



College of Human Medicine  
MICHIGAN STATE UNIVERSITY

**Chair, Department of Medicine Search**  
**Michigan State University College of Human Medicine**  
**East Lansing, Michigan**

**The Search**

The Department of Medicine, housed within the College of Human Medicine (CHM or the College) at Michigan State University (MSU), seeks a collaborative, innovative, and inspirational physician-leader to serve as its next Chair for the Department of Medicine. Based in East Lansing, the Chair will have the opportunity to influence and grow clinical, teaching, and research programs and to position the department for further growth and transformation. The Chair will play an integral role in building on the department's success in clinical care in order to create a robust foundation on which to become a greater engine for CHM and beyond.

Michigan State University, a Big Ten university founded in 1855, is one of the nation's premier land-grant institutions and a member of the Association of American Universities. Founded in 1964, CHM is a community integrated medical school that includes eight campuses across the state of Michigan, in areas ranging from rural to urban, with a robust roster of clinical partners. This broad network provides students with comprehensive training in clinical settings that parallel the environments in which most physicians practice. The eight community campuses are Detroit, Flint, Grand Rapids, Lansing, Midland Regional, Southeast Michigan, Traverse City, and the Upper Peninsula. In early 2021, MSU entered a partnership with Henry Ford Health to create the eighth community campus in Detroit. The joint venture Health Sciences Center has a projected opening date of Fall 2023.

The MSU/Henry Ford Health partnership is focused on vital pillars of health outcomes, including health equity, cancer, and population health. A major component of the partnership will include a fully integrated cancer program which will combine research and clinical applications to create a national and international destination for access to the most advanced cancer therapies and research, including a joint effort to achieve National Cancer Institute designation. A shared building will allow consolidation of Henry Ford Health and MSU research activities and provide critical space for recruitment. Architectural planning in Detroit is underway with a hopeful completion date of 2025.

The College of Human Medicine at MSU was founded under the pioneering idea that medicine can and should be taught where people live, work, and need medical care. Today, Department of Medicine faculty continue the tradition of collaboration with community partners throughout the state. This engagement is critical for educating the next generation of physicians and in pursuing cutting edge research and delivering high quality healthcare. The Department of Medicine is a critical component of MSU's extensive human health care enterprise, which includes the College of Osteopathic Medicine, the College of Nursing, and MSU Health Care, which is a separate 501(c)3 representing more than 600 faculty and provides services for 400,000 inpatient and outpatient visits in 100 locations.

The university's new strategic plan, MSU 2030, includes "Sustainable Health" as one of the plan's six core pillars. Within that pillar, the university will turn to CHM and the Department of Medicine as a key force for improving the health of the people of Michigan, advancing educational and DEI opportunities, and tripling the university's NIH expenditures. The new chair will be a key player in the college's work to help the university achieve its lofty goals.

The Department of Medicine consists of seven divisions, four units and a Tissue/Immunology Lab. The department employs 35 physician faculty members, 27 staff members, and manages a \$11.3 million dollar budget comprised of clinical services, research, contracts, and endowments. The department collaborates with more than 1,200 community faculty across eight campuses. The Chair will be responsible for the planning and guidance of clinical efforts within the Department, ensuring outstanding clinical care, providing cutting edge clinical research, and offering a supportive educational environment to learners. The Chair will develop and implement a vision for the Department that integrates clinical, education, and research missions, fostering a culture of collaboration, equity, and inclusion. Successful candidates will have a proven record of operational leadership, strong teaching, clinical, mentoring and research skills, as well as demonstrated administrative experience, academic excellence, and the ability to add intellectual diversity with cultural richness. Candidates should be committed to patient care, faculty development, research and education of medical students, residents, and fellows. The Department elicits strong trust from the community in the care being delivered. The Chair will continue to be an advocate for the Department, a leader within the CHM, and a collaborator across the broader community. The successful candidate must have an MD or MD/PhD, meet the requirements for appointment as a full professor, and have eligibility for licensure in the state of Michigan.

