



Dean  
University of Michigan Medical School  
Ann Arbor, Michigan

## THE SEARCH

The [University of Michigan Medical School](#) (UMMS) seeks a nationally recognized and visionary academic leader to serve as the 18th Dean. This is an opportunity to amplify excellence across an exceptional portfolio of clinical education and research programs at one of the nation's top medical schools. The next Dean will align the academic vision with clinical enterprise growth and expansion of a leading and highly successful, integrated health system. The University of Michigan has outlined a bold plan in its [Vision 2034](#) that positions the institution at the forefront of higher education. The Dean will be a creative strategist who crafts an ambitious vision for UMMS' future that builds on the synergies of the broader University's vision and the strategic priorities of [Michigan Medicine](#) (MM). The Dean will serve as a visionary leader for innovation, inclusive excellence, and collaboration and inspire and empower a talented community of faculty, staff, and learners to push the boundaries of human biology and disease.

Since its establishment in 1850, UMMS has been a leader in academic medicine. It was the first medical school in the United States to create a university hospital for physician instruction, among the first major medical schools to admit women and the first major medical school to teach science-based medicine. It was also among the first medical schools to change the role of the student from passive observer to active participant in the learning process through high-caliber laboratory instruction and clerkships. Today, the school maintains a reputation as one of the nation's premier medical schools. It is home to over 4,360 faculty in 29 clinical and basic science departments and 4,600 staff. The school's renowned education programs currently include 785 medical students, over 1,300 residents and fellows, 1,052 graduate students, and 569 postdoctoral fellows. UMMS has been consistently ranked among the top 10 medical schools in the U.S. and recognized worldwide for the caliber of its scholarship and for the number of leaders in academic medicine it has trained.

Michigan Medicine (MM), an integrated academic medical center and health system, is home to one of the largest healthcare enterprises in Michigan. It encompasses [University of Michigan Health](#) (U-M Health), UMMS, the University of Michigan Medical Group practice, and Michigan Health Corporation, a legal entity that allows the health system to enter into partnerships, affiliations, and joint ventures. U-M

Health delivers premier patient care and cutting-edge research. It consistently ranks among the best in the nation in a broad range of adult and pediatric specialties and regularly earns national recognition from a range of organizations for high-quality, excellent, and safe healthcare delivery. Clinical activity spans the C.S. Mott Children's Hospital, Von Voigtlander Women's Hospital, University Hospital, the Frankel Cardiovascular Center, Kellogg Eye Center, the Rogel Cancer Center, Chelsea Hospital, U-M Health West, and U-M Health Sparrow. Upcoming additions include the [D. Dan and Betty Kahn Health Care Pavilion](#) and a [multi-specialty clinical facility](#) in Oakland County. The University of Michigan Medical Group (UMMG) is a physician-led organization of nearly 2,000 UMMS faculty physicians who practice evidence-based medicine to care for patients who come from around the world to receive cutting-edge care and treatments.

The UMMS Dean will report to the Executive Vice President for Medical Affairs (EVPMA), who also serves as the CEO of Michigan Medicine. The Dean will also have a reporting line to the Provost and Executive Vice President for Academic Affairs (Provost) for promotion, tenure, and academic initiatives. The successful candidate will have expertise and a firm commitment to discovery and translational science; a track record of supporting education, mentorship, and faculty development; a seasoned understanding of clinical care delivery models; and considerable experience in philanthropic, administrative, and budgetary leadership. The Dean will be a thought partner with the leadership of both the health system and the university and will work effectively in a matrixed environment to maintain alignment across the tripartite mission. This visionary leader will cultivate an inclusive and collegial environment to enhance excellence, teamwork, career development, and well-being. Candidates must have an MD, MD/PhD, or equivalent clinical doctoral degree, be board-certified in their specialty, have a record commensurate with appointment at the rank of Professor, with tenure, and be eligible for licensure as a physician in Michigan.

## UNIVERSITY OF MICHIGAN

The [University of Michigan](#) (U-M) has a long and distinguished history dedicated to public service and engagement. It was founded in 1817, 20 years before the territory became a state and 45 years before the Morrill Act of 1862 established the modern, public land-grant university system. It was one of the first public universities in the nation, and throughout its 200+ year history, it has maintained the highest levels of distinction in education, scholarship, and research while remaining broadly accessible to a range of students.

