

# SEARCH PROFILE:

SENIOR ASSOCIATE DEAN OF ACADEMIC AFFAIRS



OAKLAND UNIVERSITY WILLIAM BEAUMONT

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#### MISSION

To develop compassionate physicians who are dedicated to improving the health of their communities, collaboration, and lifelong learning.

#### VISION

To be a leader in medical education strengthened by an innovative curriculum, commitment to diversity and inclusion, dedication to community engagement, and advancing research.

#### VALUES

Collaboration; Compassion; Diversity, Equity, and Inclusion; Excellence; Professionalism



## THE OPPORTUNITY

Oakland University, a public R2 doctoral institution, located in the northern suburbs of Metro Detroit, Michigan, invites inquiries, nominations, and applications as it searches for a new leadership position in the Oakland University William Beaumont School of Medicine: Senior Associate Dean for Academic Affairs. Oakland University William Beaumont School of Medicine (OUWB) is committed to developing compassionate, highly skilled physicians who are dedicated to improving the health of their communities.

The LCME-accredited medical school is located on Oakland University's Rochester Hills, Michigan campus, where students receive their preclinical education. Subsequently, students rotate at Corewell hospitals, OUWB's exclusive clinical affiliate. Their primary training occurs at Corewell Health William Beaumont University Hospital, a 1,100-bed tertiary/quaternary care hospital in Royal Oak, Michigan.

The Senior Associate Dean of Academic Affairs of OUWB is entrusted with guiding the strategic direction and enhancing the operational efficiency of academic

programs. This role demands a visionary leader who champions innovation and encourages ongoing improvement in every aspect of medical education. By fostering collaboration among faculty, staff, and students, the Senior Associate Dean upholds the highest levels of academic excellence across the institution.

The Senior Associate Dean reports directly to the Dean of OUWB and assumes leadership over preclinical and clinical education, student affairs, admissions, continuous quality improvement (CQI), and accreditation. As a key partner in strategic planning, this leader identifies and implements initiatives that shape the future of medical education at OUWB. The Senior Associate Dean carries ultimate responsibility for designing and managing the entire educational program.

The Senior Associate Dean is expected to begin in summer 2026. Further details about Oakland University, OUWB, Corewell Health, position requirements, the leadership agenda, and the application process are provided in this profile.





## OAKLAND UNIVERSITY

Founded in 1957 through a generous donation by Matilda and Alfred Wilson, Oakland University (OU) began as a satellite of Michigan State University and became fully independent in 1970. Today, OU stands as a vibrant, student-centered public research institution with a strong liberal arts foundation and a deep commitment to regional service and global impact. Located on a picturesque 1,443-acre campus in the suburban communities of Auburn Hills and Rochester Hills—just 25 miles north of Detroit—OU offers an ideal blend of academic excellence, cultural vibrancy, and proximity to one of the nation's most economically significant regions. OU is classified as a Carnegie R2 “High Research Activity” institution and enrolls approximately 16,000 students across more than 140 undergraduate programs and 130 graduate and certificate offerings. Its academic reach spans eight schools and colleges, including Arts and Sciences, Business Administration, Education and Human Services, Engineering and Computer Science, Health Sciences, Nursing, the Donna and Walt Young Honors College, and Oakland University William Beaumont School of Medicine.

Over the past decade, OU has invested heavily in its physical infrastructure to support a 21st-century learning environment. Projects include the construction or major renovation of key academic buildings, student housing, and the Oakland Center—the campus hub for student life. Noteworthy recent additions include the Research and

Innovation Center for Engineering and Computer Science and a LEED Platinum-certified Human Health Building, Michigan's first of its kind. Further investments are underway to expand research capacity and modernize the science complex, ensuring OU's competitiveness as a regional research leader.

Oakland University continues to be a powerful driver of economic growth in Michigan, generating a net new economic impact of \$1.9 billion in fiscal year 2024, according to a report released in May 2025 by Anderson Economic Group. OU's location in Southeast Michigan positions it at the intersection of higher education, industry innovation, and cultural richness. Its community partnerships, including the nationally recognized OU-Pontiac Initiative, reflect a deep commitment to public service, equity, and regional development.

