



College of Osteopathic Medicine MICHIGAN STATE UNIVERSITY

Dean, College of Osteopathic Medicine
Michigan State University
East Lansing, Michigan

THE SEARCH

The College of Osteopathic Medicine ([COM](#)) at Michigan State University (MSU) seeks a collaborative, transparent, and astute physician-leader to serve as its next Dean. Based in East Lansing, the Dean will keenly understand the dynamic health care environment across Michigan and strategically manage the College's resources. The Dean will be an empathetic listener and open communicator with the proven ability to nurture a positive internal community and sustain strong external relationships. With tremendous energy and vision, the dean will play an integral role in representing COM and harnessing opportunities to further elevate the College as a leader in osteopathic medical education, clinical practice, and basic, clinical, and translational research.

MSU, a Big Ten university founded in 1855, is one of the nation's premier land-grant institutions and a member of the prestigious Association of American Universities (AAU). MSU is currently ranked 31 among the nation's public universities in the *U.S. News and World Report* (2023) America Best Colleges. MSU enrolls over 50,000 students from all 50 states and 138 other countries and employs more than 12,000 faculty and staff members. The student body is comprised of 26.6 percent students of color, and international students make up 8.7 percent. MSU offers more than 400 academic programs of undergraduate, graduate, and professional study across 17 [degree-granting colleges](#) and has over 500,000 living alumni worldwide. MSU is the only university in the United States to be home to two medical schools and colleges of veterinary medicine and nursing. 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 COM as a key force for improving the health of the people of Michigan, increasing research expenditures, and advancing educational and DEI opportunities. The College is committed to fostering a safe environment to support, promote and enhance culture, inclusion, and diversity, and all aspects of its mission, believing in the University's core values of quality, inclusivity, and connectivity, and embracing and respecting differences in all people. COM has a mission to reflect representation of those it serves.

COM embodies MSU's land-grant mission of service to the state and nation and has trained generations of osteopathic physicians for over 50 years. Today, COM employs 310 faculty/academic staff and 175 support staff. There are over 5,000 clinical adjunct faculty affiliated with COM. The College enrolls approximately 1,200 students statewide, which advances the college's mandate to produce primary care physicians for the state. In 2022-2023 COM enrolled 265 students in its DO program and two students in

its DO-PhD program. There are currently 47 students in the DO-PhD program. The COM department of Physician Assistant (PA) Medicine matriculated 32 students in their inaugural class in May 2022.

COM is a critical component of MSU's extensive human health care enterprise, which also includes the College of Human Medicine, the College of Nursing, and MSU Health Care, a separate 501(c)3 that represents more than 600 faculty and provides services for 400,000 inpatient and outpatient visits in 100 locations. COM draws on MSU's robust network of partnerships with health care organizations and institutions to enhance the skills of medical students as well as to deliver excellent, high-quality care throughout the growing health care system.

MSU's 2030 strategic plan targets tripling research expenditures within five years across the university. Accelerating this pace and achieving the broader goal and multiple objectives of sustainable health requires engagement across all areas of the university. COM educators, clinicians, and researchers are transforming the delivery of health care through their innovative research approaches that improve patient outcomes. In FY22, COM secured \$16.3 million in total grants, more than any other osteopathic college nationwide. COM faculty, staff, and students partner in broader research endeavors and scholarly activities that promote interdisciplinary collaborations and maximize innovations.

The successful candidate will embody the patient-centered and holistic osteopathic philosophy. The Dean will be an academically distinguished leader with a strong record of collaboration and innovation, and will stimulate interprofessional activities while seeking partnerships, support, and resources to advance research, service, and clinical care. Through an entrepreneurial lens, the Dean will harness opportunities to elevate COM further as a pioneering leader. The Dean will be a steward of hope, and craft an inspiring, shared strategic plan that extends its reach and impact at MSU, in Michigan, and beyond. Inclusive excellence is a strategic priority of the College, and the Dean will embed the values of diversity, equity, inclusion, and safety in their leadership. The Dean will be a key player in the college's work to energize partnership and action in helping MSU achieve its lofty goals and shape the future of COM.

