



CMU | College of
CENTRAL MICHIGAN UNIVERSITY } Medicine

**Senior Associate Dean for Research
College of Medicine
Position Profile**



Greenwood/Asher
& ASSOCIATES

THE OPPORTUNITY

The Central Michigan University (CMU) College of Medicine (CMED) is seeking a Senior Associate Dean for Research to lead the development and growth of its research program and support its mission to train diverse physicians for rural and underserved areas and advance health science and innovation. The Senior Associate Dean for Research functions as a Senior Officer at CMU. The position reports directly to the Dean of the College of Medicine and works in cooperation with appropriate university offices and within existing university policies and procedures. Our recent growth makes this an opportune time to lead in a dynamic, multi-organizational environment.

CMED was created to prepare diverse, culturally competent physicians focused on improving access to high-quality healthcare, with an emphasis on rural and medically underserved regions in Michigan and beyond. Graduates aspire to excellence in providing patient-centered and evidence-based care to their patients and communities. Its faculty, staff, and graduates advance health and wellness through exceptional



education, innovative research, quality patient care, and strategic collaborations to improve the health and wellbeing of individuals and communities. The College received full accreditation by the Liaison Committee on Medicine Education (LCME) in June 2018. CMED graduated its fourth class of physicians in May 2020.

THE POSITION

As a member of the Dean's Executive Leadership Team, the Senior Associate Dean for Research will develop and implement a collaborative administrative operation supporting the mission of CMED and CMU and aid in strategic planning, development, and implementation in support of the research mission of the College, Graduate Medical Education, and faculty. This position will oversee the significant growth and development of CMED's research programs. The ideal candidate will be a visionary builder with a record of research and a track record of independent extramural funding and strong scholarly publication. Further, one who engages with our healthcare providers and community partners as we grow our research programs is necessary. This position will facilitate research scholarship and resource development within CMED and work collaboratively with other CMU colleges, the CMU Office of Research and Graduate Studies, key external stakeholders and partners, and other senior leaders to achieve synergies across the research and innovation enterprise at CMU.

This position will also be responsible for oversight of research facilities, administration, legal and risk management programs as they relate to research. Assurance of alignment with the university's mission, responsiveness to the needs of the state, and a program of superior quality

meeting the standards of the Liaison Committee on Medical Education (LCME), Accreditation Council for Graduate Medical Education (ACGME), Higher Learning Commission (HLC) and other accrediting bodies will be major priorities.

REPORTING RELATIONSHIP:

The Senior Associate Dean for Research functions as a Senior Officer at CMU. The position reports directly to the Dean of CMED and works in cooperation with appropriate university offices and within existing university policies, procedures, and practices.

SUPERVISION EXERCISED:

Supervisors are expected to support the Leadership Standards of CMU and foster a culture that inspires excellence. The Leadership Standards define how we lead and treat others in our teams. As leaders, it is our responsibility to seek input from our teams to continuously improve leadership abilities and demonstration of the standards. Additionally, it is our responsibility to encourage and support the growth and development of those whom we lead. At CMU, we encourage employees to grow both personally and professionally, and thus advance CMU's culture of excellence.

To review CMU's Leadership Standards in more detail, please visit https://www.cmich.edu/office_president/Pages/leadership-standards-initiative.aspx.

MINIMUM QUALIFICATIONS:

- MD, DO or PhD (MD/DO/PhD preferred) with understanding of both basic sciences and health service research.
- Qualification for professor rank in the CMU College of Medicine.
- At least five years of senior leadership experience in a university-based medical or public health school or research institution overseeing and conducting research.
- Demonstrated experience in securing extramural funding and strong scholarly publication.
- Experience in building/growing new research programs, ideally multi-disciplinary and/or multi-organizational research collaborations.
- Demonstrated creativity in building research partnerships and identifying research funding opportunities within their own institution and beyond, including in partnership with public and private community entities, corporate partners, foundations, and state/federal agencies.
- Strong administrative and research management skills with experience in compliance with research regulations and accreditation.
- Demonstrated experience leading, developing, and coordinating strategic research plans that are consistent with an organizational mission.
- Experience serving as an externally facing representative of the institution to key partners and stakeholders in the community and beyond.
- Positive interpersonal, written and oral communication skills.
- Ability to work effectively with multiple and diverse stakeholders.
- Commitment to diversity by working to develop a culture of inclusion and mutual respect.