The University combines scale with a rare level of scholarly excellence. It consistently ranks among the top three U.S. public universities, and U.S. News and World Report ranks 110 of U-M's graduate programs in the top ten. With over 66,000 undergraduate, graduate, and professional students on three campuses, the breadth and scale of intellectual strength is something that few public or private institutions can match. The University of Michigan is the top public institution for research spending in the United States at \$2.04B, and more than 40 percent of those expenditures come from UMMS.

In 2022, [Dr. Santa Ono](#), a biomedical researcher with an appointment at UMMS who has conducted pioneering work in ocular research, was appointed the 15th president of U-M. Dr. Ono has taken strides

toward advancing U-M as the defining public university, launching Vision 2034 through an inclusive and participatory framework. Together with the new bold and innovative [Campus Plan 2050](#), his leadership is propelling U-M into an exciting, progressive, and inspiring future.

In the area of philanthropy, the [Look to Michigan](#) fundraising campaign aims to raise \$7B, the largest effort in U-M history and the largest known campaign goal of any public university. The campaign supports the Vision 2034 and Campus 2050 plans to serve the public good by making an impact on global challenges that U-M is uniquely positioned to address: life-changing education, health and well-being, democracy, civic, and global engagement, and sustainability and climate action. UMMS will play a key role in this campaign effort.

## University of Michigan Medical School

The mission of UMMS is to advance health to serve Michigan and the world. Its community of faculty, staff, and learners throughout 20 clinical and nine basic science [departments](#), is committed to this mission in service of the people of the State of Michigan and beyond.

Celebrating its 175th year and consistently ranking as a top medical school in the country, UMMS continues a long tradition of excellence with a diverse and outstanding student body, world-renowned basic science and clinical faculty, and exceptional facilities. Teaching, research, and clinical care often cross traditional departmental boundaries, particularly in the School's community of [interdisciplinary programs](#) and research [centers and institutes](#). Many of these centers and institutes – including the Rogel Cancer Center (an NCI-designated Comprehensive Cancer Center), the Frankel Cardiovascular Center, the Eisenberg Family Depression Center, and the Michigan Neuroscience Institute – represent interdisciplinary initiatives that leverage the great strengths of U-M and its many schools. The proximity and close relationship between U-M Health clinical facilities and UMMS has fostered opportunities for collaboration between clinicians and basic scientists for more than 100 years.

### Patient Care

U-M's tradition of excellence in academic medicine is reflected in its recognition in *U.S. News & World Report's* [Best Hospitals Rankings](#) as ranking among the nation's best hospitals in more specialties than any other Michigan hospital. Patient care and academic training takes place in 11 hospitals and hundreds of clinics statewide. An exciting new addition to the health system will be the [D. Dan and Betty Kahn Health Care Pavilion](#) on the main campus, which is projected to be completed in Fall 2025. The 12-story hospital will house 264 private rooms, state-of-the-art operating rooms, advanced imaging, and high-level specialty care services for neurology, neurosurgery, otolaryngology, oral maxillofacial surgery, orthopedic spine, cardiovascular medicine, cardiac surgery, vascular surgery, and thoracic surgery patients.

In 2024, the U-M Health System included 1,043 beds and is projected to have had 46,819 hospital discharges, 116,617 emergency and urgent care visits, and 2,884,446 outpatient clinic visits, serving every county of Michigan and beyond. Michigan Medicine's [statewide network of care](#) includes a number of award-winning hospitals and health centers throughout Michigan and is designed to provide access and patient care close to home in collaboration with member hospitals across the state. The system provides an excellent training ground for all learners in the health professions and a fertile environment for innovative translational, clinical, and health sciences research.

In FY 2024, Michigan Medicine reported a \$226.5 million operating margin, or a 2.9% margin on revenue of \$7.88 billion.

## Research

The [research enterprise](#) spans all departments at the Medical School and is led by world-renowned investigators working at the forefront of their respective fields. UMMS scholars engage in research across a wide spectrum of basic science, translational, clinical, health services, and health equity research. In FY 24, UMMS had \$838.7M in sponsored project awards, including \$483M in NIH awards and \$150.2M in industry-sponsored awards. UMMS ranked 12th nationally in NIH funding. With a strong tradition of clinical research, UMMS had 1,885 active clinical trials and 253 invention reports in FY24. Over the last year or two, 70% of departments saw growth in funding, and more than half increased their NIH ranking. Two departments – Physiology and Urology – are ranked first in the nation, with four more --Biomedical Engineering, Emergency Medicine, Physical Medicine and Rehabilitation, and Surgery -- ranked in the top five. Twenty-one departments are ranked in the top 15 tier, with 17 ranked in the top 10.