The Dean of COM will report to the Executive Vice President for Health Sciences (EVP), a role created in 2019 to provide better alignment in patient care, education, and research across the human health sciences. The Dean will engage talent and expertise across the health sciences at MSU and the statewide network to develop, coordinate, and support interdisciplinary research, interprofessional education, and clinical practice. The Dean will possess a DO degree from a COCA-accredited college of osteopathic medicine, have obtained an American Osteopathic Association or American Board of Medical Specialties certification, be eligible for licensure to practice medicine in the state of Michigan, and have a record commensurate with appointment at the rank of full professor.

MSU 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.

MSU College of Osteopathic Medicine

Established by a dedicated group of osteopathic physicians, the original Michigan College of Osteopathic Medicine was located in Pontiac and admitted its first students in 1969. The college charter was transferred to Michigan State University, relocated to the East Lansing campus in 1971, and renamed the Michigan State University College of Osteopathic Medicine. Since 2009, the college has operated under a model of “One College, Three Sites.”

Today COM provides world-class osteopathic, student-centered graduate and medical education and research to foster community access to patient-centered medical care. COM is committed to fostering a safe environment to support, promote, and enhance inclusion and diversity in every aspect of its mission.

Medical Education

Each year 400 first- and second-year students take classes in East Lansing, and about 100 students take classes at the Detroit Medical Center and Macomb University Center. While each site has its own environment and distinct personality, the curriculum is equitable across all three sites. Approximately 600 third- and fourth-year students are in clinical rotations in COM’s long-established network of community teaching hospitals across the state, split across clinical sites throughout Michigan. During this time, students meet weekly and have a similar didactic experience, while the clinical experience is diverse, allowing exposure to myriad specialties.

Of the 2021 academic year entering class, nearly 67 percent are Michigan residents from communities ranging from Detroit and West Michigan to the Upper Peninsula, and the other third are from across the United States and from around the globe. Of the 2021 academic year entering class, 12 percent of the class are from groups underrepresented in medicine, 37 percent are persons of color, 18 percent are first-generation college students, and 21 percent are non-traditional students. More than two thirds of the graduates stay in the state to practice patient-centered care in almost all of Michigan’s 81 counties, and half practice primary care.

Over the past three years, on average, 95 percent of COM students pass the national Comprehensive Osteopathic Medical Licensing Examination, or COMLEX-USA, on their first attempt. These rigorous assessments of medical knowledge and patient-care skills help to ensure that students meet and exceed national standards. Successful completion of COMLEX-USA Level 1, Level 2 CE, and Level 2-PE is required to attain the DO degree from the College of Osteopathic Medicine.

In partnership with the faculty, COM students serve the community and build clinical skills by participating in activities ranging from treating athletes to providing free health care to the medically underserved.

- ***Community Integrated Medicine*** gives first- and second-year medical students the chance to help medically underserved communities while they learn and build their clinical skills.

- ***Detroit Street Care*** is a weekly student-run clinic that partners with a crisis support hub for those currently experiencing homelessness in downtown Detroit. Student-doctors are given the chance to actualize their classroom knowledge while attending to the health needs of patients.
- ***Macomb County Street Medicine (MCSM)*** partners with a substance abuse support service and education program. In collaboration, Spartan DO students set up at the corner of a bus stop in southern Macomb County to provide medical guidance, care, and substance use harm reduction services.
- ***Spartan Street Medicine*** holistically serves people experiencing homelessness by bringing empathetic health care to the streets and shelters of Ingham County. The student-led medical group operates in collaboration with community partners to provide pop-up clinics and direct street outreach for people experiencing homelessness in Ingham County.
- At the ***Sports Osteopathic Manipulative Treatment (OMT)*** clinic, second-year students treat MSU track/field/cross country athletes while first-year students scribe and observe the process.
- The student ***Osteopathic Manipulative Medicine (OMM)*** clinic is a student-run clinic offering free services to students, faculty, and staff at MSU, as well as members of the community.