- Experience in mentoring junior faculty to help them obtain research funding to pursue meaningful lines of inquiry.
- Ability to perform the essential functions of the job with or without reasonable accommodations.

DUTIES AND RESPONSIBILITIES:

- Responsible for overall research administration of CMED and its affiliated programs including resident, clinical and basic science faculty, and hospital partners.
- Represents the dean on strategic issues or administrative committees where appropriate.
- Represents the operations of the medical school to external partners, affiliates, contractors, and accrediting bodies, where appropriate.
- Oversees and participates in the research teaching programs for both medical students and residents.
- Collaborates with the discipline chairs to develop and nurture junior faculty members' research.
- Participates in teaching medical students in coordination with the SAD for Academic Affairs.
- Establishes and conducts a competitive independent and/or collaborative research program in candidate's relevant area of expertise.
- Applies for and obtains external funding, independently and/or in collaboration with colleagues.
- Initiates and maintains collaborations with other CMU colleges and community organizations.
- Oversees research initiatives for both medical students and residents.
- Provides oversight for the process for allocation of research space.
- Assumes oversight for the process for research recruitment/start-up packages in coordination with the discipline chairs.
- Develops and maintains research administrative policies, procedures, and operations to maintain effective functioning of CMED.
- Develops an effective research risk management program as it relates to research for the College of Medicine, in collaboration with the Risk Management office.
- Assists with planning and implementation of strategies leading to the sustained accreditation of the educational program leading to the MD degree.
- Works collaboratively with the senior leadership of the university and hospital partners, faculty, and staff of university offices regarding policies, procedures, and issues.
- Advances the university's commitment to diversity.

ABOUT THE CENTRAL MICHIGAN UNIVERSITY COLLEGE OF MEDICINE

CMED was founded to produce high-quality physicians for underserved rural and urban communities in the U.S. Midwest region, particularly in central and northern Michigan. Students admitted into the medical school learn from a curriculum designed to prepare them to practice in these areas when they complete their residency training. This curriculum uses advanced technology, including state-of-the-art simulation and clinical skills labs.

In addition to learning about the health needs of Michigan residents through the curriculum, students gain first-hand experience by working with physicians and hospitals throughout the region. A view of the health of communities will also stimulate health-related research on diseases that specifically impact these geographic areas such as diabetes, stroke, heart disease, and cancer.

CMED provides training for sought-after primary care physicians in the following areas:

- Family Medicine
- Pediatrics
- Internal Medicine
- Obstetrics & Gynecology
- Emergency Medicine
- General Surgery
- Podiatric Medicine & Surgery
- Psychiatry



Recent highlights from the College of Medicine include:

- 98 percent of the class of 2020 was matched in residencies. Importantly, 75 percent matched in primary care and nearly 50 percent of the new physicians elected to stay in Michigan.
- With community involvement a deeply held ethic, 204 first and second-year medical students provided more than 2,000 hours of service in 2019, supporting 39 community-based health organizations and clinical settings.
- The incoming class of 103 students was selected from among more than 6,500 applicants. Of all enrolled students, 72 percent are from Michigan.
- The ACGME fully accredited two new residency programs in general surgery and podiatry, increasing the number of accredited residency programs to seven.

CMED educates students and residents, provides clinical care, and conducts research programs. CMED is located primarily in Mt. Pleasant and Saginaw, Michigan. The Saginaw operation has been developed in partnership with Covenant Healthcare and Ascension St. Mary's through a separate corporation, CMU Medical Education Partners, that manages seven residency programs with fellowships in Child and Adolescent Psychiatry and Emergency Medical Services.

The Mt. Pleasant campus is the primary site for education of first and second-year medical students, for its central administration (this includes general administration, clinical, research and education administration) and for the conduct of its research programs. The Saginaw campus is the primary site for education of third and fourth-year medical students, training of residents in CMU clinics, and local graduate medical education administration.

The strategic partnership with University Pediatricians (UP) supports CMED's mission by expanding pediatrics training available to CMU medical students. The pediatrics discipline becomes the fourth medical training specialty offered at the College of Medicine, joining foundational sciences, surgical and medical disciplines. CMU medical students have access to a variety of clinical pediatric experiences and approximately 20 pediatric subspecialties that will enhance the current depth and breadth of the CMED education. These physicians will create an infrastructure to support pediatric research and scholarly activity at the university. The partnership will boost CMU's and CMED's research portfolio. University Pediatricians collaborates with faculty in the CMED to obtain grant funding and advance clinical and translational research to improve the care of children.