The UMMS research enterprise includes the \$71 million Clinical and Translational Science Award that supports the Michigan Institute for Clinical & Health Research (MICHR), a collaborative effort to develop and demonstrate scientific and operational innovations in the translational process, shortening the time to advance and deliver new treatments. UMMS's strategic interdisciplinary [research initiatives](#) include Advanced Cardiovascular Care, Cancer, eHealth, Health Equity, Inflammation, Maternal and Fetal Medicine, Musculoskeletal Care, Neuroscience, Opioids and Pain, and Transplantation. Additionally, the interdisciplinary [Institute for Healthcare Policy and Innovation](#) (IHPI) is the nation's largest university-based community of health services researchers that combines broad expertise to respond to vital questions within healthcare policy and practice.

Approximately 80 buildings on or near the medical campus are dedicated [research facilities](#), including the Medical Science Buildings, the Taubman Biomedical Science Research Building, the Life Sciences Institute, the Biological Sciences Building, and the North Campus Research Complex (NCRC). The NCRC includes 25 buildings comprising 1.7M square feet of office, research, and clinical pathology space. The Medical School oversees space management and capital planning for 40 intensive research, [education](#), and administrative buildings located across two campuses. The University's 2050 plan for the [north campus](#) presents exciting concepts for expanding research facilities near the NCRC, with significant input from the Medical School.

## Education

UMMS delivers rigorous, innovative, and challenging educational programs. UMMS, which was fully accredited by the Liaison Committee of Medical Education in 2020, offers a well-rounded preparation for clinical practice in all medical specialties, including primary care fields. In the [MD program](#), students are educated to provide compassionate exemplary patient care through a systems-based basic science curriculum and applied learning in the clinical setting. Students learn material in ways that are similar to how they will use it as physicians: by reflecting on knowledge and facts, posing clinical questions, and using evidence to find answers. In addition to teaching the scientific principles of health and disease, the curriculum emphasizes patient communication and the influence of cultural and social issues on health. Additionally, UMMS offers a host of dual degree programs. The [Medical Scientist Training Program](#) prepares learners for careers as physician-scientists in academic medicine. Other [dual degree programs](#) combine the MD with Masters in Business Administration, Public Policy, or Public Health.

UMMS boasts 31 [residency programs](#) and 82 accredited [fellowship training programs](#) in its graduate medical education offerings. These programs encompass more than 400 incoming physicians annually, totaling more than 1,300 learners each year. UMMS is also active in high-quality continuing medical education and lifelong learning that is designed to improve patient care through increasing the knowledge, competence, and performance of physicians. Multiple accredited continuing medical education programs and free online care guidelines exist to support the continuous professional development of physicians statewide.

Graduate and post-doctoral education is a core mission at UMMS, and over 500 faculty mentors provide outstanding training to learners who go on to remarkable careers in science. For example, the [Program in Biomedical Sciences](#) (PIBS) provides didactic and hands-on training in the scientific method in the context of emerging biomedical questions through training in 14 PhD degree-granting programs. UMMS also offers numerous Master's degree programs in the biomedical sciences. Currently, there are 720 PhD students and 318 MS students enrolled in the above programs. UMMS also provides [postdoctoral studies](#) in a supportive and vibrant community of world-class researchers that includes scientific and career development training through several mechanisms, including the [Michigan Postdoctoral Pioneer Program](#).

## ROLE OF THE DEAN

The Dean serves as the chief executive and academic officer for UMMS. As such, the Dean is responsible for ensuring the highest possible quality in medical, graduate, and post-graduate education, research, and clinical care. The Dean is expected to provide strong leadership through inclusive visioning, consistent communication, and exceptional organizational management. The Dean will have the authority to implement a strategic vision by leveraging influence, building strong relationships, and minimizing bureaucratic constraints. This role requires fostering trust and collaboration to drive innovation and achieve organizational objectives. Direct reports to the Dean will include key leadership for Research, Education, and Faculty Affairs and the clinical and basic science department chairs. The Senior Associate Dean for Clinical Affairs (who also holds the Executive Director role of UMMG and Chief Physician

Executive) will have a reporting relationship to the Dean in addition to the primary reporting relationship to the U-M Health President. It will be the prerogative of the incoming Dean to assess the needs and the structure of the Dean's office going forward.