Michigan State University has retained the executive search firm, Isaacson, Miller, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

### The Department of Medicine

The Department has a three-fold mission: (1) to educate, train and inspire students, physicians and allied health professionals in the discipline and related sciences of Internal Medicine, (2) to provide high quality, compassionate, and cost-conscious care to patients and their families and to serve as an advocate for their health, and (3) to attain research excellence for the purpose of improving the health of all.

The Department of Medicine is comprised of seven clinical divisions that include General Internal Medicine, Cardiology, Endocrinology, Infectious Disease, Hematology Oncology, and Occupational Medicine. Four additional units within Medicine include the Biopsychosocial Program, Nanomedicine and Molecular Intervention, the "Office Guidelines Applied in Practice" which is a patient intervention program, the *REPID* program which provides research training experiences for MSU students from underrepresented and disadvantaged backgrounds, and the Tissue/Immunology laboratory that tests tissues in preparation for transplants. For more information on each of the divisions, please visit the Appendix.

## Education

A core component of the Department's mission is to educate the physicians and health care professionals of tomorrow, the physicians and health care professionals of today, and the community at large. Department faculty members serve as course directors, clerkship directors, preceptors, and teachers for across the competency-based undergraduate medical school curriculum. The Department provides more than 5,400 teaching hours for the Shared Discovery Curriculum annually. As a result, CHM students continue to demonstrate outstanding board pass rates, and faculty in the Department have earned university and college level awards for outstanding teaching. The Department also provides administrative oversight and preceptors for the MSU/Sparrow Hospital Internal Medicine residency program, training a total of 45 residents per year (15 per cohort), including third- and fourth-year chief residents. Graduates of the program go on to successfully complete competitive fellowships across the country, join academic internal medicine, or work in community settings as hospitalists or general internists.

The Department also provides administrative oversight and preceptors for 20 fellows throughout its divisions: six in Hematology/Oncology at McLaren Greater Lansing, three in Endocrinology, two in Infectious Disease and nine in Cardiology at the Sparrow Hospital-based fellowship programs. Additionally, there are three interventional cardiology fellows in the affiliated fellowship program in Kalamazoo.

## Research

The Department of Medicine has a research program which is noted for its high level of external funding per faculty and its interdisciplinary nature. Basic science, clinical and translational research are included in the Department's diverse portfolio, maintaining 6,847 square feet of bench space on main campus. Nanomedicine, vascular biology, cardiovascular science, clinical trials, pharmacokinetics, clinical epidemiology, and medical education are just a few of the topics under active investigation. Most investigators work closely with other MSU scientists in areas including engineering, nutrition, food safety, veterinary medicine, and the other health sciences colleges. Departmental faculty serve as Principal Investigators on grants from the NIH, OSHA, the CDC, HRSA, and several foundation-funded projects.

The Department's total budget is \$11.3 million, which includes \$500,000 in endowments and external research funding of \$3.26 million in FY22, up from \$3 million in FY21. Five new grant proposals were submitted in FY22. The Department maintains a research seed award fund (\$50,000 annually) to assist faculty in developing externally funded research projects. This fund has resulted in three NIH grant applications and one American Heart Association application. The developing University-wide relationship with Henry Ford Health in Detroit, partnerships in Grand Rapids, and the highly successful public health infrastructure in Flint, all increase opportunities for interdisciplinary research for the Department. The Henry Ford-MSU partnership is also expected to hire approximately 60 new faculty researchers, an addition that will have positive impact the research programs in the Department of Medicine and other departments in CHM.

The Dean and the College will look to the Department of Medicine to help lead advances in research across the state, but especially focused on partnerships and opportunities in Lansing. MSU's focus on advancing research programming will be an opportunity and catalyst for the Department's scholarly growth and success.