Southeast Michigan offers exciting suburban and urban living, with a wide range of recreational activities, cultural experiences, and many lakes, parks, and nature preserves. Among the cultural attractions are the acclaimed Detroit Institute of Arts, Detroit Symphony Orchestra, Motown Museum, other high-profile venues, and a range of fascinating cultural institutions. Beyond the Detroit region, Michigan offers breathtaking natural landscapes featuring the Great Lakes, which account for 20% of the world's fresh water, and miles of coastline with beautiful beaches, lakeside communities, and resorts.



## OAKLAND UNIVERSITY WILLIAM BEAUMONT SCHOOL OF MEDICINE

Oakland University and William Beaumont Hospital (Beaumont) were founded at approximately the same time, and each is now a distinctive point of pride for southeastern Michigan. Following exploratory discussions, including consultation with community leaders, Oakland University and Beaumont concluded that the combined faculty, staff, and infrastructure resources of their institutions would provide a remarkably strong base on which to build a new medical school.

In January 2007, Oakland and Beaumont submitted a letter of intent to the Liaison Committee on Medical Education (LCME), an accrediting body for medical education programs, to initiate the formal process of accrediting a new allopathic medical school. OUWB welcomed its charter class of 50 students in August 2011. Today, OUWB welcomes 125 students every August. Its current alumni count is 1,275. Beaumont is now a part of Corewell Health, a not-for-profit health system formed in 2022 through a merger with Spectrum Health. Corewell Health provides health care and coverage with an exceptional team of 60,000+ dedicated employees providing care and services in 21 hospitals, 300+ outpatient locations and several post-acute facilities. There are more than 11,500 physicians and advanced practice providers who work at Corewell, and more than 16,000 nurses. Priority Health, its provider-sponsored health plan, serves more than 1.3 million members.

Three Metro Detroit Corewell Health hospitals—including the number-two ranked hospital in Michigan, Corewell Health William Beaumont University Hospital in Royal Oak—are the exclusive training sites for OUWB medical students. In March 2021, their affiliation agreement was extended through 2041. OUWB celebrated a 97% match rate in 2025 with 38% of students matching in primary care residency programs.

From inception, OUWB was designed to transform medical education by emphasizing holistic physician development – a “liberal arts medical education” – that is grounded in evidence-based medical science. OUWB students are selected based not only on their academic aptitude for studying medical science but also on their ability to bring attributes and experiences predictive of a future holistic approach to medical school. Students are immersed in a diverse learning environment that will facilitate their growth into physicians who are competent, compassionate, communicative, and culturally-aware.

Oakland University William Beaumont School of Medicine offers an innovative four-year curriculum that vertically integrates the basic and clinical sciences. Medical students train to become compassionate physicians, starting with skills instruction and patient encounters in the first semester.



## OAKLAND UNIVERSITY WILLIAM BEAUMONT SCHOOL OF MEDICINE (continued)

The program of study includes an organ system-based preclinical curriculum integrated with longitudinal courses in the art and practice of medicine, medical humanities and clinical bioethics, the promotion and maintenance of health and personal and professional development. A four-year-long research program requires each student to move beyond competency requirements and contribute to the advancement of medicine and health care by undertaking a scholarly project. OUWB core competencies prepare graduates to provide patient-centered care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.

OUWB students are guided along a path of personal and professional development designed to last a lifetime, furthering a passion for lifelong learning as they are equipped with research, design, and presentation skills. They also are engaged in serving the needs of local and global communities in multiple ways: the 124 new students in the Class of 2029 completed 89,500 hours of meaningful community engagement before coming to OUWB, for example, and the OUWB faculty and staff aim to support and develop this commitment.

Each member of the OUWB staff, faculty, and leadership team has been recruited on the basis of both talent and emotional intelligence. The focus in selection is not only on experience, but also the ability to deliver inspired scholarship, teaching, and service. OUWB is devoted to building a community that embraces a fluid exchange of ideas across disciplines and takes pleasure in the accomplishments of the school and those within it.