The Dean serves on the Board and the Executive Committee of UMMG. The Dean is also an active participant with the [U-M Health Board](#) and the Health Sciences Council of Deans. The Dean is responsible for all matters relating to the effective and efficient administration of the Medical School, including the academic environment, programmatic growth, research directions, faculty, students, staff, facilities, resources, budgets, fundraising, alumni relations, and relationships within the University. The Dean is also the chief culture officer and is responsible for promoting professionalism, high ethical standards, and the value of inclusive excellence for all.

The Dean initiates and implements the education, research, and financial strategies for the UMMS. The Dean must be a thoughtful, accessible, and personable leader who can manage complex multidisciplinary teams. They will be an adept manager and creative problem-solver who can inspire a large team through a period of clinical expansion while maintaining the excellence of educational and research programs. The Dean will also prioritize obtaining resources through philanthropic approaches to amplify the support and recognition of the UMMS. As the leader of the UMMS, the Dean will be a visible ambassador and a campus-wide engaged partner with other U-M schools and colleges, serving as a dynamic representative of the school at local, regional, national, and global levels.

## KEY PRIORITIES AND OPPORTUNITIES FOR THE DEAN

- Develop a **strategic vision and promote transformative innovation** across UMMS that positions it at the forefront of the field. The Dean will lead an inclusive and collaborative process that aligns academic goals with those of U-M's Vision 2034 and the strategic goals of Michigan Medicine, while responding to major trends impacting academic medicine at large. This vision will establish the core goals and priorities for the next phase of the School's growth, emphasizing clinical education excellence and transformative discoveries as a cornerstone of its identity as a premier academic medical institution. In alignment with the EVPMA/CEO, the Dean will continue to identify and support centers of excellence and enhance the clinical, translational, and basic science research infrastructure.
- Elevate **interdisciplinary collaboration** across UMMS and the University of Michigan. The Dean serves as a member of the cross-University Academic Program Group. The Dean will work with other deans to identify opportunities for creative interdisciplinary programs. The Dean will also work to incentivize collaboration and facilitate fruitful partnerships across schools and colleges in education, research, and care delivery.
- Champion **mission balance** across UMMS and work collaboratively within the leadership of Michigan Medicine to promote a **patient-centered environment**. The Dean will promote a continued focus on academic and research excellence. The Dean plays an important role in

oversight and accountability for departmental performance, and in that way ensures alignment with Michigan Medicine and U-M priorities.

- As U-M Health expands across the state and strives to increase access, the Dean will work with department chairs to **support clinical growth** involving UMMS faculty.
  - **Broaden and grow the biomedical research enterprise**, with an emphasis on supporting and developing large-scale, interdisciplinary research programs.
  - **Lead medical education and training activities** and nurture a team that pushes the frontier of curricular innovation and utilizes leading-edge educational technologies.
- **Ensure transparency** in management with open communication, readily available information, and well-understood priorities for investment and performance.
  - Serve as a visible, creative, nimble, and thoughtful advocate for **promoting and embedding the values of belonging and inclusive excellence**. This includes leading efforts focused on eliminating health disparities, serving the rural and urban populations of the State of Michigan, and providing opportunities for all.
  - Promote a strong culture of **operational excellence and prudent financial stewardship** throughout the organization, including a commitment to improved business operations, efficient and effective use of space, and a willingness to re-align resources with evolving strategies. The Dean will work closely with department leaders to align financial goals with institutional priorities and foster a culture of fiscal responsibility. This includes providing oversight for the medical school budgets and ensuring financial performance that optimizes resource allocation across the mission.
  - Serve as an **external ambassador and lead fundraiser**. The Dean will develop and expand the philanthropic base, articulating a compelling case for giving to the transformative work at UMMS. The Dean will enhance the overall recognition and visibility of UMMS and represent the institution to a range of government and nongovernment entities. This includes opportunities to expand relationships with industry partners in areas such as bioinformatics, biotechnology, pharmaceuticals and device manufacturers, and others whose missions are aligned with the discovery mission of UMMS.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an MD, MD/PhD, or equivalent clinical doctoral degree with a sustained and outstanding record of scholarly accomplishment. As leader of a world-class medical school, the Dean will bring an international reputation and stature for their contributions in research and education. The candidate must have a record commensurate with appointment at the rank of Professor,

with tenure, and be eligible for licensure as a physician in Michigan. The ideal Dean will exemplify the following qualities and characteristics:

