



**Search for the Director**  
**Center for Bioethics and Social Sciences in Medicine**  
**University of Michigan Medical School**  
**Ann Arbor, Michigan**

**The Search**

The [University of Michigan Medical School](#) (UMMS) is in search of an accomplished and forward-thinking leader to assume the role of Director of the [Center for Bioethics and Social Sciences in Medicine](#) (CBSSM or Center). CBSSM draws together clinicians, social scientists, and bioethicists, among others dedicated to advancing individual and societal health through rigorous scholarship and meaningful service. The next director will have the opportunity to raise the Center's profile and amplify its impact by fostering new partnerships, elevating the output of translational bioethics and social science research, and creating innovative programs and visionary initiatives informed by the needs of patients, research participants, colleagues, and learners.

UMMS is one of the nation's premier research-oriented medical schools, and part of one of the country's leading public universities. It is home to over 3,850 faculty in 29 clinical and basic science departments with more than 4,900 staff. UMMS' education programs currently include 692 medical students, approximately 1,300 residents and fellows, 896 graduate students, and 486 postdoctoral fellows. UMMS's \$777 million in annual research awards for FY23 includes \$482.8 million in NIH awards. [Michigan Medicine](#) (MM) is home to one of the largest healthcare complexes in Michigan. It is comprised of UMMS, the [UM Health System](#), and the Michigan Health Corporation. MM serves the tripartite mission of patient care, research, and education under a unified leadership structure. Marschall Runge, MD, PhD, serves as Dean of the medical school, health system CEO, and Executive Vice President of Health Affairs for the university.

UMMS's proximity and the cooperative relationships with other colleges and schools of the University — including but not limited to the [School of Public Health](#), [College of Engineering](#), [School of Nursing](#) and [Gerald R. Ford School of Public Policy](#) — foster opportunities for creative research and educational collaborations. UMMS has numerous interdisciplinary [centers and institutes](#) that cross institutional boundaries and allow for creative research and educational collaborations.

CBSSM, located within UMMS, employs a multidisciplinary approach, combining empirical bioethics and decision sciences expertise. As a matrixed center with 50-affiliated faculty, 13 staff, and two postdoctoral fellows, CBSSM oversees a robust research effort, educational programs including an ethics pathway for medical students and pre and postdoctoral fellowship programs, as well as clinical and research ethics services. CBSSM's prolific researchers focus on social science, bioethics, and policy integration. CBSSM facilitates interdisciplinary collaboration and research assistant support to generate impactful scholarship. CBSSM's work is distinguished by its policy relevance and integration of faculty scholarship with

institutional policy roles, earning national recognition and prestigious awards like the 2022 American Society for Bioethics & Humanities Cornerstone Award.

The ideal candidate for the Director of CBSSM will embody inclusive leadership qualities, have national recognition and scholarly distinction in bioethics and/or social science-oriented health research, and have a record for sustained extramural funding. The next Director will foster collaboration among key constituents and will seek new opportunities for partnership and alignment. They will promote diversity of thought and implement practical approaches to enhance teamwork and individual well-being. Candidates must have an MD, PhD, MD/PhD, or equivalent terminal degree and a record commensurate with appointment at the rank of Professor or Associate Professor. Demonstrated experience leading teams, ideally with significant administrative oversight, is expected. This position can be structured as a .2-.5 FTE role and requires an impactful on-campus presence while providing flexibility for remote work.

