



College of Human Medicine
MICHIGAN STATE UNIVERSITY

Chair, Charles Stewart Mott Department of Public Health Search
Michigan State University College of Human Medicine
Flint, Michigan

THE SEARCH

The Charles Stewart Mott Department of Public Health (CSMDPH) at Michigan State University (MSU), College of Human Medicine (CHM) seeks an inaugural Chair. Based in Flint, Michigan, and the first fully philanthropically named department at MSU, CSMDPH boasts substantial resources and support for growth from multiple sources, including the Mott Foundation, the College of Human Medicine, and the University, as well as unparalleled community partnerships. Public health is a stated priority in the University and College strategic plans. With a new \$25 million endowed gift from the [Charles Stewart Mott Foundation](#), CSMDPH is poised for unprecedented growth and public health impact with a new state-of-art building and the hiring of up to eighteen tenure-stream faculty. The foundation is set for the new Chair to lead the Department in advancing the public's health through practice-infused instruction, intervention, and solution-focused research, policy, advocacy, and community partnerships that promote the attainment of health equity for all people, populations, and communities.

CSMDPH exemplifies excellence in research, teaching, and community partnership. In less than a decade, the MSU CHM Public Health Division, now Department, has recruited exceptional faculty and staff, received over \$130 million in grant funding, attained accreditation for its MPH Program, successfully implemented and disseminated community intervention programs, and translated findings into practice and policy. The Department has three integrated units: public health research, the Master of Public Health program, and the Pediatric Public Health Initiative.

Michigan State University, a Big Ten university founded in 1855, is the nation's pioneering land-grant institution 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 both rural and urban, with a robust roster of clinical partners. This broad network provides students with comprehensive training in clinical settings similar to 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. The Detroit campus initiated in 2021 as a partnership with Henry Ford Health (HFH). The HFH+MSU joint venture Health Sciences Center has a projected opening date of Fall 2023. In Flint, MSU CHM has a long-standing affiliation with three local medical centers: Ascension Genesys, Hurley Medical Center, and McLaren Flint.

The Charles Stewart Mott Department of Public Health seeks a highly motivated leader with the experience and vision to bridge the excellent research, education, and practice work being done across the Department. This new leader will ensure that the philosophy and practice of the new recruits and programs will extend the community-based participatory research model so valued by the community partners. The successful candidate will merge a proven record of administrative leadership, knowledge of public health education trends, and a strong understanding of the research funding landscape and bring a demonstrated commitment to community engagement, faculty development, and diversity, equity, inclusion, and justice. Holding a position of trust in the city of Flint, the Chair will need to be both a champion for the Department and an advocate for the community that helped create it. The successful candidate will have earned a medical degree or doctorate in a public health-related discipline and meet the requirements for appointment at the rank of full professor with tenure.

Michigan State University, College of Human Medicine has retained Isaacson, Miller, a national executive search firm, to assist with this important and historic recruitment. 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 PUBLIC HEALTH

The Charles Stewart Mott Department of Public Health focuses on population health from its home base – the Flint campus of the College of Human Medicine. As the nation's first community-based medical school, the College of Human Medicine has had a presence in Flint's hospitals and clinics for more than 50 years. Being embedded in the Flint community allows faculty and researchers to understand the assets and needs of the community while studying Flint's most pressing public health issues.

The Division of Public Health was founded in 2014 with the goal of centering community-partnered public health research, education, and development, quickly becoming one of the fastest-growing units in the University. Through a \$25 million gift from the Charles Stewart Mott Foundation, the Division was elevated to department status in December 2022, becoming the Charles Stewart Mott Department of Public Health. The Department is committed to:

- Optimizing health outcomes with community-driven solutions from public health research that is methodologically rigorous and equitably and ethically community-partnered.
- Development and support of community and clinical intervention programs that have positive impact and further seek to establish best practices through health policy, advocacy, and robust evaluations.
- Developing a diverse public health workforce and allies while equipping them with essential leadership skills to improve health in all communities with an emphasis on the community of Flint.

The Michigan State University College of Human Medicine expanded its medical education and public health presence in Flint by occupying 40,000 square feet of the former Flint Journal Building. An expansion

to double the Department's space in the building is underway and will break ground in the summer of 2023.

COMMUNITY-BASED PARTICIPATORY RESEARCH

Starting from zero dollars at the beginning of 2015, the Division/Department of Public Health has been one of the fastest-growing NIH-funded programs in the history of MSU, awarded more than \$130 million in research awards by 2023. Researchers are addressing the social determinants of health alongside the community, creating community-engaged partnerships. Community members are collaborators and colleagues who are on grants, academic publications, direct cores, are remunerated for their expertise, and help set the goals of the Department. Three members of this position's search committee, including the co-chair, are community members.

