



**EXECUTIVE VICE DEAN, RESEARCH/CHIEF SCIENTIFIC OFFICER
THE UNIVERSITY OF MICHIGAN MEDICAL SCHOOL
ANN ARBOR, MICHIGAN**

The University of Michigan Medical School seeks an internationally renowned biomedical researcher and academic leader to serve as the Executive Vice Dean, Research/Chief Scientific Officer (EVD/CSO). The EVD/CSO has responsibility for the leadership and management of the research enterprise of the University of Michigan Medical School and Health System. The EVD/CSO reports to the Executive Vice President for Medical Affairs (EVPMA)/Dean of the Medical School, who is one of three executive vice presidents of the University reporting to the President.

OVERALL STRATEGIC RESPONSIBILITIES

- Develop and implement an innovative and robust strategic vision considering the full depth and breadth of the Medical School research mission to pursue excellence in biomedical research, foster high impact research that extends from fundamental discovery in the life sciences to clinical translation and improved prevention and treatment of disease, and raise its global reputation for scholarly excellence.
- Represent the interests of researchers and the University community externally, in building bridges with public and private funding agencies, while also balancing a collaborative focus on internal operational and administrative responsibilities.
- Promote strategic research partnerships between the Medical School and the University's other schools and colleges. As a key member of the EVPMA and Dean's leadership team, the CSO is a partner to the EVPMA & Dean, Executive Vice Dean-Academic Affairs (EVD-AA) and EVD-Clinical Affairs to develop and implement Medical School plans and programs, including recruitment and retention of department chairs, center/institute directors and faculty and facility and capital planning. As a partner with the University of Michigan Office of Research, the CSO works closely with the University Vice President for Research in setting the ongoing vision and leadership for the Medical School research mission and strategies.

SPECIFIC DUTIES

- Collaborate with leading scientists across the organization to develop and implement a multi-year research strategy to strengthen the University's position as a leader among research-focused academic medical centers, to include:
 - The allocation of space and other resources needed to implement the plan and develop the associated capital plan.
 - A financial plan that defines how research investments and ongoing research activities will be supported.
 - The approach to implementing the strategy, including the planning for and development of any required research facilities.
- Establish and monitor research performance metrics.
- Lead the selection, recruitment and financial plan development for the basic science chairs and centers and institutes directors (that are primarily focused on research) with consultation provided by the EVPMA & Dean and the Executive Vice Deans.
- Set Basic Science Chair annual performance objectives and leading performance reviews with oversight from the Dean and input from Executive Vice Deans.
- Provide oversight to the Senior Associate Dean for Research for Medical School-wide research infrastructure to include:
 - Administrative infrastructure.
 - Oversight of and selection of leadership for research cores.
 - Allocation and management of research space, including North Campus Research Complex, in collaboration with Dean and Executive Vice Deans.
- Foster research collaborations with other colleges, schools and institutes across the University.
- Work in close collaboration with designated campus leaders with responsibility to allocate central funds and incremental faculty positions with the goal of promoting strategic synergy in biological and biomedical research across the campus.
- Collaborate with external academic, industrial and community research partners and the various funding, regulatory and accrediting bodies.
- Work jointly with other Medical School leaders on the following activities:
 - Clinical chair selection, recruitment and financial plan development in conjunction with the Dean and Executive Vice Deans.
 - Setting of research-related Clinical Chair performance objectives and input into performance reviews.

- Selection, recruitment and financial plan development for Center and Institute Directors, in conjunction with the Dean and Executive Vice deans, and with primary responsibility for the recruitment for Centers and Institutes that are primarily focused on research.
- Development of Medical School research performance objectives and metrics.
- Provide assistance to Chairs/Division Chiefs with recruitment and retention of faculty who are primarily researchers.
- Represent the Medical School in key research forums within the University and externally locally, nationally and globally.
- Along with the EVD for Academic Affairs, represent the Medical School as a member of the Provost's Academic Program Group.
- The development of the medical school facility and capital plan.

