The University of Michigan Medical School seeks a nationally recognized, highly innovative and visionary leader to further advance the research, education, and philanthropic missions of the Department of Human Genetics. This leader will build on the significant departmental and institutional strengths, including research innovation, service excellence, and superb patient and family-centered care.

The Department of Human Genetics was established in 1956 with James V. Neel, MD, PhD, as the first Chair. He led the Department for 25 years and recruited faculty with a broad range of research interests including viral, bacterial, somatic cell, model organism and Mendelian and population human genetics. Neel received the Lasker Award and the Presidential Medal of Science, and was inducted into the National Academy of Sciences. Thomas D. Gelehrter, MD, became chair in 1987 and recruited faculty in molecular genetics, transcriptional regulation, transgenic technology, gene therapy, population genetics, and statistical genetics. He served as Chair for 17 years, and wrote two editions of a classic text on Medical Genetics with faculty members Francis Collins and David Ginsburg. In 2005, Sally Camper assumed the Chair. She recruited 11 young faculty members with research programs in neurogenetics, disease gene discovery, epigenetics, and genome evolution and function.

The department is dedicated to basic scientific research in human genetics and genetic disease, and training of the next generation of scientists and health care providers. Research groups study DNA repair and recombination, genome instability, gene function and regulation, epigenetics, RNA modification and control, and genomic systems. Research in human genetic disease emphasizes the genetics of development, neurogenetics, stem cell biology, medical genetics, and reproductive sciences. Evolutionary and population genetics research includes generating statistical tools, genetic epidemiology, and genetic mapping of complex traits and diseases.

OVERALL STRATEGIC RESPONSIBILITIES

Create and establish a unifying vision for the future of the Department of Human Genetics with other leaders and key stakeholders across the university.

- Effectively articulate and execute the mission, vision and values of the Department of Human Genetics.
- Be a role model for integrity, scholarship, professional competence, collegiality and collaboration across the organization.
- Support interdisciplinary collaboration to catalyze the Medical School’s tripartite mission of research, education, and patient care. Strengthen opportunities to engage the next generation of health care providers and health scholars with members of the Department of Human Genetics.
- Be an effective institutional leader, helping to develop network strategies and outreach opportunities.

Foster the educational mission of the department and support educational initiatives across the campus.

- Maintain excellence in the department’s educational programs, including those for PhD, MS, and medical students, post-doctoral fellows, and continuing professional development.
- Work collaboratively with other departments and centers to create and grow shared training programs or assigned training experiences.
- Implement curricular changes and requirements to provide a supportive environment for learners.

Advance and strengthen individual, departmental, and institutional research programs.

- Collaborate with other medical school leaders, including the distinctive Endowment for the Basic Sciences to advance the biomedical research agenda and capabilities at the school and institutional levels.
- Identify and support critical research areas that will enhance the department’s knowledge base.
- Lead the department and faculty members to obtain external and intramural funding.
- Cultivate a highly collaborative, inclusive environment that emphasizes the development of research programs that cross organizational boundaries of the university.
- With members of the department and other leaders at the University, establish unifying plans to leverage existing institutional strengths to advance life science research across the University.

DESIRED PERSONAL CHARACTERISTICS AND QUALIFICATIONS

- The chair should be a:
  - Motivator/mentor – Able to inspire faculty, trainees, and staff. Capable of motivating people to be team players, collegial, supportive, and willing to share information. Demonstrated commitment to developing faculty and staff for departmental and institutional leadership roles.
Position Description
Chair, Department of Human Genetics

- **Change agent** – Who is innovative, willing to take risks and has the creativity to reengineer existing practices and to construct new ways of doing things.
- **Decisive leader** – Who combines a sense of equanimity with humor to sustain intense, productive and collaborative leadership effort.
- **Team player** – Collaborator on multiple levels of research and administration.
- **Results-oriented achiever** – By using appropriate problem solving tools and techniques and aligning the culture in the process of obtaining results.

**The chair should possess:**
- **Integrity** – Personal standard of behavior that will be a model for the organization and will inspire all within the department to work collaboratively toward shared goals.
- **Vision** – Forward thinking, responsive to needs of stakeholders, including scientists, learners, staff, physicians, patients, and health system. Able to shape organizational change and convey a clear, shared vision and alignment of efforts. Possesses the leadership skills and personal charisma needed to drive and implement necessary change.
- **Communication skills** – Positive interpersonal skills that demonstrate diplomacy and accessibility. Relational skills to support vision and leadership. He/She should be approachable; collegial, assertive; able to build a team that moves towards common goals; transparent; participative with an open management style.
- **Intellectual and analytical skills** – to drive cogent planning and establishment of robust research.
- **Political acumen and collaborative skills** – to build consensus among strong, diverse and sometimes competing individuals and programs.
- **Accessibility** - Interested in and available to discuss the work environment for personnel in the Department of Human Genetics, sensitive to their areas of dissatisfaction, and celebratory of their areas of growth and achievement.
- **Diversity mindset** – Demonstrated commitment to diversity and equity and an appreciation for their important contributions to excellence.

