascular and peritoneal dialysis access surgeries. I also have a special interest in minimal invasive surgeries including Robotic assisted laparoscopic/laparoscopic donor nephrectomy, adrenalectomy, Whipple, Peustow, distal pancreatectomy, hepatectomy, single incision surgery and others.

## **TEACHING EXPERIENCE:**

### ***Nova Southeastern University 2014 to present***

Teaching Professor for DO Students, Residents and Fellows at Largo Medical Center, Largo, Florida

### ***Assistant Professor Affiliated with University of South Florida from 2010 to present***

Assist in teaching medical students and surgical residents

### ***ATLS (Advanced Trauma Life Support) Instructor from 1999 to present***

Medical University of South Carolina, Charleston SC

### ***Distinguish Lecturer in General Surgery since 1996 to present***

Ain-Shams University Medical School, Cairo, Egypt

## **MEMBERSHIP & AFFILIATIONS:**

<b>Organizations</b>	<b>Year</b>
AASLD	2019- present
The Transplantation Society	2018 - present
International Society for Organ Donation & Procurement	2018 - present
NOVA Southern University (Clinical Faculty Member)	2015 - present
Pinellas County Medical Association	2015 - present
American Society of Transplantation Surgeons	2015 - present
American Society of Transplant (Candidate Member)	2005 - present
South Carolina Medical Association	2001 - present
American College of Surgeons (Candidate Member)	2000 - present
The Society of Egyptian Surgeons	1996 - present

## **SPECIAL QUALIFICATION:**

***ATLS (Advanced Trauma Life Support) Instructor***

***ABLS (Advanced Burn Life Support)***

## **PUBLICATIONS:**

Abu-Elmagd K, Tasakis A, Furukawa H, Bonet H, **Mohamed H**, Nour B, Ryes J, Green M, Manez R, Pasculle W, Fung J, Starzl TE. Intestinal transplantation and bacterial overgrowth in humans. *Transplantation Proceedings* 1994;26(3):1684-5.

Rogers J, Chavin KD, Kratz M, **Mohamed HK**, Lin A, Baillie CM, Shafizadeh SF, Baliga PK. Use of autologous radial artery for urgent arterial revascularization of hepatic artery thrombosis following orthotopic liver transplantation. *Liver transplantation*, 7(10): 913-7, 2001.

Ashcraft E, Baillie M, Shafizadeh S, McEvoy JR, **Mohamed H**, Lin A, Baliga P, Rogers J, Rajagopalan PR, Chavin KD: Further Improvements in Laparoscopic Donor Nephrectomy: Decreased Pain and Accelerated Recovery. *Clinical Transplantation*; 15 (suppl 6), 59-61, 2001.

**Mohamed HK**, Elliot BM, Brother TE, Robison JG. A simultaneous colon cancer and suprarenal clostridium septicum aortitis with rupture. *Annals of Vascular Surgery* (submitted)

**Mohamed HK**, Lin A, Savage S, Rajagopalan PR, Baliga PK, Chavin KD. Case Report: Parenchymal transection of the kidney inflicted by the endocatch bag during a laparoscopic donor nephrectomy. *AJT* (Accepted)

El-Shafy M, El-Akkad H, **Mohamed H**. Abdominal wound closure in contaminated surgery. *Monifia Medical Journal* 1997;9(1):37-45

Kemmer, N., Neff, G. W., Franco, E., Osman-Mohammed, H., Leone, J., Parkinson, E., Cece, E., Alsina, A. "Nonalcoholic Fatty liver disease epidemic and its implications for liver transplantation." *Transplantation*

Kemmer, N., Neff, G. W., Franco, E., Osman-Mohammed, H., Leone, J., Parkinson, E., Cece, E., Alsina, A. "Nonalcoholic Fatty Liver Disease Epidemic and Its Implications for Liver Transplantation." *Transplantation*

Mathur, A., Franco, E. S., Leone, J. P., Osman-Mohamed, H., Rojas, H., Kemmer, N., Neff, G. W., Rosemurgy, A. S., Alsina, A. E. "Obesity portends increased morbidity and earlier recurrence following liver transplantation for hepatocellular carcinoma." *HPB* (Oxford)