The OUWB Embark Program is a required scholarly concentration program that provides a mentored introduction to research and scholarship. The four-year longitudinal curriculum consists of structured coursework in research design and implementation, compliance training, research communication, and scholarly presentation, with protected time to develop mentored projects in a wide-range of community and health-related settings. As part of the Embark Program, every medical student gains a toolkit of research and project-management skills, beneficial to the completion of their required health outcomes-based research project. With both vertical and horizontal integration to the overall academic mission, the Embark Program represents an important component of the OUWB curriculum that seeks to encourage a passion for lifelong learning, and the development of research design and implementation skills in all OUWB future physicians.

Another distinctive program of Oakland University William Beaumont School of Medicine is the PRISM program (Promoting Reflection and Individual Growth through Support and Mentorship). PRISM provides a multi-layered system of support, along with a four-year curriculum that focuses on professional identity development, mentoring, and personal reflection as a means of deepening self-awareness.

OUWB has also developed robust Global Health Initiatives, uniting curriculum, co-curricular activities, and community involvement. The goal is to foster diverse opportunities, spark interest, and promote active engagement in global health at all levels: local, national, and international. OUWB is fully committed to offering students who are interested in these experiences an educationally enriching opportunity within a secure and well-structured environment.

Another important program is the Doctor of Medicine / Master of Public Health (MD/MPH) dual degree offered jointly by Oakland University William Beaumont School of Medicine and Oakland University School of Health Sciences. Medical students pursuing a career as a physician will benefit from a Master of Public Health (MPH) degree by expanding views and perspectives of how to engage patient populations and further improve their health. Through this dual degree, OUWB students apply to the MPH program during their first year. The MD/MPH dual degree consists of evidence- and community-based, experiential, and social justice-oriented curriculum to prepare future clinicians to implement public health practice and research.

Building on the vision and hope demonstrated by the Bella Rozencweig Hirsch Endowment for Biomedical Ethics, OUWB is proud to serve as the home for the Center for Moral Values in Health and Medicine. The Center is a collaborative and interdisciplinary unit that critically engages medical humanism, clinical bioethics, and social justice. As a national leader at the frontiers of ethics, the Center functions as a thought-leader with three general areas of focus: humanism in medicine, clinical bioethics, and social justice and community health.

The Center publishes Visus, a journal that is composed of artistic, narrative, and expository contributions from student authors. Its mission is to promote critical reflection and dialogue and to cultivate an intellectual and emotionally-rich community that confronts a range of contemporary challenges in the landscape of health and medicine.



## UNIVERSITY AND OUWB LEADERSHIP

In July 2017, Ora Hirsch Pescovitz, MD, became Oakland University's seventh president. President Pescovitz has decades of experience leading change in academic health centers and universities, delivering innovations in bench-to-bedside discovery and facilitating collaborations between academic and community partners. Her past leadership roles include Senior Vice President and U.S. Medical Leader for Eli Lilly and Company, Executive Vice President for Medical Affairs at University of Michigan, and President/CEO of Riley Hospital for Children in Indianapolis, Indiana. A renowned pediatric endocrinologist and researcher who has published more than 190 papers and books, President Pescovitz is a member of the National Academy of Medicine and is a sought-after speaker on a range of topics, including healthcare, leadership, diversity, and women's issues. She serves as a professor of pediatrics at OUWB.

On March 31, 2025, Amy Thompson, Ph.D., started as the Executive Vice President for Academic Affairs and Provost at Oakland University, overseeing initiatives and programs in student success, community engagement, accreditation, research, and more. Dr. Thompson, a nationally recognized leader in public health and higher education, has more than 20 years of academic experience and a decade of senior administrative leadership. She joined OU following her tenure as Provost and Senior Vice President for Academic Affairs at Wright State University. She has published over 80 peer-reviewed journal articles, secured over \$1.7 million in grant funding, and presented her scholarship nationally and internationally. Dr. Thompson holds a B.S. in Public Health from Central Michigan University, and an M.S.Ed. in Public Health and Ph.D. in Health Education from the University of Toledo.