## Patient Care

The Department partners with MSU Health Care to provide outpatient services at the Edye building in East Lansing. Approximately 18.5 clinical FTEs generate more than \$10 million in charges annually. In the last fiscal year, over 10,000 annual outpatient visits were recorded and produced over 97,000 RVUs. The department partners with Sparrow Health System, McLaren Health Greater Lansing, and Karmanos Cancer Institute for inpatient care. The payer mix is broad and includes Blue Cross Blue Shield, Medicare, McLaren Medicaid, Humana, Blue Care Network and others.

MSU Health Care is the fully integrated academic medical practice of Michigan State University, providing exemplary care in communities throughout the state to support the research and academic missions of MSU Health Sciences. MSU Health Care is a network of organizations (some public and some private) that are operated or managed as part of an integrated health system with a single mission to improve the health of Michigan.

MSU Health Care is MSU's Faculty Practice; spanning 46 adult and pediatric specialties committed to high-quality patient care. Its providers practice in more than 100 locations consisting of primary and specialty services, as well as a pharmacy, laboratory, imaging, and physical therapy services. MSU Health Care also treats patients at McLaren Greater Lansing and Sparrow Hospitals as well as more than a dozen large health care systems throughout the state.

## **Role of the Chair of the Department of Medicine**

Reporting to the Dean of the College of Human Medicine (CHM), the Chair will play a critical leadership role in shaping and implementing the overall strategy for the Department of Medicine in East Lansing and be tasked with growing and facilitating education, research and innovation, clinical care, and service. The Chair has direct oversight of seven chiefs, an Associate Chair for Research, an Assistant Chair for Clinical Service, and a residency program director. The Chair serves as an ex-officio member of the Executive Committee that acts as the executive body of the faculty and is the Chair of the Advisory Committee that acts as a steering committee for the Department. The Chair provides administrative oversight of the Department's clinical services, training programs, research initiatives, and budget allocation. To ensure a successful, thriving future for the Department, the Chair will be tasked with nurturing existing and developing partnerships with health systems across the state of Michigan to provide current and future opportunities for deep and meaningful growth in the areas of education, clinical care, bench-to-bedside-to-community research, and service. As the partnership with Henry Ford Health continues to evolve at the College level, the Chair's collaborative reach and partnership with the faculty and staff in Detroit are at the center of ongoing discussions. Given the dynamic nature of the situation, additional information will be provided as the search unfolds.

An advocate and a leader, the Chair represents the Department within the College of Human Medicine, MSU Health Care, the University, and the broader community while exemplifying MSU's commitment to community engagement and outstanding patient care. The Chair will also be directly involved in teaching, research, and clinical service in his or her area of specialization.

The Chair will address, but not be limited to, focusing on the following key priorities:

## **Opportunities and Challenges for the Chair of the Department of Medicine**

### ***Craft a strategic, distinctive, and unifying vision for the Department of Medicine***

The Chair will have a careful eye towards systematic and strategic growth as they work to craft a clear vision for the Department. The next Chair will foster increased opportunities with clinical partners throughout Michigan including Sparrow Health System, Spectrum Health Care, McLaren Health Care, Henry Ford Health, and other community health care partners to develop long-term partnerships that cross all four interconnected missions of education, clinical care, research, and service. The Department has deep ties in the primary care space and needs to strategically explore opportunities for growth in specialty care.

The Chair will provide management and oversight in order to organize, support, and add synergy to the key mission. After assessing the current state of the Department with an eye on transformative advances in the field, the Chair will formulate and implement a strategic plan that leverages existing areas of strength and considers new frontiers in medicine. Maintaining diversity of research within the Department and continuing to bridge the vast array of subspecialties will be important in developing the Department's reputation as a leader in internal medicine. The Chair will lead through inspiring intellectual curiosity and establishing thoughtfully implemented institutional priorities.