The Statewide Campus System (SCS) is a Graduate Medical Education (GME) consortium that is part of COM. The SCS has 30 members across 33 hospitals and six federally qualified health centers, providing educational programs and opportunities from pre-doctoral through postdoctoral, osteopathic interns, residents, and fellows. This network was the original model for the osteopathic postdoctoral training institution (OPTI). SCS has been accredited by the American Osteopathic Association as an OPTI and currently holds institutional accreditation by the Accreditation Council for Graduate Medical Education (ACGME). In partnership with the college, SCS residency programs lead the nation in achieving accreditation under ACGME. COM graduates have been highly successful in obtaining residency positions through the National Residency Matching Program and other match services, with a 99 percent match rate from 2019-2022.

Clinical Care

[MSU Health Care Inc. \(HCI\)](#) is the academic medical practice of Michigan State University. HCI 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, providing exemplary care in MSU's communities to support the research and academic missions of MSU Health Sciences. MSU Health Care represents over 650 employed clinical faculty and 9,359 community-based faculty—both researchers and academic professors—across 14 clinical departments and 21 academic departments, spanning 46 adult and pediatric specialties. Combined, MSU's human health colleges have nearly 20,000 alumni, many of whom practice in the state of Michigan. In addition to its branded outpatient care locations, MSU Health Care is investing in a [network of relationships](#) with private and public companies to efficiently expand access to care, improve patient experience, and reduce the cost of delivering health care.

The COM faculty comprise the largest single provider of pediatric care to underserved children in the Lansing area and provide services at the Ingham County Health Department and at clinics serving people experiencing homelessness, substance abuse problems, and poverty. MSU Healthcare share a rich history and growing collaboration with several health systems across the state including McLaren Health Care, which opened a \$600 million facility on the southern edge of the MSU Campus, Corewell Health, Sparrow Health, which recently entered into a partnership agreement with University of Michigan Health, and Henry Ford Health, which recently entered into a 30-year agreement with MSU Health Sciences. 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.

Research

COM researchers serve the people of Michigan, the nation, and the world, creating and applying knowledge to develop sustainable solutions to humanity's most challenging problems. Particular areas of research strength include osteopathic and neuro-musculoskeletal, autoimmunity, cancer, drug discovery, health services and preventive medicine, imaging, infectious diseases, psychiatry and neurodevelopment, neurology and neuropathology, neuro-vascular biology, and toxicology.

COM currently supports nearly 245 faculty in their research and scholarly activities, including three professors who hold endowed chairs, and five MSU University Distinguished Professors. In FY22, COM secured \$16.3 million in total grants with \$10.3 million coming from NIH funding, and additional support from National Science Foundation (NSF), Department of Energy (DOE), and non-governmental funds. This represents a greater amount of research funding from the NIH than any other osteopathic college. Each student in the DO program receives instruction in principles of research and scholarship, scientific and research methods, interpretation of evidence, and communication to patients in the delivery of evidence-based care. Together, these activities place COM at the forefront of osteopathic medical colleges nationwide in overall evidence of research and scholarly activity output.

From COM's [Applied Immunology Center for Education and Research \(AICER\)](#) to the [Center for Neuromusculoskeletal Clinical Research \(CNCR\)](#), faculty, staff, and students partner in broader research endeavors and scholarly activities, promoting interdisciplinary collaborations and maximizing innovations.

International Programs

The [Institute for Global Health \(IGH\)](#) actively engages COM students and faculty in service activities around the globe. Additionally, IGH offers COM faculty researchers and students the opportunity to address

health disparities through clinical and research experiences in distinctly different cultures. Through the IGH program, there are opportunities for all levels of health science students to study abroad across three continents. COM students have the chance to build their clinical skills while earning credits under the direction of faculty members and other outstanding physicians and may treat people who have little to no access to regular medical care. IGH also helped establish the Education and Research Consortium of the Americas (ERCA) in 2019. ERCA includes six institutions from Latin America united in the goal of promoting multinational research that addresses vexing world health problems. International health elective clerkships are also offered in Malawi and global health opportunities are offered in Mérida, Mexico. The online Master of Science in Global Health and the Graduate Certificate in Global Health are new programs initiated by the Institute for Global Health at MSU, located within COM.