In July 2024, Christopher Carpenter, MD, MHSA, was appointed as the Stephan Sharf Dean of the Oakland University William Beaumont School of Medicine. Previously serving OUWB as an interim dean, Dr. Carpenter has been a valuable member of the Beaumont administration and faculty for more than 25 years. Prior to serving as Dean he served as the Michael E. Maddens, MD, Distinguished Chair and Professor of the Department of Internal Medicine at OUWB and at Corewell Health William Beaumont University Hospital (WBUH). In this, and his other hospital and system roles, he has led more than 1,000 physicians and advanced practice providers in the provision of clinical care, the pursuit of innovative research, and the education and mentorship of future physicians and other health care providers. Carpenter's clinical subspecialty is in the field of infectious diseases, providing care for patients in both ambulatory and inpatient settings. Carpenter has received recognition from his colleagues as an Hour Detroit Top Doctor (including being a member of the Top Doctor Hall of Fame) and been named among America's Top Physicians and Best Doctors in America. He is a fellow of the American College of Physicians and the Infectious Diseases Society of America, and he has served the Michigan Infectious Disease Society.

In 2022, after Beaumont Health and Spectrum Health joined together to become Corewell Health, Carpenter was appointed to the Corewell Health Board. He earned his B.S. in Engineering and his Doctor of Medicine degrees from the University of Michigan. He subsequently completed an internal medicine residency at Duke University followed by an infectious diseases fellowship at Johns Hopkins University before joining WBUH in 2000. Carpenter also earned his Master of Health Services Administration degree from the University of Michigan School of Public Health in 2017.





## ESSENTIAL DUTIES AND RESPONSIBILITIES OF THE SENIOR ASSOCIATE DEAN OF ACADEMIC AFFAIRS

The Senior Associate Dean of Academic Affairs will report directly to the Dean of Oakland University William Beaumont School of Medicine and have these primary job responsibilities:

- Provide mentorship, support, and supervision to all academic department chairs, as well as to the Associate Deans for Preclinical Education, Clinical Education, Student Affairs, and Admissions, Enrollment, and Financial Aid.
- Lead and coordinate accreditation preparation and CQI, ensuring compliance and proper documentation to meet Liaison Committee on Medical Education (LCME) expectations.
- Serve as the primary leader in planning, developing, implementing, managing, and assessing the medical education curriculum and related initiatives.
- Collaborate with assistant and associate deans to schedule and sequence curriculum components, analyzing content to maintain effective vertical and horizontal integration.
- Ensure seamless integration of basic and clinical sciences throughout the four-year curriculum, promoting coherence and coordination.
- Oversee the progress and promotion process for OUWB medical students, working in partnership with the Student Performance Review Committee.
- Develop, revise, and implement policies and procedures that support excellence in medical education.
- Oversee activities of the Clinical Skills Training and Simulation Center.
- Develop annual budgets for all units under direct supervision.
- Collaborate with the Dean to expand clinical training opportunities and strengthen relationships with community-based faculty and institutions.

### REPORTING UNITS

- Medical Education
- Student Affairs
- Admissions, Enrollment, and Financial Aid
- Accreditation and Continuous Quality Improvement
- Clinical Skills Training and Simulation Center



## QUALITIES EXPECTED IN THE SENIOR ASSOCIATE DEAN OF ACADEMIC AFFAIRS

Based on pre-search listening sessions and conversations about the characteristics of successful candidates for the Senior Associate Dean of Academic Affairs, participants identified these personal and professional qualities that OUWB colleagues and stakeholders expect:

- Strategic vision and the ability to conceptualize organizational challenges and develop strategic plans across all levels of OUWB.
- Strong written and verbal communication skills, including active listening and two-way communication.
- Openness to exploring various ideas, creating mutually beneficial solutions, and engaging colleagues across organizational boundaries.
- Ability to effect change, empower others, influence outcomes, and manage conflict across areas
- Transparent, collaborative leadership style, and a capacity to foster trust throughout the organization.
- Proven capacity to build consensus among diverse stake holders.
- Impeccable character, integrity, and compassion.