UMMS has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

### **History of the Center for Bioethics and Social Sciences in Medicine**

CBSSM and its precursors have existed at the University of Michigan Medical School for nearly 20 years. Beginning as a program to improve healthcare decisions, CBSSM was established in 2010 through the merger of a bioethics program and a decision sciences center at UMMS and has unified faculty and staff under a shared vision. CBSSM's mission is to improve the practice of medicine by supporting a vibrant interdisciplinary community that provides research ethics, ethics education services, clinical ethics, and pursues leading empirical bioethics, decision science, and health communications research. Through a multitude of initiatives, CBSSM plays a pivotal role in advancing ethical standards and facilitating informed decision-making not only within Michigan Medicine but also in broader contexts. While CBSSM does not hold faculty appointments, it extends membership to all U-M faculty actively engaged in relevant domains. Center efforts are underway to expand connections into neighboring fields such as business, education, engineering, the social sciences, humanities, and various disciplines across the University campus. The Center's structural diversity enables a rich blend of perspectives and experiences, united by a commitment to enhancing medical practice. The Center has collaborative opportunities with other established institutes, centers, departments, and programs, including but not limited to the [Department of Learning Health Sciences](#) (DLHS), the [Healthcare Equity Consult Service](#) (HECS), and the [Institute for Health Policy and Innovation](#) (IHPI), the nation's largest university-based community of health services researchers, works across disciplines to tackle intricate and current health challenges.

### ***Empirical Bioethics, Decision Sciences, and Health Communication Research***

CBSSM fosters interdisciplinary collaboration to conduct empirical research in bioethics, decision sciences, shared decision-making, and health communication. By integrating clinical expertise, social

science methodologies, and insights into human decision-making processes, CBSSM serves as a catalyst for innovative research, cross-departmental learning, and collaboration. Current research spans policy issues, societal impacts of genomic research, informed consent, neonatal ethics laboratories, risk communication in medical decision-making, and artificial intelligence.

### ***Research Resources***

CBSSM research staff offer a valuable resource to the CBSSM community, providing access to accumulated methodological expertise in areas such as community-based and qualitative research, survey methods, and shared decision-making interventions. Centralized administration enables investigators to secure fractional staff effort for smaller projects, optimizing staffing to meet the needs of each project and investigator.

CBSSM's Pilot Research Grant Program offers funding for small, focused projects led by CBSSM-affiliated investigators and fellows. Emphasizing projects that have the potential to enhance healthcare decisions and ethical medical practice, the program prioritizes initiatives that allow awardees, particularly trainees, to generate essential preliminary data for successful applications and external funding.

CBSSM's Postdoctoral Research Fellowship Program in Bioethics and Decision Sciences launches the careers of emerging scholars from diverse fields such as sociology, human factors engineering, law, and psychology, along with various medical specialties. The fellowship caters to both social scientists transitioning to medical and bioethical issues and clinical providers seeking to employ empirical social science research methods to enhance clinical decision-making.

### ***Research Ethics Service***

Developed in 2018, the Research Ethics Service (RES) offers research ethics consultation, designs evidence-based health research policy, and publishes high-impact scholarship on research ethics in top journals. RES has also emerged as a national leader in identifying, researching, and implementing improved policies for data-sharing at the institutional, professional organization, and national levels.

The RES oversees the Research Ethics Committee, which complements the structured oversight conducted by the Institutional Review Board. Real-time concerns relating to human study participants are addressed via collaborative consultation with the Clinical Ethics Service. The Research Ethics Service offers face-to-face research ethics training, including the Responsible Conduct of Research for K Awardees (RCR4K) course and ad hoc didactic sessions. Additionally, quarterly sessions addressing issues on "Informed Consent for Research Professionals" are offered.

### ***Ethics Education***

While CBSSM provides practical ethics training through the venues described above, it also delivers formal medical ethics education through a Pathway of Excellence in Ethics and a 12-hour Responsible Conduct of Research course for career development awardees. The Path of Excellence in Ethics is a co-curricular, longitudinal program for medical students that has been in place for ten years. It promotes scholarly activity in the field of ethics and inspires participation in the ethics committee. A first-in-kind predoctoral clinical ethics fellowship for medical students, providing hands-on training and exposure to the next generation of ethicists, has also been developed in conjunction with the Clinical Ethics Service.