### ***Recruit, retain, and nurture a diverse and inclusive faculty***

The Chair will be responsible for nurturing and mentoring the next generation of faculty and trainees by building critical mass within the Department, pursuing areas for potential for growth and capturing future opportunities through mentorship. The Chair's package will include at least five faculty lines and therefore the Chair will need to be adept at attracting, recruiting, and retaining those at the cutting edge of discovery and clinical care. The Chair will also be responsible for providing and encouraging mentorship among faculty members, students, residents, researchers, and fellows. The Chair will hold Department members accountable for excellence in education, clinical service, and research, and will work to inspire, develop, and guide faculty. Above all else, the Chair will further establish and champion a culture of inclusivity and equity within the Department and maintain a supportive environment where faculty at all stages of their careers have the necessary resources for professional development.

### ***Direct, develop and advance the Department's educational activities, ensuring innovative, bold, and relevant training congruent with the needs of physicians***

The Chair will ensure the provision of appropriate resources to support innovative and progressive postgraduate training to develop physicians capable of thinking critically and independently in practicing patient-centered medicine. The Chair will promote a culture of excellence in clinical care, as well as provide opportunities for an advanced educational experience in various subspecialties. The next Chair will be tasked with continuing to build upon the educational mission of the Department and to ensure that learning is at the center of departmental operations. A particular focus will be expanding research experiences for trainees and fellows. Above all, the Chair will promote trainee and fellow health and well-being based on principles of transparency, diversity, equity, and inclusion.

### ***Enhance research productivity within the Department***

As the Department of Medicine looks to the future, research is an area poised for significant growth and progress. The Chair will be a recognized scholar and will work to recruit faculty who are passionate about providing both educational and research experiences for students. The Chair will also be tasked with leading the expansion of extramural grant funding. Existing and new partnerships with health systems across the state promise expanded research opportunities. Throughout Michigan, faculty and researchers are embedded in the community, allowing them to understand and address the state's most pressing needs. The developing University-wide relationship with Henry Ford Health in Detroit will increase opportunities for interdisciplinary work across all of CHM's mission areas.

Having begun to harmonize research operations, more than 100 Henry Ford researchers are finalizing the faculty appointment process and anticipate being welcomed into the MSU faculty community in the near future. The combined research enterprise will be housed virtually and coordinated within the Henry Ford Health/MSU Health Sciences Center, which has now been recognized by the NIH among the top research institutions in the country. A top priority over the coming years will be to grow research by recruiting, retaining, and strengthening the best talent. Success in scholarly impact and funding will be a key expectation of the next chair.

The Chair will be responsible for the oversight and growth of the department's research portfolio. This includes mentoring and coaching for junior and mid-career faculty to develop independent research careers and foster collaborative research across the University, CHM, and the Department. The Chair will expand clinical, translational, and basic research activities with a focus on health services research, clinical research, and epidemiologic research. After assessing the current research structure and processes, the Chair will leverage available resources and infrastructure to build a clear process for initiating and carrying out research, removing administrative barriers in efforts to expand the full spectrum of research.

### ***Sustain and enhance excellence in clinical care and service statewide***

The CHM Mission statement pledges to "enhance communities by providing outstanding primary and specialty care, promoting the dignity and inclusion of all people, and responding to the needs of the medically underserved." Programs promoting the health and wellbeing of the citizens of Michigan and responding to their needs is concordant with MSU's land grant mission. Currently, the clinical footprint of the Department rests in East Lansing. Clinical programs across the state provide the infrastructure for and access to physicians who play critical roles in education and mentoring, and community clerkship directors can be found on each of the eight campuses.

The Chair will join during an aspirational period where clinical growth is a major component of the strategic plan. As the state's land grant institution, the opportunity to expand the University's clinical footprint throughout Michigan is immense. The Chair will partner with leadership across the Department of Medicine and Health System partners to map out and implement strategies to grow and incentivize the clinical practice. The Chair will ensure sufficient clinical bandwidth with increased clinical growth over time, solidify work-life balance, address physician burn-out, and promote enriched holistic care of patients. The Chair will continue to facilitate a strong relationship between the Department and clinics, Sparrow Health Care, Spectrum Health Care, McLaren Health Care and Henry Ford Health, as well as additional state-wide clinical partners.