Dual Degree Programs

COM offers several dual degree programs. The DO/MBA program is for students who are interested in developing business competency in medical practice and want to prepare for careers in health care leadership. Options for COM medical students who seek a deeper immersion and recognition for their additional research and scholarly activity efforts are the dual degree master's in public health, master's in global health, and the DO-PhD program.

Established in 1979, the DO-PhD program prepares individuals for careers in biomedical research or academic medicine, enabling them to become physician-scientists. The COM DO-PhD program enrolled two students in the 2022-2023 academic year, totaling 47 students in the DO-PhD program since its inception. These students spend seven to eight years in both programs simultaneously and conduct basic science or social science research as part of their curricula. After graduation, these physician-scientists bridge the gap between basic science, engineering, or social science and clinical practice in medical schools, universities, or major medical research centers. COM student research and scholarly activities are disseminated and recognized at local and national conferences, COM research poster day, DO-PhD annual retreat and research presentation, interdisciplinary research competitions, and the online peer-reviewed [Spartan Medical Research Journal \(SMRJ\)](#) where published articles receive PubMed indexing. COM is actively seeking NIH MSTP funding. A grant was recently submitted and scored, and COM is waiting to hear about the next steps. This approval would elevate COM as the first MSTP-funded DO-PhD program.

Physician Assistant Medicine Program

The Physician Assistant (PA) program matriculated 32 PA students in their inaugural class in May 2022. Enrollment will progress to 36 students in the second year and 38 students in subsequent years. The 27-month curriculum leads to a Master of Science degree in PA medicine. Their innovative curricular model integrates osteopathic and PA medical students to maximize collaborative experiences during their training. The holistic admissions methods of COM look to attract a diverse student population to address the health care needs in the state of Michigan. The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) has granted accreditation-Provisional status to the MSU PA Program.

Leadership

Norman J. Beauchamp, Jr., MD, MHS, is MSU's Executive Vice President for Health Sciences. He was previously the Associate Provost and Assistant Vice President for Health Affairs at MSU since February of 2018, and before that, he was MSU's Dean, College of Human Medicine since October 2016. An MSU and CHM alum, Dr. Beauchamp has held academic medicine leadership positions at Johns Hopkins University and the University of Washington. He is a nationally renowned neuro-interventional radiologist whose discoveries have advanced the treatment of stroke.

ROLE OF THE DEAN OF THE COLLEGE OF OSTEOPATHIC MEDICINE

Reporting to the Executive Vice President (EVP) for Health Sciences, the Dean plays a critical leadership role in shaping and implementing the overall strategy for the College of Osteopathic Medicine. With a budget of \$96 million, the Dean grows and facilitates education, research and innovation, clinical care, and service. This individual holds a seat on the Executive Board of MSU Health Care with the other human health college deans and the EVP, allowing for a strong voice in practice plan activities.

The College's clinical departments and programs include Family and Community Medicine, Orthopedics, Osteopathic Manipulative Medicine, Osteopathic Medical Specialties, Osteopathic Surgical Specialties, PA Medicine, Pediatrics, and Physical Medicine & Rehabilitation. The Colleges of Osteopathic Medicine and Human Medicine jointly administer the departments of Psychiatry, Radiology, Neurology, and Ophthalmology. Four basic science departments are shared with three other colleges at MSU: Biochemistry and Molecular Biology, Microbiology & Molecular Genetics, Pharmacology & Toxicology, and Physiology.

The Dean oversees chairs and directors of various clinical, basic science, and biomedical science units and programs. Additional direct reports include the Senior Associate Deans for Medical Education and Admissions and Student Life, the Associate Deans for Research, the Institute for Global Health, and Diversity and Inclusion, as well as Assistant Deans for Clinical Affairs, the Statewide Campus System, the Detroit Medical Center, and the Macomb University Center.