**SPECIFIC DUTIES**

**Recruit, retain and develop diverse faculty, trainees, and staff to achieve the department vision, ensuring the success of all disciplines within the department and the national prominence of the department.**
- Recruit, mentor, develop and retain outstanding faculty who share the vision for the future of the department.
- Listen, communicate, and empower. Seek appropriate honors, awards, and national leadership positions for faculty, trainees, and staff. Satisfaction and career advancement of the department’s many constituents are important objectives in pursuing the overall vision and mission.
- Develop and mentor individuals to successfully assume departmental and national leadership positions.

**Promote financial goals through management, research funding, and philanthropy.**
- Maintain a fiscally sound department. Ensure the administrative budget and operations management are sound and that the departmental resources are effectively, wisely, and transparently managed.
- Adhere to all University, regulatory and Michigan Medicine policies and practices. The chair must be viewed as fair and strategic, and thus inspire confidence of faculty, staff, trainees and patients.
- Work effectively to secure philanthropic support for the research and training programs of the department. Collaborate with the Office of University Development to develop a robust philanthropic plan and programs in partnership with the other clinical and basic science departments.

**Build on the University’s longstanding commitment to build and nurture a community characterized by diversity, equity and inclusion.**
- Participate in and help develop new approaches to maintain diversity as a critical component of student education, training, research, and service.
- Lead the department to recruit, retain, and mentor the best learners, faculty, and staff by creating a community that seeks, welcomes, and expects diversity.
- Coordinate with institutional leadership and the Office of Health Equity and Inclusion, and help implement strategies for creating a supportive culture and climate that promotes inclusion and health equity.
- Support research to enhance care of minority communities and the underserved.
Position Description
Chair, Department of Human Genetics

Align with the cultural priorities and approaches of the school and university.
- Cultivate a highly collaborative, inclusive environment that emphasizes the pursuit of excellence and the development of research and education programs that cross organizational boundaries of the university.
- Implement and participate in the missions of the Medical School, specifically programs and initiatives of the Dean/Executive Vice Provost for Medical Affairs (EVPMA) and the Medical School Executive Committee.
- Understand and adhere to the Regents' Bylaws, the University's Standard Practice Guide, and the Medical School Bylaws and policies.
- Enthusiastically participate in cultural and organizational activities of the University and Medical School.

Fulfill other responsibilities of leadership
- Ensure fiduciary and regulatory agency compliance related to the department's activities and responsibly manage conflict of interest and commitment, policy and procedural compliance. Avoid conflict of interest, conflict of commitment and the appearance of such conflicts.
- Implement the missions of the school, specifically programs and initiatives of the Dean/EVPMA and Medical School Executive Committee. A chair may have parallel responsibilities managing interdepartmental or extra departmental units, such as a center or facility with parallel expectations. Ultimately, the chair should maintain the confidence of the Dean/EVPMA and Executive Committee.

REQUIRED QUALIFICATIONS
The successful candidate will have a PhD, MD or equivalent clinical doctoral degree and have a nationally recognized scientific, scholarly, and educational record that justifies appointment as a tenured full professor in Human Genetics. He/She must have a strong track record of obtaining external funds to support his / her own research program and managing externally funded grants. This individual must be highly collaborative, motivated and have substantial experience building and unifying interdisciplinary teams. He/She must have a proven track record in developing research programs, a demonstrated commitment to education and mentoring, and administrative and budgetary experience. Also desired is a track record or interest in philanthropy.

REPORTING STRUCTURE
The Chair of the Department of Human Genetics reports to the Dean/ EVPMA and the Executive Vice Dean for Research/Chief Scientific Officer of the Medical School.

APPLICATIONS
Interested candidates should submit a CV and personal statement by December 1, 2017 to:
University of Michigan Medical School
Office of the Dean, Attn: Leslie Simpson
lelie@umich.edu
(734) 615-6680

WEBSITES FOR ADDITIONAL INFORMATION
Department of Human Genetics: https://medicine.umich.edu/dept/human-genetics
Michigan Medicine: http://www.med.umich.edu/
Office of Health Equity and Inclusion: https://ohei.med.umich.edu/
The University of Michigan: http://umich.edu/
Biomedical Research Core Facilities: https://research.medicine.umich.edu/office-research/biomedical-research-core-facilities

The University of Michigan is an equal opportunity, affirmative action employer.