***Promote and practice collaboration, communication, trust, and transparency***

A tireless communicator and listener, the Chair will be skilled at disseminating information across a complex organization, having candid conversations, creating space for the open exchange of ideas, and leading the community in engaging one another authentically across issues of both difference and commonality. The Chair will ensure that all constituencies are heard, but will balance consultation with timely decision-making, cultivating a culture that respects the many perspectives that exist on campus while also embracing opportunities and attending to challenges as they arise.

**Qualifications and Characteristics**

To achieve this broad mandate, the successful candidate for this position will meet the requirements and possess many, if not all, of the following characteristics:

**Requirements**

- An MD, MD/PhD, or equivalent degree and eligibility for licensure to practice medicine in the state of Michigan. A record commensurate with appointment at the rank of full professor.

**Expertise and Attributes**

- A demonstrable commitment to the mission of a community based medical school in providing impactful educational programs, relevant research, and the highest quality of care;
- A demonstrated record of personal and organizational success in guiding a vision and expanding support for research, creative and scholarly activities, instruction, clinical care, and service;
- Ability to articulate a compelling vision and implement a strategy that engages researchers, clinicians and institutional partners;
- The capacity to lead effectively within a matrixed academic community with multiple clinical partners;
- Demonstrated commitment to diversity, equity, and inclusion;
- An empathetic relationship builder who seeks to promote teamwork, and effectively listens and communicates to promote a collective overarching vision;
- Evidence of effective management of an organization's capital and fiscal resources;
- Political acumen and ability to work well with people at all levels - university, hospital, community, faculty, staff and learners;
- A reputation as a consensus-builder who can resolve conflict for the overall betterment of an organization;
- Strong interpersonal and communication skills;
- History of excellence and leadership in clinical care;
- Experience in the recruitment, retention, and development of excellent faculty;
- An entrepreneurial, collaborative, creative, and driven spirit.

**Location**

The Chair will be a visible leader to faculty, staff, medical students, residents, fellows, community partners, and alumni. It is expected that the Chair will be based in East Lansing, but will partner with clinicians and leaders in Detroit, Grand Rapids, Flint, and other community locations to collaboratively advance the Department's state-wide footprint for clinical care.



**To Apply**

Michigan State University has retained Isaacson, Miller to assist the Chair of the Department of Medicine Search Committee in its identification and review of candidates. Screening of applications will begin immediately and will continue until the search is successful or closed. Inquiries, referrals, and *curricula vitae*, cover letter, and a one-page statement on how your leadership, teaching, scholarship, and/or service has advanced diversity, equity, and inclusion initiatives should be sent in confidence to:

Jamie Sands, Partner

Katie White, Associate

<https://www.imsearch.com/search-detail/8705>

*MSU is an affirmative action, equal opportunity employer. MSU is committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential.*

*The university actively supports partner accommodations and encourages applications and/or nominations of women, persons of color, veterans, and persons with disabilities.*



## **Appendix**

### **Divisions within the Department of Medicine**

#### **Cardiology**

The Cardiology Division at Michigan State University in the College of Human Medicine, Department of Medicine, provides a variety of premium high quality outpatient services at the MSU Internal Medicine Clinic to hundreds of Mid-Michigan residents. These services include consultations, non-invasive cardiology testing, stress testing, echocardiography, Holter monitoring, ambulatory blood pressure monitoring, and EKG testing. Additionally, the Division provides inpatient and outpatient services at local Lansing area hospitals.

In addition to providing high quality care to Mid-Michigan residents, the Cardiology Division also sponsors two fellowship programs: cardiovascular disease and interventional cardiology. The three-year fellowship program is accredited through ACGME (Accreditation Council on Graduate Medical Education). The Cardiology Division, with the help of community physicians, trains fellows to specialize in cardiovascular disease, serving the needs of the patient and striving for excellence for the purpose of improving health.