SUPERVISORY ROLES

Administrative supervision is exercised over Senior Faculty and Staff to include:

- Senior Associate Dean of Research
- Senior Associate VP, Executive Director of North Campus Research Center
- Associate Dean of Regulatory Affairs
- Associate Dean of Clinical and Translational Research
- Clinical and Basic Science Chairs (delegated by the Dean as it relates to their departmental research activities)
- Center and Institute Directors (delegated by the Dean as it relates to their research activities)

REQUIRED QUALIFICATIONS

- A Ph.D. in a biomedical research discipline, a medical doctoral degree or both.
- Eligibility for the academic rank of Professor with tenure.
- National recognition as a scholar and academic leader.
- Proven visionary leader who has developed or grown an innovative program in a cutting-edge biomedical research.
- Strong record of scientific accomplishment and administrative, managerial, and operational experience in oversight of research programs.
- An ability to traverse the fields of academic medicine, corporate entities, and public agencies while building collaborative relationships and a proven capacity to partner and collaborate with other leaders at both the strategic and operational level are required.
- Extensive experience with federal funding agencies and regulatory compliance.
- Space and budget management experience in an academic medical center environment.
- Commitment to promoting a culture that nurtures diverse forms of inquiry and scholarship.
- Evidence of strong interpersonal and communication skills.

- A commitment to academic excellence and impact.
- Experience in planning, implementing and sustaining comprehensive research centers or programs
- Strong commitment to cultural diversity and inclusion.

DESIRED PERSONAL CHARACTERISTICS

- **Communication skills** – positive interpersonal skills that demonstrate diplomacy and accessibility. Behavioral skills to support vision and leadership. He/she should be approachable; collegial, assertive; able to build a team that moves towards common goals; transparent; participative with an open management style. Ability to represent and motivate support for the mission, interests, and accomplishments of the Medical School research enterprise to audiences within and beyond the campus.
- **Integrity** – personal standard of behavior that will be a model for the organization and will inspire all within the Medical School research community to work collaboratively toward shared goals.
- **Vision** – Forward thinking, responsive to needs of the physicians, scientists, students, staff, and health system. Able to shape organizational change and convey a clear, shared vision and alignment of efforts. Possesses the personal charisma needed to drive and implement necessary change.
- **Intellectual and analytical skills** – to drive cogent planning and establishment of robust research management systems.
- **Political acumen and collaborative skills** –to build consensus among strong, diverse and sometimes competing individuals and programs. Facilitates collaboration among various research-related functions within the University.
- **Motivator/mentor** – able to inspire all rank of staff. Capable of motivating people to be team players, to be collegial and supportive, and willing to share information.
- **Change agent** – who is innovative, willing to take risks and has the creativity to reengineer existing practices and to construct new ways of doing things.
- **Decisive leader** – who combines a sense of equanimity with humor to sustain intense, productive and collaborative leadership effort.
- **Team player** – and collaborator on multiple levels of research and administrative staff.
- **Diversity** – Demonstrated commitment to diversity and an appreciation for its important contributions to excellence.

NOMINATIONS AND APPLICATIONS

The University of Michigan Medical School invites nominations and applications for the position of Executive Vice Dean, Research/Chief Scientific Officer. Nominees and Applicants should hold a PhD and/or MD degree, have a record of successful research funding and/or achieved distinction in a biomedical research field, embrace the tenets of basic, translational, clinical, and health services research for which the University of Michigan faculty are well known, must possess a track record of successful leadership in a medical school and/or academic medical center, and evidence of demonstrated management skills in a major research university. Candidates should understand and support the overlapping missions of the University and the Health System, in their roles of basic, translational, clinical, and health services research.

The Executive Vice Dean, Research/Chief Scientific Officer Search Advisory Committee is chaired by Dr. John Ayanian and co-chaired by Dr. Harry Mobley. For additional information about the search, please visit http://umhealth.me/CSO_search. Nominations and applications should be sent electronically to MichiganMed.CSO@russellreynolds.com. Review of nominations and applications will begin immediately and continue until the position is filled.