CMED MISSION, VISION, VALUES

Mission

CMED educates diverse students and trains culturally competent physicians to provide comprehensive health care and services to underserved populations in Michigan and beyond. Our faculty, staff and graduates advance health and wellness through exceptional education, innovative research, quality patient care and strategic collaborations to improve the health and wellbeing of individuals and communities.



Vision

We will realize our bold vision by producing future generations of well-trained physicians, developing new solutions from innovative research, improving access to high-quality health care and forging strategic partnerships to build thriving communities and better lives for all people in Michigan.

Values

We strive for integrity, respect, compassion, inclusiveness, social responsibility, excellence, and innovation in all that we do.

CMED STRATEGIC THEMES

The CMED steering committee, with support and input from several working groups, defined a set of eight major strategies that will serve as the basis for the strategic plan currently in place. Multiple tactics support each of the strategies listed below (not in priority order).



- **Education-** Establish an ongoing continuous quality improvement process for all educational programs to ensure a learning environment that attracts qualified, mission-driven, and diverse students; ensure continued accreditation; establish all affiliated clinical sites as high-performing medical education–training sites; and address facility needs to accommodate a diversity of learners across learning environments.
- **Research-** Optimize CMU's and the CMED's College of Medicine's existing competencies to support the growth of the research and innovation enterprise.
- **Clinical Practice-** Enhance practice infrastructure and articulate faculty deployment expectations to ensure financial growth and sustainability.
- **Recruitment and Retention-** Create a comprehensive recruitment and retention plan to address the CMU College of Medicine needs of the CMED students, faculty, and staff.
- **Communication-** Develop a comprehensive and coordinated communication, marketing and branding plan for internal and external audiences; create a culture in which multidirectional communication and transparency are an integral part of day-to-day operations; one that faculty, learners, and staff recognize as such.
- **Infrastructure-** Provide and develop facilities for growth that are learner and patient-focused.

RESEARCH AT CMED

In addition to training future physicians for clinical excellence, CMED is growing its existing research programs to train clinicians and scientists to explore areas of inquiry relevant to its mission. CMED's researchers are receiving recognition for their investigation and findings. It is quickly achieving its vision to promote a collaboration of investigators on the Mt. Pleasant and Saginaw campuses who will engage faculty, students, residents, and regional professionals in clinical and health systems research. The dynamic nature of healthcare evolution at this time brings exciting and valuable opportunities to expand this work. Further, the region has unique frameworks and initiatives that facilitate health systems research. CMED researchers have already secured notable extramural funding including \$2.395M in NIH funding in 2019/2020 academic year and spans across 41 awards.

As a pillar of the Central Michigan community with leaders who are connected and influential in the region, CMED offers virtually unlimited opportunities for collaborative research. Candidates who are passionate about conducting large scale, “big data” driven longitudinal research on improving health outcomes in underserved areas will find this area rich in resources and desire.

University Pediatricians (UP)

CMED signed an affiliation agreement in 2020 to create an educational partnership with UP. Building on this affiliation, CMED and UP expanded their affiliation to improve children's health care across Michigan to include clinical and translational research. Generously supported by grants and endowments from The Children's Foundation, the collaboration establishes the CMU Clinical Research Institute (CRI) and includes the Detroit Medical Center Children's Hospital of Michigan. CMED has brought value to CMU through our partnership with UP and expansion of clinical research. CMU is now enjoying its first-ever introduction to a formal clinical research structure through the development of a joint Clinical Research Institute. CMU recently hired the executive director of the Clinical Research Institute with plans to hire a scientific director.

Additionally, the development of clinical research within the CMED and CMU from such a relationship has created the potential for several tangible benefits. There is a strong potential for greatly enhanced indirect cost return, for expanded educational and scholarly benefits including new research electives for students, residents, and graduate students.

Community Partnerships

In addition to CMED’s growing relationship with UP, CMU, Covenant HealthCare, and Ascension St. Mary’s have reaffirmed their commitment to medical education by signing a 25-year affiliation agreement. While this agreement provides a sustainable framework for resident education and increases health care capacity for the region, it also creates positive downstream effects for our medical students who receive clinical training in the region. Medical students train alongside residents and clinical faculty who help enrich the educational experience.