#### **Dermatology**

Established in 2002, the Nicholas V. Perricone, M.D., Division of Dermatology is building and promoting dermatology through the establishment of integrated scientific, clinical, educational, and community outreach programs rooted in academic excellence and humanistic values. The Division is jointly operated by the Department of Medicine and the Department of Pharmacology/Toxicology. This research-focused Division is supported by the Nicholas V. Perricone, M.D., Endowment and has a focus on spurring clinical translational research of skin conditions. Dr. Perricone is an alumnus of the College of Human Medicine.

#### **Endocrinology and Metabolism**

The Division of Endocrinology and Metabolism was established within the MSU CHM Department of Medicine in 1971. The mission of the Division is to educate, train and inspire learners, advance knowledge, and provide high quality, compassionate, cost-conscious care to patients and their families. The clinicians in the Endocrinology Division treat adults with endocrine, diabetes and metabolism disorders at the Internal Medicine Clinic.

The Division offers a two-year fellowship in Endocrinology, Diabetes & Metabolism which is fully accredited by ACGME. The fellowship is a partnership between Michigan State University and E.W. Sparrow Hospital. Fellows receive instruction from MSU-based faculty and clinical faculty in the community. The Division also provides teaching in endocrinology and metabolism to medical students, residents, and allied health professionals. Faculty members teach in lecture format, small group learning sessions, and in one-on-one teaching sessions. Medical students may also take Endocrinology as an elective rotation.

The Division conducts clinical research and participates in basic research in collaboration with basic science faculty. An example is the Global Hypopituitary Control and Complications Study (HypoCCS) which

is part of an international collaboration project to evaluate the effects of growth hormone replacement in growth hormone deficient adults. Other studies include an evaluation of a Shared Decision-Making model to improve the care of diabetes and a study to evaluate the utility of MRI in the early detection of diabetic microangiopathy. The outcome of the studies will advance knowledge and may result in improved treatment of patients affected by the endocrine disorders.

### General Internal Medicine

The General Internal Medicine (GIM) Division represents the largest clinical unit. The Division's mission is to excel in the delivery of high quality, culturally sensitive, patient-centered comprehensive primary and preventive healthcare. The Division also conducts research on innovative models of health care delivery, quality improvements and patient safety.

Diversity in scholarship exists within the Division, with faculty members actively engaged in diverse, funded research such as health services research, health disparities, implementation science, quality improvement, medical education research, psychosocial medicine, sleep medicine, and basic mechanisms of disease. GIM's ability to attract external grants and contracts has grown substantially over the past several years, with Division members receiving external funding for market analyses and business plan development for medical education technology in addition to NIH and Foundation grants.

The GIM Division is populated with excellent clinicians and the demand for its faculty as primary care providers is high. The clinical activity of the Division is equally split between the ambulatory and inpatient settings, ensuring the delivery of quality care to all patients with complex chronic illness. The high grades received by the Division in patient satisfaction scores is a testimony of the high-quality medical services GIM provides to its patients.

Members of the Division comprise of highly talented, committed faculty with major and diverse roles across the educational spectrum in the College of Human Medicine (CHM). Faculty duties range from directing preclinical and clinical courses to directing the residency programs, fellowship, and CME teaching. In addition, faculty members serve as deans, directors of assessment, and in various other academic affairs leadership roles throughout the College. The nationally recognized MSU/Sparrow Internal Medicine Residency program trains residents to care for patients with complex medical and psychosocial conditions in ambulatory and hospital settings. The Division is committed to medical student education through all the four years of the innovative Shared Discovery Curriculum.

Members of the Division have received national recognition from reputable agencies including the Institute of Medicine (IOM) and NIH. Most Division members have been recipients of departmental, college, university, or national awards. Members are nationally prominent in medical education organizations such as the Alliance for Academic Internal Medicine and Society of General Internal Medicine. The excellent educational outcomes for learners in the College of Human Medicine supports the Division's recognition for teaching excellence.