Allison Superneau, Glen Lowery, William Kendall and Hussein Osman Mohamed. "A Case Report of the Four-Year Elusive Retrohepatic Gallbladder" Department of General Surgery Largo Medical Center Largo, FL, USA. Hepatobiliary Center Largo Medical Center, Largo, FL, USA

## **PRESENTATIONS:**

Rogers J, **Mohamed H**, Willner I, Reuben A, Lin A, Chavin KD, Baliga PK. Outcome of liver transplantation for autoimmune hepatitis. American Transplant Congress. American Journal of Transplantation, Suppl 3 (2): 431, Washington, D.C, 2002.

**Mohamed HK**, Evans Z, Fiorini RN, Rodwell D, Baillie GM, Periyasamy B, Lin A, Baliga P, Chavin KD. Sever Macro-steatosis: Long-term follow up following transplantation. Advances in Organ Transplantation, June 9-12, 2005. Cambridge, Massachusetts.

**Mohamed H**, Al-Sebayel M, Ramirez C, Abdulla AK. Role of hepatic resection in management of liver tumors in the era of liver transplantation. Presented at Fifth Saudi Gastroenterology Association meeting, November 19-20, 1997, Saudi Arabia.

**Mohamed H**, Al-Sebayel M, Ramirez C. Vascular Complication after hepatic transplantation: Diagnosis, management and effect on outcome. Presented at the First GCC Organ Transplantation Congress, February 17-19, 1998, Abu Dhabi, United Arab Emirates and at the second International Symposium on Advances in Vascular Surgery, December 7-8, 1997, Saudi Arabia.

Al-Sebayel M, **Mohamed H**, Ramirez C, Kizilisik AT, Geldhof G, Bhatti TJ, Abdullah A. Four years experience with liver transplantation in Saudi Arabia. Presented at Fifth Saudi Gastroenterology Association meeting, November 19-20, 1997, Saudi Arabia.

Rameriz C, Al-Sebayel M, Kizilisik T, Abdulkareem A, Al Hemsy B, **Mohamed H**, Masoud F, Littlejohn W, Brinkema R, Recto F, Jovero R. Liver graft procurement- a four year experience at King Fahad National Guard Hospital, Riyadh, Saudi Arabia. Presented at the First GCC Organ Transplantation Congress, February 17-19, 1998, Abu Dhabi, United Arab Emirates.

Presenting marginal donors and organ transplantation for the Transplant by Tampa bay Meeting. 2012

Transplant Surgery-Screening Patients & Process. Presented December 11, 2015 at the Grand Hyatt in Clearwater, FL.

Update on the Management of Patients with HCC. Presented September 18, 2015 at the FOMA (Florida Osteopathic Medical Association) Seminar in Jupiter, FL.

Renal Failure and Kidney Transplant History and Progress. Presented June 10, 2016 at the American Nephrology Nurses Association Seminar in Bradenton, FL.

Renal Failure and Kidney Transplant History and Progress. Presented July 21-23, 2016 at the Florida Renal Administrators Association in Jupiter, FL.

Management of HCC and New Era of Liver Transplant. Presented July 28, 2016 at the CME Lecture at Bayonet Point in Hudson, FL.

Liver Disease and Liver Transplant. Presented May 18, 2017 at Bayfront Hospital Grand Round in Saint Petersburg, FL.

Management of Pancreatic Lesions. Presented October 20, 2017 at Florida Osteopathic Medical Association (FOMA).

## **REFERENCES:**

**Prabhakar Baliga, MD**

*Professor of Surgery Chief, Division of Transplant Surgery  
Medical University of South Carolina.*

**John J. Fung, MD, PhD.**

*Chief, Division of Transplant Surgery  
University of Pittsburgh.*

**Kenneth D. Chavin, MD PhD**

*Assistant Professor of Surgery, Division of Transplantation  
Medical University of South Carolina*

**Kareem Abu-Elmagd, MD, PhD**

*Professor of Surgery, Director of Intestinal Rehabilitation and Transplant  
Center*

**David B. Adams, MD, F.A.C.S.**

*Professor of Surgery, Medical University of South Carolina*