The CMU Interdisciplinary Center for Community Health and Wellness (ICCHW) continues to earn recognition as a leading contributor to health and wellness in the Great Lakes Bay Region and throughout Michigan – especially for expanding expertise and resources focused on prevention and mitigation of adverse childhood experiences (ACE) and trauma-responsive practice. Active collaborations include regional, state, and national coalitions such as Great Lakes Bay Transforming Health Regionally in a Vibrant Economy (THRIVE) and the Michigan [ACE Initiative](#).

A core of 12 faculty now serve as Michigan ACE Master Trainers and have educated 200 community-based leaders and Michigan ACE Community Champions on ACEs. For CMU, the Center continues to serve as a connector for agencies and organizations to link them with faculty, students, and university resources – fueling capacity for key projects, spurring grants, and garnering resources for CMU and regional partners.

Collaborations with local organizations continue to drive funding for various research projects. Dr. Beth Bailey, Professor and Director of Health Services Research, serves as the Director of the Evaluation Consortium for the Michigan Health Improvement Alliance's (MIHIA) THRIVE Initiative. In this role, she leads a team of technical experts from across the state in developing and implementing a comprehensive longitudinal evaluation of the entire THRIVE portfolio of interventions aimed at improving health in the Great Lakes Bay Region. The THRIVE Evaluation Consortium received a one-year grant award of \$50,000 from the Michigan Health Endowment Fund to support their initial work.

Interdisciplinary Center for Community Health & Wellness (ICCHW)

CMU's ICCHW continues to actively engage with communities regionally and statewide in partnership with the Michigan ACE's Initiative. The Michigan Health Endowment Fund provided \$20,000 grant to establish coordination models for *Circles of Care* which strives to identify, integrate, coordinate, and support emergent and trauma-informed initiatives in the Great Lakes Bay region.

RESEARCH FACILITIES

In September 2016, CMU completed the largest capital project in its history – a \$95M Biosciences Building. The four-story, 169,000-square-foot open floor plan building features state-of-the-art laboratories, a multipurpose auditorium, an active-learning classroom and modern study spaces. Other facilities within the new Biosciences Building include:

- 106 lab benches and additional 47 specialty lab rooms
- Instructional labs with associate prep labs
- 65 faculty and staff offices
- Bio-safety level-three laboratory
- Two aquariums
- Two living plant life walls
- Vivarium
- Transmission electron microscope that can also be a scanning transmission microscope with measured resolution of one angstrom
- Nikon laser scanning confocal microscope
- Sample processing room
- Environmental chamber for control of temperature, light, and humidity



Additionally, a 12,600 square-foot state-of-the-art research facility for the CMED faculty opened in 2013 on CMU's Mt. Pleasant campus. The laboratories are designed to conduct bio-medical research in an open concept environment, while pursuing projects that will contribute to groundbreaking discoveries in medicine. The facility houses a cell-culture facility and a vivarium.

The research area supports five CMED faculty and three post-doctoral trainees. Two CMED faculty are housed in the Health Professions building as part of the very successful interdisciplinary neuroscience program. One faculty member requiring an insectarium is housed in the Biosciences Building.

CMU Clinical Research Institute at the Children's Hospital of Michigan

The Central Michigan University Clinical Research Institute (CMU CRI) provides research support services to investigators, residents, fellows, medical students and research staff through training and education, research consultation support, data management, statistical analysis, grant administration and regulatory assistance/oversight. Additionally, the CMU CRI has wet bench laboratory space for use by researchers and is designed around the concept of an open laboratory; which encourages interactions between investigators. The laboratory, biospecimen and echocardiographic core and administrative office for the CMU CRI are located within the Children's Hospital of Michigan and the University Health Center. The buildings are adjacent to each other and are connected by a tunnel. All research space is locked and only accessible by programmed number pad or limited distribution keys.

The 6,895 square foot research laboratory located in the Children's Hospital of Michigan has X - 80 freezers with Smart-View monitoring, -30 freezer, centrifuge, three research bays with two benches and other workstations.