## REQUIRED AND PREFERRED QUALIFICATIONS

### REQUIRED QUALIFICATIONS

To be effective in academic leadership, administrative management, change management, and advocacy, the successful candidate for Senior Associate Dean of Academic Affairs shall demonstrate **all of the following required qualifications**:

- *Academic Credential*: An earned MD or DO, with board certification in the respective field of practice; or a Ph.D. in a health/medical-related field;
- *Administrative Credential*: At least ten completed years of progressively responsible experience in higher education leadership roles;
- *Medical Education*: Experience in and comprehensive knowledge of medical education, including such areas as accreditation, CQI, student affairs, admissions, enrollment, and financial aid; and
- *Strategic Planning and Change Management*: Demonstrated ability to lead and manage significant institutional change initiatives, with a deep understanding of medical school culture.

### PREFERRED QUALIFICATIONS

The successful candidate for Senior Associate Dean of Academic Affairs may also demonstrate **some of the following preferred qualifications**:

- Experience as an executive leader within a medical school;
- Experience in collaborative strategic planning across multiple areas;
- Experience with accreditation; **and/or**
- Experience in areas overseen by the Senior Associate Dean of Academic Affairs.





## APPLICATIONS, NOMINATIONS, AND SEARCH TIMELINE

Academic Search is assisting Oakland University in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity and discuss your qualifications, potential applicants should email [OUWB-ADAA@academicsesarch.org](mailto:OUWB-ADAA@academicsesarch.org) to request a conversation with Dr. Ginny Horvath, the Senior Consultant for this search.

### APPLICATIONS

Applicants should send these documents (three separate PDFs) and only these documents to [OUWB-ADAA@academicsesarch.org](mailto:OUWB-ADAA@academicsesarch.org).

- A detailed **cover letter**, addressed to the search committee, expressing your interest in this position and providing detail about how you meet the specific qualifications and expectations outlined in this profile.
- A current **curriculum vitae** that includes relevant responsibilities and accomplishments.
- A **list of five professional references**, including their names, titles, organizations, phone numbers, email addresses; indicate the perspective on your work that each reference could provide.

References will not be contacted until later in the search process and only with the candidate's permission. A full background check (including verification of identity, degrees, and employers; criminal background check; and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position.

### NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations in an email to [OUWB-ADAA@academicsesarch.org](mailto:OUWB-ADAA@academicsesarch.org). Be sure to include the nominee's full name and contact information. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

### SEARCH TIMELINE

Although the position remains open until filled, for full consideration by the Search Committee, candidates

should submit their applications materials by **March 3, 2026**. Finalists for the position are expected to participate in campus interviews that will include a public presentation.

The search timeline plans for screening and interviews in late March, with an expected start date for the new Senior Associate Vice President for Academic Affairs in summer 2026.

**Non-Discrimination Policy:** *It is the policy of Oakland University that there shall be no discrimination on the basis of race, sex, color, religion, national origin or ancestry, age, height, weight, familial status, marital status, disability, creed, sexual orientation, veteran status or other prohibited factors as in employment, admissions, educational programs or activities. Oakland university, as an equal opportunity institution, is committed to compliance with federal and state laws prohibiting discrimination, including Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. Inquiries or complaints may be addressed to Oakland University, Title IX and Compliance Director, Oakland Center, Suite 150, Rochester, Michigan 48309; 248-370-2450, website: [titleix@oakland.edu](mailto:titleix@oakland.edu).*

**Land Acknowledgement Statement:** *Oakland University resides on the ancestral, traditional, and contemporary lands of the Anishinaabe, known as the Three Fires Confederacy, comprised of the Ojibwe, Odawa, and Potawatomi. The land was ceded in the 1807 Treaty of Detroit and makes up southeast Michigan. In recognizing the history and respecting the sovereignty of Michigan's Indian Nations, Oakland University honors the heritage of Indigenous communities and their significant role in shaping the course of this region. Further, we recognize the wrongs done to those forcibly removed from their Homelands and commit to fostering an environment of inclusion that is responsive to the needs of First Peoples through our words, policies, and actions. The preservation and perpetuation of customs and traditions of Indigenous nations are essential to our shared cultural heritage. A deep understanding of Native peoples' past and present informs the teaching, research, and community engagement of the University in its ongoing effort to elevate the dignity of all people and serve as shared stewards of the land.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Oakland University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