In the rapidly changing environment of medical care and medical education, the Division is well poised to continue to support the mission of the College of Human Medicine and Michigan State University for the foreseeable future.

### Hematology and Oncology

The Division of Hematology and Oncology specializes in cancer therapeutics, thrombosis, and bleeding disorders. With robust and active clinical, research, and teaching programs, the Division is poised to attain still greater success in meeting the unique needs of patients in the Greater Lansing area and throughout the state of Michigan. Hematology and Oncology patients are seen at the Karmanos Cancer Institute at McLaren Greater Lansing, a full-service, community-based outpatient cancer care facility with a reach that extends throughout the U.S. through its participation in clinical trials. Faculty collaborate with MSU's Center for Bleeding and Clotting Disorders, which is a federally funded hemophilia treatment center which serves newborns, children, adolescents, adults and their families across the state of Michigan. In addition, the Sickle Cell Lifespan clinic opened in June 2022 and is a partnership between MSU and Sparrow Hospital that is expanding the clinical and research footprint in sickle cell disease.

The Division has an active clinical trials program that provides patients with cutting-edge treatment and helps advance the field of oncology. The Division participates in national cooperative groups trials, including the National Surgical Adjuvant Breast and Bowel Project (NSABP) and the Southwest Oncology Group, both supported through the NIH's National Cancer Institute. In addition, the Clinical Trials Unit conducts many other trials to advance the science and treatment of cancer. Faculty in the Division also have access to two advanced GE PETtrace 890 cyclotrons at the Doug Meijer Medical Innovation Building in Grand Rapids. Located at the base of the Medical Mile in the downtown Grand Rapids Innovation Park, the arrival classifies the facility as the most modern and advanced dual-cyclotron radiopharmacy in the world.

The MSU Division of Hematology and Oncology provides ACGME-based fellowship training leading to Board-eligibility in both Hematology and Oncology. The fellowship includes scheduled didactic lectures, supervised outpatient and inpatient clinical experience, and the opportunity to participate in electives at other sites. Residents from the MSU/Sparrow Internal Medicine residency, CHM and COM medical students, and REPID Scholars rotate through the clinical program.

### Infectious Diseases

The Division of Infectious Diseases (ID) includes physicians and scientists dedicated to reducing infectious disease morbidity in patients. The ID Division is comprised of a core group of faculty and staff that support the Infectious Disease Fellowship Program as well as resident and student activities. The group's research arm is currently focusing on basic and clinical sciences of gram positive and fungal pathogens.

The ID Division supports education through participation in the Shared Discovery Curriculum. Additionally, the faculty members lecture in the other health colleges, as well as in the Department of Microbiology. All faculty teach residents on inpatient services and in outpatient settings.

The Division has been successful in basic and clinical research. The Division has several active, funded research projects related to the use and pharmacodynamics of antimicrobial agents. Clinically, the Division sees approximately 100 consultations per month and is active in the ongoing outpatient management of persons with HIV and other infectious disease problems.

### Occupational and Environmental Medicine

Since 1978, physicians, hospitals, clinics, other health professionals and employers have been required by law to report known or suspected cases of occupational disease to the Michigan Department of Licensing and Regulatory Affairs (MDLARA). More recently, laboratories have been required to report to the Michigan Department of Community Health and Human Services (MDHHS) the results of laboratory testing for arsenic, cadmium, carboxyhemoglobin, cholinesterase, lead and mercury. The Occupational and Environmental Medicine Division collects these reports for the state, confirms diagnoses and initiates follow back investigations to identify the circumstances under which individuals have become sick or been exposed. The goal is to use these cases reported to prevent others from becoming sick. The Division is comprised of those who primary work on externally funded research for the Division.