The grants development office, administration and management departments of the CMU CRI are located at The Children's Hospital of Michigan on the 5th floor of the Carl's Building. Approximately 2000 square feet of office space house biostatisticians, the grants and budget department and management team which consists of an executive director, manager of sponsored projects, two budget analysts, grant pre-award administrator, and secretarial support. The management team has a combined 48 years of experience preparing, submitting, and managing grants and operational budgets. All administrative and management staff have access to university systems; which allows them to effectively perform the full range of tasks needed to prepare, submit, and manage intramural and extramurally funded grants and budgets.

CMU CRI has two biostatisticians. One is a senior statistician with 21 years of experience in statistics and epidemiology and the other has recently received his Ph.D. Both use fully licensed versions of SPSS and SAS but have expertise in virtually every statistical and qualitative software package. The CRCM biostatisticians can design and perform a myriad of the required statistical analyses such as in meta-analysis, Z-test, T-Test, ANOVA, The Sigh Test and Quantile Regression.

The main research administration team is located at the University Health Center in a 6000 square foot facility with security key card access. This facility includes 2000 square feet of research and administration offices; 1200 square feet of patient treatment rooms (six rooms); a research and sample processing laboratory and biospecimen core facility comprising 800 square feet; a 700 square foot state of the art conference facility and 800 square feet of locked and secure file storage and echocardiogram core storage rooms. This space also has three -80-degree freezers

in a locked, specially ventilated freezer room where the biospecimens are stored. Additionally, the CMU CRI research administrative office located in the University Health Center has a private audiovisual conference center and audiovisual storage closet. This conference center has the capability of being closed off to form two smaller conference centers that can hold and operate audiovisual conferences simultaneously. The equipment consists of ceiling projectors to project videoconference, video, DVD, laboratory, slide, digital X-ray or picture media onto a 110" diagonal, tab-tensioned screen and/or a 72" diagonal SMART Board interactive whiteboard. This room is wired to hold all needed audiovisual equipment and interactive environment controls.

CMU Clinical Research Institute

This research suite functions under the Joint Commission (JCAHO) requirements and under unit specific standard operating procedures for clinical research. The suite includes a reception and toddler-adolescent play/entertainment area, a study participant toilet with shower, a soiled utility room with bedpan flusher, four completely functional clinical study participant rooms to accommodate 0-23 hour stay with television/video game access and counter space with sink etc., two study participant rooms used for psychological/psychiatric assessment with one way mirrors for observation/video monitoring and piped in music. The area also includes a central nurse station to accommodate two nurses, a specimen research room for sample processing, a small pantry to facilitate the storage of beverages for patients, data storage to accommodate record keeping space per FDA and NIH requirements, one monitor room to facilitate internal and external monitoring of studies, an eight-cubicle research nurse work area, one nurse manager and one site manager office. The site manager and nurse manger are both certified by the Association of Clinical Research Professionals (ACRP) and the Society of Clinical Research Associates (SOCRA) respectively. The suite maximizes visibility to study participant beds and play area as well as concentrating all support mechanisms for clinical research in one area. The research suite is directly across the hall from the analytical laboratory where samples for laboratory tests are handled and stored; it is centrally located and easily accessible such that it can utilize all the ancillary services of the Children's Hospital of Michigan.

ABOUT CENTRAL MICHIGAN UNIVERSITY

Central Michigan University is in its second century as an institution of higher learning focused on student-centered education.

Central opened its doors on September 13, 1892, as the Central Michigan Normal School and Business Institute, with classes in teaching, business, and stenography. At that time, few of the state's teachers received any formal training in teaching, so school founders made teacher training their mission in founding the state's second normal school.



Thirty-one students attended classes in second-floor rooms over an office on the corner of Main and Michigan streets in downtown Mount Pleasant. Most students at the time were eighth-grade graduates, attending the “Normal” for a few weeks or months prior to beginning their careers as teachers. Within the first two years, land was acquired, and a \$10,000 Normal School Building was constructed where Warriner Hall now stands.

Since then the School has undergone significant growth and change, yet still remains committed to preparing students for personal and professional success, as well as civic engagement, throughout their lives after graduation. In 1893, it became known as Central Michigan Normal School. In 1895, the Michigan State Board of Education assumed control of the School, which had grown to 135 students, renaming it Central State Normal School. The transition to the new name was fluid, with many holding onto the title of Central Michigan Normal School for a few years. By 1898, enrollment had more than tripled to 450 students. In January 1906, the Normal School surpassed 1,000 graduates.