### ***Clinical Ethics***

The Clinical Ethics Service (CES) is an integral part of care delivery at Michigan Medicine and a key constituent of CBSSM. Through its administration of the bedside clinical ethics consultation program, linkage to adult and pediatric ethics committees, assistance with ethics-related policy development, educational offerings in clinical ethics, and coordination of empiric research relevant to clinical ethics, the CES serves as a national model for instilling a culture of ethical and patient-centered care in a large academic medical center. CES is responsible for staffing all ethics consultations within Michigan Medicine. The CES also conducts proactive ethics “rounds” on 10 ICUs/floors and in 20 programs, units, and services. This work is performed by the CES clinical ethicists and faculty ethicists, all of whom are HEC-C certified or qualified.

### **The Role: Director of the Center for Bioethics and Social Sciences in Medicine**

Currently reporting to the Executive Vice Dean for Academic Affairs, the Director will be a University of Michigan Medical School faculty member who reinvigorates, promotes, and advances the mission and vision of CBSSM through strategic leadership, scholarly engagement, and interdisciplinary collaboration while having oversight of the administrative and financial operations of the center.

The new Director will be integral in guiding and leading efforts to enhance CBSSM's position as a leading center for interdisciplinary research and community engagement. The focus will be on influencing healthcare practices and policies both locally and globally.

The Director will help to recruit and support investigators from across UM and through joint recruitment with departments at UMMS and potentially other schools and colleges across the University. They will mentor junior investigators and fellows and have direct supervisory oversight of the leadership team, which currently includes the Managing Director as well as the Associate Directors for Bioethics Services and Social Sciences and Research. The Research Ethics, Clinical Ethics, and Ethics Education service chiefs are key leaders within CBSSM.

The Director will be a nationally recognized scholar who will pursue their own research (and/or in collaboration with other CBSSM researchers) and will be directly engaged in service to the institution. The Director will be intentional about expanding collaborations and finding opportunities for alignment (e.g.

with topically overlapping centers and programs). They will also promote diversity of thought and implement practical approaches to enhance teamwork and individual well-being.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE NEXT DIRECTOR**

The next Director of the CBSSM should be prepared to address the following opportunities and challenges:

### ***Develop and implement a strategic vision for the future***

The next Director will collaborate closely with constituents within as well as outside the Center to evaluate current programs and strategize for the future. This mission will involve implementing a disciplined and organized strategic planning process to outline objectives, along with clear deliverables and timelines for achieving success. The director will strategically partner with academic departments to nurture the next generation of faculty through targeted recruitment. The Director will strengthen the visibility and impact of the Center. As clinical medical ethics continues to evolve, it is imperative that the director ensures the Center maintains a prominent and impactful presence for addressing critical ethical issues in medicine.

### ***Promote and support transformative scholarship and research.***

The Center is a catalyst for research projects that are based in other units across the School of Medicine and beyond. The next Director will seek new opportunities to engage in scholarly work. The Center offers pilot funding for research projects and mentorship and has a deep bench of expertise in an existing dedicated space. The Director will continue to recruit established researchers who will join this important community. The new Director will both inspire and guide the Center's research program, leading the development of a program well-founded in inquiry and scholarship.

### ***Support bioethics education***

The Center is well integrated into the medical school curriculum and engages ethics faculty in delivering electives. Ethics is one of the "Paths of Excellence" available to medical students. There are strong fellowships available throughout the center, and postdocs are linked to mentors. The next Director will continue to support and broaden educational impact and have a commitment to bioethics education.

### ***Strengthen engagement and transdisciplinary collaborations***

Ensuring widespread awareness and acknowledgment of the Center's bioethics and social science initiatives are crucial to its mission. The next Director will collaborate with Center faculty and staff to identify individuals throughout the University whose research, roles, and academic interests intersect with CBSSM, as well as external collaborators, to enrich and amplify the work.

The incoming Director will have the responsibility of strengthening the Center's standing as a respected authority and engaged participant in national and international dialogues, policy deliberations, and decision-making processes regarding emerging and crucial bioethics issues. The incoming Director will remain up to date on new developments, particularly as technological advancements introduce unforeseen ethical dilemmas and decisions.