Information about the University can be found at: <http://www.umich.edu/>.

The University of Michigan is an equal opportunity, affirmative action employer.

OVERVIEW OF UNIVERSITY OF MICHIGAN HEALTH SYSTEM & MEDICAL SCHOOL

The University of Michigan Health System (UMHS) is one of the nation's premier academic medical centers. *U.S. News and World Report* ranked the Medical School 4th in the nation for primary care and tied for 11th as a research medical school. The hospital is ranked #1 in Metro Detroit and has 11 specialties nationally ranked. Medical School faculty received \$287 million in NIH research funding in Federal FY2015, representing a 2.5 percent share of NIH awards to medical schools with U-M Medical School ranked 11th overall nationally.

The Medical School

The Medical School includes 3,160 faculty members and 3,906 staff members in 29 academic departments, (20 clinical and nine basic science) and over 35 interdisciplinary centers and institutes. Teaching, research and clinical care often cross traditional departments, interdisciplinary research centers and institutes. The proximity and close relationship between the Medical School and the University Hospitals has fostered opportunities for collaboration between basic scientists and clinician scientists for more than 100 years.

Since it was founded in 1848, the U-M Medical School has been recognized nationally as a leader in innovative medical education. The Medical School was the first major medical school to admit women and the first major medical school to teach science-based medicine. It also introduced the first clinical clerkships. The U-M Medical School enrollment is currently 731 medical students, 597 graduate students and 609 post-doctoral fellows.

Over the past 150 years, U-M Medical School has trained more than 20,000 physicians. It has one of the largest residency programs in the nation with training in 94 accredited specialties. It is also home to 14 distinct, highly interdisciplinary PhD programs through our Program in Biomedical Sciences, which offers doctoral students access to more than 500 talented faculty mentors and their laboratories, including Howard Hughes Medical Investigators and members of the National Academy of Sciences and the National Academy of Medicine.

UMHS is the only top academic medical center in the nation where the medical school and hospitals are on a campus that is contiguous with nationally ranked and recognized professional schools in dentistry, nursing, social work, pharmacy, public health, engineering, business, law, information, and public policy. This facilitates and stimulates collegiality and collaboration between faculty and students, and enables interdisciplinary collaboration that expedites innovative solutions to the most pressing health care problems.

One of the major growth initiatives for UMHS and the University is the North Campus Research Complex (NCRC) and surrounding open land that was acquired in 2009. This 174-acre property includes 28 buildings comprising just over two million square feet of laboratory and administrative space and is utilized as a home for expanded research activities in health, biomedicine and other disciplines.

As part of our vision to “create the future of healthcare through discovery,” UMHS is dedicated to bringing together researchers and partners from different disciplines and industries – like what is being done at the A. Alfred Taubman Biomedical Science Research Building and the NCRC – to foster a collaborative “team science” environment that transcends traditional disciplinary silos and facilitates influential research and groundbreaking discovery. For example, the Institute for Healthcare Policy and Innovation (IHPI) based at the NCRC is a University-wide institute that includes 480 health services researchers from 17 U-M schools and colleges; about 60% of this Institute’s faculty members are from the Medical School. Over 85% of the faculty of the Life Sciences Institute, U-M’s hub for interdisciplinary basic science, are from the Medical School. Other major research institutes include the Michigan Institute for Clinical and Health Research, Michigan Nanotechnology Institute for Medicine and Biological Sciences, and Molecular and Behavioral Neuroscience Institute. Eighteen new start-up companies have emerged from our research in the last six years. In fiscal year 2015, UMHS researchers filed 166 reports of new inventions with the U-M Office of Technology Transfer, and made discoveries that yielded 41 patents and 40 license agreements with private companies

In 9 basic science and 20 clinical departments, teaching, research and clinical care often cross traditional departmental boundaries, particularly in the school's interdisciplinary centers and institutes and programs. The Medical School’s close proximity and the cooperative relationships with other colleges and schools of the University — including the School of Public Health and College of Engineering — foster opportunities for creative research collaborations.