From Central's early years, alumni were making international impacts, with graduates teaching not just all across the country, but also in Canada, Puerto Rico, and the Philippine Islands as early as 1909.

Throughout this time, Central's educational offerings also were growing more comprehensive. Students completing two years of schooling beyond high school began receiving their life teaching certificates in 1903. The School's first psychology clinic was established in 1910, and Central was accredited by the North Central Association for the first time in 1915. In 1918, the bachelor of arts degree was first awarded, followed by the bachelor of science in 1927. Central's first graduate courses were offered in 1938.

In the decades preceding World War II, the School's name changed again — first to Central State Teachers College in 1927, then to Central Michigan College of Education in 1941 — while enrollment rose to more than 1,800 students.

In the post-war years of 1949-59, Central's first master's degree was accredited by the North Central Association, and the first large student residence halls and married housing units were built.

In 1955, another name change, to Central Michigan College, reflected the diversification in course offerings beyond education. Then, on June 1, 1959, with an enrollment of 4,500 students, Central became Central Michigan University, a designation representing further growth in the complexity of the School's academic programs. Many students enrolled in pre-professional programs for medicine and law, while advances in science and technology created even wider curricula.

Students and Alumni:

- > Enrollment: 17,176
- > Online enrollment: 7,658
- > Student to faculty ratio: 21:1
- > Scholarships and financial aid: \$309M in aid awarded annually
- > Alumni: 235,000+

Accolades:

- > \$1.2B impact on Michigan's economy
- > 12,000 Michigan jobs created as result of CMU's impact
- > 137th College of Medicine
- > 1st neuroscience undergraduate degree program in Michigan
- > 1st and only university in Michigan with undergraduate degree in meteorology
- > 1st public university in the Midwest with MakerBot Innovation Center
- > 150+ CMU study abroad programs in more than 40 countries

Through the 1960's, enrollment grew to more than 14,000 students. The enormous rate of growth caused significant change in the character of the University. Buildings were constructed on the land south of Preston Street, more than doubling the physical size of the campus.

The gift of Neithercut Woodland near Farwell and the establishment of CMU's Biological Station on Beaver Island gave the University valuable facilities for specialized studies.

The number and variety of programs also continued to grow. Programs in business and communications were developed and expanded. In 1971, the Institute for Personal and Career Development was established to provide academic programs for students with limited access to traditional forms of education. The specialist in education degree marked CMU's entry into training beyond the master's degree level, which now includes specialist degrees in several disciplines and eight doctoral degrees.



It was during this time that the University began to recruit faculty representing diverse geographic and institutional backgrounds and areas of expertise in order to prepare students more fully for the increasingly global society. The standards set for teaching and research in this period continue to shape the University today.

The technological advances of the 1980's spurred further program expansion, especially throughout the sciences, and ground was broken for the Industrial Engineering and Technology Building in 1987. Other construction followed, including the Dow Science Complex, Applied Business Studies Complex, and Student Activities Center. CMU's Global Campus continued to grow as well, and the University offered its first online courses in 1994, offering courses to students around the world.

Campus continued to expand with the addition of academic, athletic, and residential buildings through the 1990's and the early 21st century. The modern Music Building was opened in 1997, followed by a \$50M expansion of the Park Library in 2002 and the state-of-the-art Health Professions Building and several residence halls in 2003. CMU's newest buildings are the technologically advanced and LEED-certified Education and Human Services Building, which opened in 2009, and the Biosciences Building, which opened in 2017 and also includes environmentally friendly features.

The College of Medicine, the nation's 137th medical school, was established in 2009 with a mission of improving access to high-quality health care in Michigan, especially in rural and medically underserved communities. It was created to address the shortage of physicians in Michigan and the need for quality health care. The College of Medicine's first class of 62 individuals graduated in 2017, each one of them obtaining residency.

The four-story, 169,000-square-foot CMU Biosciences Building opened in January 2017, facilitating collaborative and cutting-edge research across multiple departments.

Even though much has changed over the last two centuries, Central Michigan University continues to uphold the values inscribed upon its seal in 1892: *Sapientia, Virtus, Amicitia* – wisdom, virtue, friendship.

CMU MISSION, VISION, AND VALUES

The Central Michigan University Board of Trustees has adopted the following statements and values as the cornerstone of the university's dedication to a quality education for everyone.