The COM Dean is an enthusiastic champion of the mission of osteopathy and its holistic approach to care, and, more broadly, of MSU's mission as a large, land grant public institution. This leader works daily to further the College's commitment to the care of the medically underserved population of Michigan and beyond, through the provision of community-based education to a diverse student body in hands-on patient care, research, and community service.

The Dean is the face of COM and is instrumental in advocating for the College at the university level, working in partnership with the deans of other colleges at MSU to foster interprofessional education and research opportunities. COM's dean also catalyzes opportunities for fundraising and public-private partnerships. This individual leads the development of philanthropic and state support, and fosters an

environment of collaboration, teamwork, transparency, and integrity to further strengthen COM's statewide model. Existing and developing partnerships with health systems across the state of Michigan provide current and future entrepreneurial opportunities for deep and meaningful growth in the areas of education, clinical care, bench-to-bedside-to-community research, and service.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN OF THE COLLEGE OF OSTEOPATHIC MEDICINE

Sustain and enhance educational excellence

COM has been a leader in educating osteopathic physicians and enters its sixth decade at a time of considerable change in the medical education landscape. COM reviews and refines its curriculum and degree program offerings every five years to ensure that graduates excel in their knowledge, skills, and professional attributes across all competency domains. The incoming class of 2027 will inaugurate a new curriculum that has guiding principles around student wellness, social determinants of health, access to care, and inclusiveness. The Dean will work in concert with the Curriculum Committee to build on tradition and strengths, while embracing new ideas that integrate inclusiveness, weave foundational knowledge, and strive to exceed accreditation standards.

Enhance an inclusive and diverse community culture

The Dean will be committed to promoting the value of diversity within COM, ensuring that diversity, equity, inclusion, and safety are part of the College's everyday work. This leader must be driven by a vision that understands the importance of representation and insists on an equitable and inclusive culture and community. The Dean will be willing and able to engage with challenging topics, including emerging complex issues that arise across higher education and medicine today. This individual will need to ensure COM attracts and retains a diverse faculty, staff, and student body; they must continue to cultivate an environment with an ethos of respect and inclusion for all. The Dean will be expected to sustain a workplace that values and appreciates the talents and experiences of its employees and ensures that diverse perspectives are incorporated into daily work.

Expand the portfolio of scholarship and research

As part of a Big Ten and Carnegie Research 1 university with an extensive and impressive research portfolio, COM is embedded in a vibrant intellectual environment with extensive opportunities for individual and collaborative research projects. The Dean will support the research agenda and will facilitate the development of robust programs of ground-breaking research to enhance COM's reputation and national ranking in research, maintaining their top-tier status among osteopathic medical colleges nationwide regarding evidence of research and scholarly activity output. The Dean will steward COM's research emphasis, creating and applying knowledge to develop sustainable solutions to humanity's most challenging problems. The Dean must prioritize faculty development and seek opportunities to expand COM's research enterprise through cross-college and clinical partner collaborations.

Develop, communicate, and execute a plan for strategic growth

COM is enthusiastic about the plan for growth and eager to partner with a new Dean whose leadership and vision will push agendas and continue their trajectory. The Dean will advocate to ensure that COM has the funding, access, and support to reach across its tripartite missions. As a community-based medical school with a statewide campus system, COM relies heavily on communicating its unified vision and providing integrated communication to academic and administrative leadership, staff, students, alumni, donors, legislators, and the greater COM network.

The Dean will encourage and champion the construction of a new COM medical education facility. A feasibility study was completed and a new building proposal was submitted that incorporate simulation labs, anatomy labs, and teaching facilities to support collaborative learning. Formal approval to plan is currently pending final review by the MSU Board of Trustees. With this approval, the Dean will play a lead role in completing the design of the new building and supporting completion of the financial plan.

Maintain and grow partnerships and collaborations

COM has an exceptional reputation and impact in community-based practice with a unique niche in multiple street medicine programs. Serving as the chief ambassador and spokesperson for COM, the Dean will build and cultivate strategic partnerships and affiliations that are responsive and realistic, working collaboratively and inclusively with affiliate organizations both outside and within MSU to expand COM's impact in Lansing, Detroit, and Macomb, in the state of Michigan, across the country, and around the globe. The Dean will be an excellent team builder who is thoughtful about sustaining a strong position for COM and will create opportunities for integration and network development. The Dean will explore ways to enhance current relationships, increase interprofessional education, and identify mutually beneficial partnerships to create an exemplar interdisciplinary environment that supports collaborative educational, research, practice, and service efforts across the health sciences.