Departmental teams work in the areas of drug and alcohol dependence, depression, suicide risk reduction, racial and other disparities in mental health, improving the health of adult Black men, colorectal cancer awareness, toxic stress in children, protecting the health of Flint children exposed to lead, building strong communities through resilience, nutrition and healthy eating behaviors, healthy aging, food systems planning, and more.

MSU-Flint researchers have garnered national attention for the challenges facing Flint and have brought key stakeholders and policymakers to Flint to support the city's ongoing growth and recovery. As a result of CSMDPH research, the USDA passed the Agriculture Improvement Act of 2018, which provided mandatory national funding for the Flint-based fruit and vegetable prescription program to be granted in 45 cities across the country. National funding was made permanent and increased from \$25 million in FY2018 to \$45 million in FY2019, followed by incremental annual increases to \$56 million for FY2023, remaining at the 2023 funding level each fiscal year thereafter. These examples demonstrate how MSU-Flint researchers have not only improved Flint but also provided models to impact other socially vulnerable communities across the country—who have benefited from the faculty's action-oriented, community-partnered research and activism.

EDUCATION

Over the past 14 years, MSU's [Master of Public Health \(MPH\)](#) and Graduate Certificate program has graduated more than 710 public health professionals (225 students currently enrolled). The program is 100% online, created with the intention to make a terminal public health degree available to as many potential students as possible, allowing them to participate from anywhere. One of the first 30 CEPH-accredited online MPH degree programs, this program provides an affordable education and prides itself on its practicum and practice-based curriculum to meet the professional development needs of the public health workforce in Flint and beyond. The CSMDPH is launching two new concentrations for the MPH program (Rural Health and Data Management). The Department also offers an online graduate certificate in public health. The core disciplines include biostatistics, epidemiology, health policy & administration,

social and behavioral sciences, as well as environmental health sciences. The MPH program achieved CEPH Accreditation in 2022.

PEDIATRIC PUBLIC HEALTH INITIATIVE

[The Pediatric Public Health Initiative \(PPHI\)](#) has demonstrated international leadership in mitigating adverse childhood events in environmental exposure. As the Flint water crisis developed, Michigan State University faculty played key roles in understanding the size, scope, and implications of the crisis and its health and social impact on the people of Flint. To help focus community efforts on children, the University partnered with Hurley Children's Hospital to create the Pediatric Public Health Initiative (PPHI) within the Division of Public Health.

Announced in 2015 and formally implemented in 2016, the PPHI was conceived in response to the Flint water crisis; however, the mission and vision of the initiative exceed the crisis and extend beyond the city's limits. The PPHI is devoted to improving the lives of the children of Flint and serving as a national model for best practices as the story of Flint is not isolated – children across the country are exposed to similar toxicities, including environmental racism, poverty, violence, poor nutrition, crumbling schools, stress, and hopelessness. Grounded in the science of trauma and resilience and informed by community partners, the Pediatric Public Health Initiative is sharing a pathway for recovery and resilience that are lessons for all children and communities.

With an annual operating budget of almost \$2 million, PPHI has garnered more than \$50 million in grant-funded projects to accomplish its child-focused mission. Since its creation, the team has grown from two people to almost sixty – all individuals selflessly committed to the inspiring work that is beyond one child and one city. And most importantly, the work has already impacted the lives of tens of thousands of Flint families. The PPHI is also the home of the [Flint Registry](#) for people exposed to Flint water during the crisis.

ROLE OF THE CHAIR OF THE DEPARTMENT OF PUBLIC HEALTH

Reporting to the Dean of the College of Human Medicine, the Chair of the CSMDPH will drive the overall strategy for the Department, creating a united vision for the future. The Chair has oversight of 15 Public Health faculty (five of which are C.S. Mott endowed faculty), 10 additional faculty supported on grants, and over 70 MSU staff. To ensure a successful, thriving department, the Chair is expected to significantly expand the research mission, advance the educational enterprise, and continue to work collaboratively with community partners to improve health and extend the Department's impact globally. The Chair will be a pioneer, representing the Department throughout the University and the broader community, exemplifying MSU's long-standing commitment to community engagement and furthering the mission to attain the highest level of health for all individuals and groups.

OPPORTUNITIES AND CHALLENGES FOR THE CHAIR

Establish and execute an ambitious, compelling vision for the Department's future

The Chair will develop a vision for the Charles Stewart Mott Department of Public Health, setting a strategy that binds the Department's mission areas together and links to the broader MSU strategy to improve the health of the people of Flint, the state of Michigan, and beyond. The Chair has the opportunity to partner broadly across the College with other departments, including the Departments of Epidemiology and Biostatistics, Medicine, and Pediatrics. The Chair should also implement an externally facing strategy, driving the Department to find synergies with MSU's clinical partners (including the new Henry Ford Health affiliation) and take its existing community partnerships to the next level. To drive this strategy, the Chair must be an excellent steward of both human and fiscal resources. The Chair must create a stellar relationship with the Mott Foundation but also know how to diversify revenue streams—balancing tuition revenue with foundation, community agency, and University support.