Mission: At Central Michigan University, we are a community committed to the pursuit of knowledge, wisdom, discovery, and creativity. We provide student-centered education and foster personal and intellectual growth to prepare students for productive careers, meaningful lives, and responsible citizenship in a global society.



Vision: Central Michigan University, an inclusive community of scholars, is a national leader in higher education inspiring excellence and innovation.

Core Values: To achieve our mission, we adhere to the core values of integrity, respect, compassion, inclusiveness, social responsibility, excellence, and innovation.

2017-2022 UNIVERSITY STRATEGIC PLAN

Since its founding in 1892, CMU has enhanced the economy and quality of life in Michigan. CMU's updated strategic plan, "Advancing Excellence," approved by the Board of Trustees June 29, 2017, continues that long tradition and focuses on three imperatives: Nurturing Student Success, Fostering Scholarly Activity, and Strengthening Partnerships in Michigan and Beyond. Each imperative includes strategies for meeting specific targets over the next five years.

To read about the strategic plan, please visit: [CMU Strategic Plan](#)

DIVERSITY, EQUITY, AND INCLUSION AT CMU

A diverse campus community is inclusive of backgrounds, religions, cultures, opinions, and perspectives. At CMU, we welcome and promote the rich tapestry of humanity — combining the collective talent and knowledge of students, faculty and staff from all walks of life. That diversity prepares students to compete and live in a global society. [Our vision](#) states that, "Central Michigan University, an inclusive community of scholars, is a national leader in higher education, inspiring excellence and innovation."

We support this commitment with the [Office for Institutional Diversity, Equity & Inclusion](#) and the [Office of Civil Rights and Institutional Equity](#). We offer a number of organizations, programs and activities to support and engage our campus, future and current students, faculty, and staff, as well as the greater community.

Visit [CMU's Diversity, Equity, and Inclusion page](#) for additional information and a list of resources and programs that CMU has recently implemented in supporting Black Lives Matter and affirming the university's commitment to social justice and equity.

CMU'S RESPONSE TO COVID-19

Together, the CMU community is facing the challenges of the COVID-19 pandemic, advancing our educational mission while protecting health and safety. Classes began Monday, August 17, and will end on Wednesday, November 25, 2020. CMU is implementing a combination of online, face-to-face, and the hybrid-flexible (HyFlex) models beginning in the fall semester. This model allows students to attend in-person classes or participate in the live class through a synchronous online session. Classrooms have been modified, and cleaning supplies are readily available.

For up-to-date information about the University's response, please visit the "Fired Up for Fall" link on CMU's web site: <https://www.cmich.edu/firedupforfall/Pages/default.aspx>

THE CITY OF MOUNT PLEASANT AND MID-MICHIGAN



Centrally located in Michigan's Lower Peninsula, Mount Pleasant is a city of over 25,000 permanent residents and the county seat of Isabella County (population 70,000). This area is part of a 400,000+ population region that includes nearby Bay, Midland, and Saginaw Counties. The area is easily accessible via U.S. Highway 127, state highway M-20 and is served by five major airports within a two-hour radius.

- › Historic downtown Mount Pleasant has more than 100 locally owned businesses. Enjoy specialty shops, art galleries, lively bars, fine dining, and events such as holiday parades, art installations, and movie and concert series.
- › More than 15 local parks provide opportunities for hiking, picnicking, kayaking, fishing, swimming, sledding, cross-country skiing, and creative outdoor play for children. Golfers have access to almost a dozen courses within a few miles of the city center.
- › Isabella County is home to nearly 1,000 local farms. Purchase home-grown produce at the farmers market or visit one of several u-pick farms.
- › Enjoy performances from national touring comedians and musicians, try your hand at the gaming tables, or splash in the family friendly waterpark at the Soaring Eagle Casino and Resort.

NOMINATION AND APPLICATION PROCESS

Compensation

Compensation arrangements are competitive and commensurate with the experience, achievement, and responsibilities of this position.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Central Michigan University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. For a full application package please provide a cover letter, CV and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until there are finalists. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations and application materials to:

Betty Asher, Partner & Vice President

Ashley Hice, Senior Executive Search Consultant

Email: bettyasher@greenwoodsearch.com

Email: ashleyhice@greenwoodsearch.com

CMU, an AAVEO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see <http://www.cmich.edu/ocrie>)