### The College of Human Medicine

The College of Human Medicine was founded with the mission to “serve the people” by educating physicians for the state of Michigan. CHM graduated its inaugural class in 1972 and is now ranked #28 in Most Graduates Practicing in Rural Areas, #32 in Most Graduates Practicing in Medically Underserved Areas and #54 in Most Graduates Practicing in Primary Care Fields by *U.S. News & World Report*. CHM also ranked sixth in a nationwide study on social mission, which compared medical school statistics for doctors who are minorities, practice primary care, and work in underserved areas.

CHM is one of 26 self-designated community-based medical schools in the country, most of which were founded in the 1970s in response to recognized community needs for primary care physicians. The College’s core principles include primary care focus, patient-based teaching, modest research involvement, and clinical education in community hospitals and health systems. CHM implemented its innovative, competency-based Shared Discovery Curriculum (SDC) in 2016 and has graduated three cohorts of students. The SDC is based on an integrative approach to the basic and clinical sciences and bioethics within a framework of early clinical experiences in primary care.

Today, the College of Human Medicine is developing a research-intensive portfolio that is based on the needs of the communities served, and a comprehensive approach to the education of the next generation of physicians that includes the appropriate mix and interface between primary and specialty care. From the curricular perspective, additional areas are emerging as highly relevant to patient care, including health policy, public health, patient safety, clinical quality management, clinical process improvement, system-based practice, information technology, as well as clinical and health systems research. CHM’s externally sponsored research funding was more than \$60 million in 2021.

The College’s nine clinical departments are Family Medicine; Medicine; Obstetrics, Gynecology and Reproductive Biology; Pediatrics and Human Development; Psychiatry; Surgery; Radiology; and Emergency Medicine. CHM also includes the departments of Epidemiology and Biostatistics; Translational Neuroscience; and the Division of Public Health. The four basic science departments, shared with three other colleges at MSU, include Biochemistry and Molecular Biology; Microbiology and Molecular Genetics; Pharmacology and Toxicology; and Physiology. Divisions on the community campuses that report to the Dean’s office include Radiology and Biomedical Imaging; Clinical Neuroscience; Psychiatry and Behavioral Medicine; Otolaryngology; and Neurosurgery. CHM is also home to the Center for Bioethics and Social Justice; the Office for Medical Education Research and Development; and the Institute for Health Policy.

CHM's intercollege partnerships include the Institute for Quantitative Health Sciences and Engineering, and the Precision Health Program. The Colleges of Human Medicine and Osteopathic Medicine jointly administer the departments of Psychiatry; Radiology; and Neurology and Ophthalmology.

The College of Human Medicine admits approximately 190 students per year from over 11,000 applicants. The current student enrollment is more than 800, including dual-degree students and students in extended programs. The 2022 entering class was comprised of 85% Michigan residents, 61% from disadvantaged backgrounds, 22% from a rural background, and 21% from groups underrepresented in medicine. With eight Community Campuses serving as main hubs of the college, clinical partnerships extend CHM's reach to over 50 inpatient institutions with more than 11,000 hospital beds, 350,000 admissions per year, and the associated outpatient activity. The College of Human Medicine sponsors or is affiliated with 59 graduate medical education programs and 872 residents and has nearly 600 full-time faculty in its clinical and basic science departments and community campuses for our over 800 students. More than 3300 adjunct faculty provide students and residents with training in the specialties through traditional teaching, hospital rounds, and clinical participation. CHM boasts an alumni network of nearly 6,000 MDs. The College of Human Medicine holds academic and clinical affiliations with Spectrum Health in Grand Rapids, Sparrow Health System in Lansing, Henry Ford Health in Detroit, and McLaren Health Care.

[Dr. Aron Sousa, MD](#), was approved by the Board of Trustees as the Dean of the College of Human Medicine at MSU on April 22, 2022, making him the College's seventh dean. He served as interim dean for the medical school since November 2019 and, prior to that, from June 2015 through September 2016. Dr. Sousa also has held the position of senior associate dean for academic affairs for 11 years. In his previous role as senior associate dean, Sousa was responsible for the medical education programs of the college in the eight community campuses across Michigan. Dr. Sousa holds a faculty appointment within the Department of Medicine.