Collaborate with community partners to advance human health

The Department's community partners are uniquely invested in the success of the Department; the Chair must be an excellent steward of these relationships. The Chair must work closely with these stakeholders in uncovering research, policy, and practice opportunities; providing practicum sites for students; and creating innovative programming. A deep understanding of and appreciation for community-based research is essential.

Recruit, retain, and nurture a diverse and inclusive faculty and staff

With the expansion of the Flint Journal Building and funding to add 18 new tenure stream faculty members (including 12 endowed faculty), the Chair has a tremendous opportunity to strategically recruit and thus shape the future of the Department. Of equal importance will be the Chair's responsibility to foster faculty and staff development through mentorship and development and retention of the existing faculty and staff. The Chair will hold Department members accountable for excellence in education, service, and research and will work to inspire, develop, and guide faculty and staff. 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 department members at all stages of their careers are valued, heard, and have the necessary resources for professional development.

Promote innovative, forward-thinking educational offerings

The current MPH program is thriving and growing, both in its numbers and in its concentration offerings. The Chair must assure that this impressive program stays relevant and responsive to student needs, continues to prepare an inspired public health workforce, and remains accessible and affordable for students. The Department is currently doing a feasibility study for a Doctor of Public Health degree; the Chair will have a role in getting that degree up and running. The Chair must also assess current offerings, identifying additional needs or areas of growth for the CSMDPH.

Expand resources and enhance research productivity within the Department

With the slated addition of so many new faculty, the Department is poised for significant research growth. The Chair will have deep knowledge of the federal funding landscape and its priorities, knowing that to be competitive for grant dollars, CSMDPH must foster collaborative research within the Department, throughout CHM and MSU at large, and within the community. The Chair is responsible for assessing research infrastructure and adding administrative support to enhance the scholarly activities of faculty. The Chair will also have a chance to work with the Community-Based Organization Partners (CBOP) where community members conduct ethics reviews of proposed research projects to ensure that no harm is done on a community level and to assess mutual benefit.

Promote and nurture a culture of collaboration, communication, and trust

A credible communicator and effective 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 and will balance consultation with timely and transparent decision-making, cultivating a culture that respects the many perspectives that exist while also embracing opportunities and attending to challenges as they arise. The Chair will be a participatory leader who can bring people together in new and exciting ways.

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.

- An earned a medical degree or doctorate in a public health-related discipline (a record commensurate with appointment at the rank of full professor with tenure is expected)
- A demonstrated record of personal and organizational success in guiding a vision and expanding support for research, scholarly activities, instruction, community partnership, and service leadership at an academic institution or other organization devoted to health promotion

- Ability to articulate a compelling vision and implement a strategy that engages researchers, faculty, staff, and institutional partners
- The capacity to lead effectively within a complex, integrated academic community, with the political acumen and ability to work well with people across disciplines and backgrounds, including a culturally diverse faculty, staff, and student body
- Demonstrated commitment to diversity, equity, inclusion, and justice
- Demonstrated success in recruiting and retaining diverse faculty and staff, and creating an equitable, inclusive, and just community
- Ability to recruit and retain well-funded senior research faculty and to create infrastructures to successfully train postdoctoral fellows and junior faculty to obtain and continue to obtain federal research funding
- Commitment and ability to continue to build the Department in partnership with the community, and to create and maintain infrastructures that incorporate community into departmental structure, research, instruction, and translation of findings
- Accomplishments in working with faculty groups, senior campus leadership, and executive-level leadership personnel from government, business, and not-for-profit communities as well as other internal and external constituencies
- A reputation as a consensus-builder who can resolve conflict for the betterment of an organization
- Strong interpersonal and communication skills

TO APPLY

Michigan State University, College of Human Medicine has retained Isaacson, Miller to assist the Chair of the Charles Stewart Mott Department of Public Health 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 via: <https://www.imsearch.com/open-searches/michigan-state-university-college-human-medicine/chair-charles-stewart-mott>

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

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, advancement of cutting-edge research, 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 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; Anesthesia and Emergency Medicine. CHM also includes the departments of Epidemiology and Biostatistics; Translational Neuroscience; and the Charles Stewart Mott Department of Public Health. The other 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 4000 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 appointed the seventh Dean of the College of Human Medicine at MSU in April, 2022. 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.