- Exceptional leadership skills in a senior-level academic administrative position with the proven ability to foster innovation
- Compelling experience in strategic planning and visioning; an effective manager who can hold people accountable for implementation of a vision
- Demonstrated commitment to clinical care excellence, education, research, and faculty development
  - Clear understanding of the growing complexities of an expanding integrated academic medical center and clinical delivery systems
  - Engagement across the continuum of medical education and familiarity with current issues in undergraduate, graduate, and continuing medical education
  - Demonstrated record promoting bold research initiatives across a diverse array of fields and approaches and experience leading, supporting, and growing extramural funding at the individual and institutional level
- Strong relationship-building and communication skills to engage with learners, faculty, staff, other healthcare leaders, and government and community representatives
- Strong financial, operational, and personnel management skills; exceptional planning and organizational skills and demonstrated ability to make effective, timely, and clear decisions
- Successful record in identifying, recruiting, developing, and retaining strong academic leaders, clinicians, physician-scientists, and other researchers
- Demonstrated appreciation for staff and familiarity with issues associated with the recruitment and retention of staff
- Demonstrated ability to function effectively, collaboratively, and transparently in a complex, dynamic environment with multiple stakeholders; record of building coalitions and promoting consensus to move initiatives forward
- Demonstrated success with and enthusiasm for fundraising
- Personal qualities that include the highest level of integrity and moral standards as well as trustworthiness, empathy, reflectiveness, flexibility, gravitas, and approachability

## ANN ARBOR, MICHIGAN

The vibrant and active city of Ann Arbor is a cultural hub and urban oasis in the heart of the Midwest that is consistently rated as one of the nation's top college towns. It is no surprise to residents that a recent publication named Ann Arbor as #1 among "Best Places to Live in the U.S." In addition to its world-class university, Ann Arbor is home to high-tech research companies and charming neighborhoods with a rich mix of cultures. People from across the country and around the world come to Ann Arbor to study, work and thrive. Downtown Detroit—with its eclectic mix of entertainment and professional sports—is less than an hour's drive away, and Detroit Metro Airport (DTW) offers a nearby (half-hour from Ann Arbor) gateway to the globe.

Although geographically small, the Ann Arbor area is perhaps most renowned for its cultural offerings and nightlife. It boasts a vibrant arts sector with renowned galleries, museums, and arts non-profits, as well as theatrical and musical organizations, such as the Ann Arbor Symphony. The University Musical Society is among the top four university presenters in the nation and features 70–80 performances by world-class artists each season, such as the Berlin Philharmonic, Ballet Preljocaj, and the Royal Shakespeare Company. From independent bookstores and cutting-edge art exhibits to performances by local, regional, and international artists, there are abundant opportunities to enjoy arts and culture throughout the community. Every July, the award-winning Ann Arbor Art Fair transforms the campus and downtown into an art gallery featuring thousands of juried artists and drawing nearly 500,000 visitors. The Ann Arbor Summer Festival hosts a month-long schedule of performances each June, many of which are outdoors and free. Additionally, athletics is woven into the fabric of U-M. The University boasts 29 NCAA Division 1 teams (14 men's and 15 women's) as well as 35 club sports.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

All inquiries, nominations, and applications should be directed in confidence via:  
<https://www.imsearch.com/open-searches/university-michigan-medical-school/dean>

John Muckle, Partner  
 Jamie Sands, Partner  
 Natalie Leonhard, Partner  
 Jane McInerney, Senior Associate  
 Kira Hamilton, Senior Search Coordinator  
 Isaacson, Miller

Electronic submission of materials is strongly encouraged via the site above. Employment will require both a criminal background check and an institutional reference check regarding any misconduct. Candidates will be required to submit a self-disclosure form, as well as an authorization to release information form.

*Michigan Medicine seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the diverse people of Michigan and to maintain the excellence of the University. We welcome applications from anyone who would bring additional dimensions to the University's research, teaching, and clinical mission, including women, members of minority groups, protected veterans, and individuals with disabilities. The University of Michigan is committed to a policy of nondiscrimination and equal opportunity for all persons and will not discriminate against any individual because of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status. The University of Michigan is an Equal Employment Opportunity/Affirmative Action Employer.*