***Champion equity, diversity, and inclusion***

CBSSM has an opportunity to address structural injustices in the field of bioethics and health. The next Director will be attuned to working with the complex concepts of DEI and enhance the capabilities to improve bioethics. The Center Director will create a working environment in which faculty, staff, and learners feel empowered to share a diversity of opinions. The Director will have an opportunity to address bias and discrimination in a growing, integrated health system which includes a large ambulatory care setting.

***Diversify the revenue support***

With a current budget of over \$1 million, the Center receives funding from the Medical School's Dean's Office (for administrative support, research support, and general expenses) and the Office of Clinical Affairs (to support the Clinical Ethics Service). The Center also receives funding from the Department of Internal Medicine. The next Director will be charged with diversifying funding streams (e.g., creating tuition-generating certificates or other educational programs, grant funding, and training grants), including growing the philanthropic support from UM's expansive pool of tremendous donors.

**Qualifications and Characteristics**

The CBSSM is in search of a leader who possesses visionary qualities, a deep appreciation for scholarly excellence, and adeptness in center management and expansion. The incoming director will have demonstrated effective leadership and exceptional interpersonal skills. Keen insight into strategic matters within academia, the ability to foster interdisciplinary collaboration, and the capacity to garner resources while ensuring responsible financial management are essential. Though no candidate will embody each characteristic fully, the Search Committee seeks candidates with the greatest combination of the following experience and abilities:

- MD, PhD, or equivalent terminal degree; be eligible for tenure at the rank of Associate Professor or Professor
- Demonstrated scholarly distinction in bioethics and/or other social science-oriented health services research
- Outstanding record of innovative, impactful scholarship with sustained extramural funding
- Demonstrated leadership and management capabilities

- A strong track record of developing programs and supporting people
- Ability to build and energize a community of scholars and practitioners across a world-class university with strengths in health, humanities, social sciences, science, law, business, social services, technology, informatics, and neighboring communities
- Experience working in a highly matrixed environment and proven effectiveness in a complex system of distributed leadership
- Ability to synthesize and integrate strengths across different people and units
- Excellence in mentoring faculty, staff, fellows, trainees, and demonstrated commitment to medical education
- Excellent oral and written communication skills; outstanding listener and clear communicator
- Demonstrated commitment to valuing and actively promoting diversity and social justice
- An effective, collaborative, and transparent approach to leadership
- Ability to negotiate in a complex, dynamic environment with multiple constituents
- Familiarity with clinical ethics consultation
- Understanding of clinician-patient relationships and broader societal influence on health management
- Ability to bridge academic inquiry and practical application of bioethics and/or social sciences in healthcare, policy, and society

The candidate must also be fully committed to and consistently demonstrate and uphold the Michigan Medicine Core Values of Caring, Innovation, Inclusion, Integrity, and Teamwork, which are:

- **Caring:** I will treat everyone with dignity, kindness, and respect, promoting the well-being of self and others.
- **Innovation:** I will promote a culture of creativity, flexibility, and curiosity that inspires new ideas and new ways of thinking, behaving, and improving the world.
- **Inclusion:** I will foster an environment where every individual has a sense of belonging, a voice that is heard, and the opportunity to achieve and thrive.
- **Integrity:** I will adhere to the highest ethical standards, by demonstrating courage, truth and transparency in my words and actions.
- **Teamwork:** We will work together with a shared purpose rooted in equity and fairness where diversity is celebrated, respected, and valued.

### **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 selected as one of the nation's top college towns. 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.

### APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the search process is completed. However, for fullest consideration, please submit applications by June 14, 2024. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search at the URL below.

Jamie Sands, Partner  
Erin Schwass, Senior Associate  
Lileana Sethares, Senior Search Coordinator  
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-michigan-medical-school/director-cbssm>

Electronic submission of materials is strongly encouraged.

*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 maintaining 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.*