Nurture new and existing clinical partnerships

COM enjoys strong, long-standing partnerships with many local health systems and a broad network of community hospitals across the state which provide clinical opportunities and clerkships for COM students in a variety of health care settings. By deepening the College's integration and collaboration with community health partners across Michigan, the Dean will help MSU achieve its goal of eliminating health inequities in Michigan by 2030 and work to ensure that Michigan patients and families have access to equitable, high-quality, affordable, and safe health care. The potential for increased connectedness to the community is at an all-time high. At the same time, finding clinical placements for students has become increasingly competitive. The Dean will nurture existing partnerships to maximize clinical placements for COM students. McLaren Greater Lansing's new facility adjacent to MSU's campus and MSU's partnership with Henry Ford Health offer numerous opportunities to expand the scope of clinical placements, clerkships, and research experiences for students. The Dean will ensure that COM has a seat at the table

as these partnerships unfold, tap into the momentum, and advocate for the College's role in the growing MSU health network.

Advance fundraising and external affairs

The Dean will play an active role in advancing and bolstering the overall resources of COM and is therefore expected to lead fundraising and external relations on its behalf, serving as the chief architect of fundraising efforts and encouraging philanthropic support to advance COM's priorities. COM has over 6,500 living alumni, 70 percent of whom reside in Michigan. The Dean will engage in direct interaction with alumni, partner organizations, and friends of COM. The work will be rooted in a consistent relationship-building practice with a diverse and growing network of prospective donors, within and beyond the alumni circle. The Dean will maintain existing donor relationships and initiate new and innovative approaches to engagement, cultivation, and stewardship. The Dean will also serve as the front-facing spokesperson, working to advance the overall reputation of COM.

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 earned DO from a COCA-accredited college of osteopathic medicine.
- An unrestricted medical license free of disciplinary actions or sanctions while licensed.
- Eligibility for licensure to practice medicine in the state of Michigan.
- American Osteopathic Association or American Board of Medical Specialties certification (initial and/or active).
- A record commensurate with appointment at the rank of full professor.

Expertise and Attributes

- A distinguished record of leadership and success in a complex academic medical practice environment.
- Personal and organizational success in guiding a vision and expanding support for research, creative and scholarly activities, instruction, clinical care, and service.
- A demonstrated commitment to diversity, equity, inclusion, and safety.
- Experience in addressing the needs of medically underserved communities.
- Demonstrated experience to collaborate, advocate, and negotiate broad reaching and mutually beneficial opportunities with colleges, health partners, and industry.
- Empathetic relationship builder who promotes teamwork, and both communicates and listens to promote a collective overarching vision.
- Extensive experience as an educational leader and a history of mentorship and faculty development.

- A proven track record in leading successful fundraising and philanthropy.
- Evidence of effective management of an organization's capital and fiscal resources.
- A demonstratable commitment to the mission of a community based medical school in providing impactful educational programs, relevant research, and the highest quality of care.
- History of excellence and leadership in clinical care.
- Strong interpersonal and communication skills.
- Entrepreneurial and innovative thinker.

Location

The Dean will be a visible leader to faculty, staff, medical students, residents, fellows, community partners, and alumni. It is expected that the Dean will spend considerable time in East Lansing, Detroit, and Macomb County, as well as the other community locations, to develop collaborations and advance the college's state-wide mission.

Applications, Inquiries, and Nominations

MSU has retained Isaacson, Miller to assist the College of Osteopathic 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 applications, including a *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

Kennedy Kearney-Fischer, Managing Associate

Alice Holland, Senior Associate

Lileana Sethares, Search Coordinator

<https://www.imsearch.com/open-searches/michigan-state-university/dean-college-osteopathic-medicine>

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.