

Position announcement:
Chairperson, Department of Small Animal Clinical Sciences

The Michigan State University College of Veterinary Medicine, Department of Small Animal Clinical Sciences invites applications for the position of Chairperson. The successful candidate will have demonstrated excellence in, and a vision for success in academic, leadership, and outreach criteria.

Academic Credentials

Applicants for the position of Small Animal Clinical Sciences (SCS) Chairperson are expected to have earned a doctorate degree in veterinary medicine from an accredited university as well as board-certification in a recognized clinical specialty. An advanced degree in research (i.e. PhD, MS) is preferable but not required. Candidates should be able to demonstrate a combination of academic accomplishments sufficient to qualify for appointment as an associate or full professor in the Health Programs (HP) or tenure-track systems at Michigan State University. This includes evidence of sustained excellence in teaching, research (basic or clinical), or service. A history of successful extra-mural research funding is also desirable.

Candidates for the SCS Chairperson position are expected to have significant experience in, and a strong commitment to, promoting and maintaining a high-quality, innovative, responsive learning environment for undergraduate, graduate, professional students, and house-officers (interns and residents). In addition, the candidates must have an understanding and appreciation of how best to balance the missions of teaching, clinical service, and research across a diverse and expansive SCS faculty. To this end, the candidate should be able to demonstrate a history of successful mentorship of faculty in the clinical and/or tenure track systems; as evidenced by the progression of mentored faculty through an academic promotion system.

Candidates must also have experience in, and a commitment to, providing excellent clinical service. The Chair is expected to work closely with the Director of the Veterinary Medical Center (VMC) to accomplish this goal.

Leadership Experience

At a time of significant change to traditional paradigms of veterinary education, service, and research, we seek candidates who will actively lead the Department of Small Animal Clinical Sciences through the implementation of the College's strategic plan. The Chairperson will help shape the future of the Department with a focus on advancing educational, clinical service, research, and faculty development goals.

The ideal candidate will have had leadership experience through administrative or chairperson roles in committees, professional organizations, as part of department or college governance, or through other roles requiring strong management, financial, and administrative skills. We seek candidates who are committed to shared governance and are willing to listen and learn, but who can act decisively in the best interests of the whole.

The Department of Small Animal Clinical Sciences is experiencing growth in all mission areas. The Department Chairperson will continue to guide and support the ongoing growth of the Department. Applicants should demonstrate success in program-building in areas including, but not limited to research, clinical, or educational programs, including fundraising, grantsmanship, and/or collaboration with industry or government agencies.

As a department with a dedicated, progressive faculty, the candidate will be able to creatively support faculty with nontraditional career tracks and provide flexibility to allow faculty to develop areas of strength. Additionally, the Chairperson should be committed to equal opportunity and diversity through both understanding of obstacles faced by underrepresented faculty groups and action to ensure the success of all faculty.

Of critical importance, the leader of the Department must have a demonstrated record of exceptional communication skills as a listener, writer, and speaker. We seek candidates who approach leadership with a philosophy of shared success through mentorship, personnel development, and advocacy for the Department and its faculty. The ideal candidate will demonstrate an accessible, engaged, and engaging leadership style, actively seeking feedback and input from the members of the Department. As a leader, the Chairperson will be able to convey vision and purpose to students, faculty, administration, alumni, and external constituencies. Furthermore, the ideal candidate will demonstrate integrity, patience, resilience, and energy, paired with uncompromising standards of excellence.

Outreach

The SCS Chairperson must actively engage with multiple stakeholders both internally and externally. Developing new educational, clinical and research opportunities aligned with University, College, and VMC priorities is a key responsibility.

Identifying and pursuing financial support from industry, the veterinary community, and philanthropic sources will also be important. In support and development of programs within the Department of Small Animal Clinical Sciences, the Chairperson will work closely with the College Director of Development and Director of the Veterinary Medical Center. This will require a collaborative spirit and a willingness to actively and enthusiastically engage in development/advancement activities to benefit the College, Department, and the Veterinary Medical Center.

The Chairperson will foster a shared sense of purpose within the department, with a deep appreciation and understanding of the role that a large public university plays in the vitality of surrounding communities locally, regionally and nationally.

The Chairperson must be willing to actively engage with the veterinary community beyond the College, keeping abreast of emerging new trends and expectations from students, animal owners, caregivers, veterinary practitioners and society in general.

The practice of veterinary medicine is becoming increasingly competitive, and the candidate will be expected to work with the VMC Director to remain competitive and to ensure that pet owners are aware of the full spectrum of care available at the VMC.

The Chairperson will cultivate partnerships with public and private veterinary organizations and practices as well as industry at local, regional, state, and national levels. Identifying and implementing other opportunities to expand the College's reach, including partnerships with outside veterinary hospitals to provide specialty services, exploring the feasibility of opening satellite operations, or developing other unique and creative opportunities to meet MSU missions will be an important aspect of the Chairperson's work.

Application Procedure

The Search Committee will begin reviewing applications on January 1, 2016, and will continue until the position is filled. Michigan State University has an on-line, centralized application procedure and all candidates are asked to submit a letter of interest and curriculum vitae to <https://jobs.msu.edu>, referencing posting number 2347. Qualified applicants wishing more information are invited and encouraged to contact Dr. Matthew W. Beal, Search Committee Chairperson [e-mail: bealmatt@cvm.msu.edu; phone: 517-353-5420) or visit <http://www.cvm.msu.edu>.

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 encourages applications and/or nominations of women, persons of color, veterans, and persons with disabilities.