



Search for the Executive Vice Chancellor for Medical Affairs and
Dean of the School of Medicine
Washington University in St. Louis
St. Louis, Missouri

THE SEARCH

[Washington University in St. Louis](#) (WashU) seeks a nationally recognized and visionary academic leader to serve as the next Executive Vice Chancellor for Medical Affairs and Dean (EVCMA) of the [Washington University School of Medicine](#) (WashU Medicine). This is an unmatched opportunity to lead one of the nation's premier academic medical centers, guiding WashU Medicine through a period of transformation and opportunity. The EVCMA will serve as the chief executive officer at one of the most distinguished medical schools in the country and is tasked with integrating the academic mission with the clinical enterprise, advancing research excellence and educational innovation, and bolstering community engagement, while fostering a culture of inclusion, trust, and collaboration.

WashU Medicine is a global leader in academic medicine, uniting groundbreaking research, world-class education, and exceptional patient care to address the world's most complex and intractable health challenges. With \$857.5 million in annual research funding and the nation's second-highest NIH funding among medical schools, WashU Medicine imbues a culture built for breakthroughs. WashU Medicine unites more than 26,000 pioneering minds, 78 subspecialties, and more than 130 clinical practices to discover innovative methods, explore novel ideas, and forge new paths to treatment of every illness. Many of WashU Medicine's facilities, including the School of Medicine and the clinical practices of its faculty, are located on the [Washington University Medical Campus](#) (WUMC), which houses nationally recognized [Barnes-Jewish Hospital](#) and [St. Louis Children's Hospital](#), the academic hospitals of [BJC HealthCare](#). WashU Medicine physicians treat patients of every background and level of complexity across more than two-and-a-half million visits a year.

WashU Medicine and BJC HealthCare, its longstanding clinical partner, recently established a 45-year affiliation agreement and commitment to initiate the BJC WashU Clinical Enterprise (BWCE). This partnership will integrate the clinical enterprise across the School of Medicine and the BJC-East hospitals and practices to power the virtuous cycle of academic medicine for the communities they serve and meet the health needs of today's patients while advancing medicine and the delivery of care far into the future. As part of the BWCE strategic plan for clinical growth, there are opportunities for new initiatives, such as the [Center for Health AI](#), whose focus is on making care more personalized and effective for patients and more efficient and manageable for physicians, nurses, and all those striving to ensure patients receive the very best care. This partnership also reinforces the BWCE as an essential provider of safety-net care for vulnerable urban and rural populations in the region.

The EVCMA will report to the WashU Chancellor and work closely with the Executive Faculty, comprised of heads of the 21 clinical and preclinical departments of the School. The successful candidate will have expertise in and a firm commitment to discovery and translational science and clinical research; a sophisticated understanding of clinical care delivery models; a track record of supporting education, mentorship, and faculty development; and considerable experience in philanthropic, administrative, and budgetary leadership. The EVCMA will be a creative strategist who crafts an ambitious vision for WashU Medicine's future and will serve as a visionary leader for innovation, inclusive excellence, and collaboration, and inspire and empower a talented community of faculty, staff, and learners to push the boundaries of discovery in human biology and disease. The EVCMA will drive WashU Medicine's mission to translate groundbreaking research into real-world innovations that improve human health, foster regional economic growth, and position the university as a leader in biomedical entrepreneurship. The EVCMA will be a thought partner with the leadership of both the health system and the university and will work effectively in a matrixed environment to maintain alignment across the tripartite mission. Candidates for the role must have an MD, MD/PhD, or equivalent clinical doctoral degree, be board-certified in their specialty, have a record commensurate with appointment at the rank of Professor with tenure, and be eligible for licensure as a physician in the State of Missouri.

WASHINGTON UNIVERSITY IN ST. LOUIS

Founded in 1853, Washington University (WashU) is nationally and internationally renowned for fostering excellence and creativity in teaching, research, scholarship, patient care, and service to society. WashU invests in the highest quality of both undergraduate and graduate education and has established distinctive programs in nine academic divisions: Arts & Sciences, Brown School (Social Work), McKelvey School of Engineering, Olin Business School, Sam Fox School of Design and Visual Arts, School of Continuing & Professional Studies, School of Law, School of Medicine, and the new [School of Public Health](#). WashU educates approximately 15,000 full-time students, divided almost equally between undergraduate and graduate/professional students. Over 90 fields of study lead to bachelor's, master's, and doctoral degrees in a broad spectrum of traditional and interdisciplinary fields. WashU spans two main campuses – the [Danforth Campus](#) and the [Medical Campus](#).

WashU and its chancellor, [Andrew Martin](#), have laid out a strategic vision, [Here and Next](#), that aims to elevate WashU's academic distinction, providing broader access to WashU's world-class educational experience and deepening the university's partnerships and impact in the St. Louis region. St. Louis stands out as a premier destination for research, medicine, and innovation, offering a dynamic and inclusive environment that fosters groundbreaking discoveries and transformative healthcare solutions. As a central hub in America, the city brings together patients from diverse backgrounds, creating fertile ground for research that reflects and serves a broad population. WashU plays a pivotal role in this ecosystem, acting as both an economic and medical anchor that unites a wide array of stakeholders—from students and faculty to donors and patients—in pursuit of a healthier world.

WashU's FY 2025 operating revenues exceeded \$5.2 billion, and its operating expenses were \$4.9 billion. As of June 30, 2025, the market value of the university's endowment was \$14 billion. The current fundraising and engagement campaign, [With You: The WashU Campaign](#), aims to support healthier lives, greater access, and flourishing communities, and produce future-ready leaders through innovative programs. The campaign began in 2019 and has raised more than \$2.9 billion of its \$5 billion goal.

WASHU SCHOOL OF MEDICINE

Since its founding in 1891, WashU School of Medicine (WashU Medicine) has led the discovery of new treatments and cures of the most complex diseases, embracing the traditional missions of teaching, research, and clinical care. A storied [history](#) inspires today's faculty to work side-by-side in labs, clinics, and in nationally ranked hospitals to identify, treat, and cure disease. Among its past and current faculty, it boasts [19 Nobel Laureates](#), 30 elected members of the National Academy of Medicine, and 15 fellows of the National Academy of Sciences. Today more than 3,000 faculty have appointments in [21 academic departments and three allied health programs](#), driving innovation across education, research, and enterprise by bridging scientific discovery with real-world application and empowering entrepreneurial growth. WashU Medicine enrolls approximately 5,500 students and offers nationally recognized master's and doctoral degree programs in medicine, biomedical research, allied health professions, and clinical and population research. WashU Medicine also operates the nation's largest MD/PhD program, dedicated to educating the next generation of physician-scientists.

The Medical School's campus spans 186 acres, consisting of 18 blocks, in the Central West End region of St. Louis. The Barnes-Jewish Hospital, St. Louis Children's Hospital, the [Siteman Cancer Center](#), and the [Rehabilitation Institute of St. Louis](#), the School's affiliated teaching hospitals, are physically linked to the School by an enclosed pedestrian bridge system at the WUMC. A notable recent addition is the 609,000-square-foot, 11-story tall, \$616 million [Jeffrey T. Fort Neuroscience Research Building](#), one of the world's largest neuroscience research buildings where important research toward understanding the brain happen. The School owns approximately five million square feet of space supporting all of its missions in state-of-the-art [facilities](#). The Medical Campus houses more than 26,000 employees and generated an annual economic impact of over \$7.5 billion for the St. Louis region.

WashU Medicine is in the midst of a 10-year effort to expand its clinical and research platforms, modernize its medical and health professional student curricula, and stimulate technological innovations towards the overall goals of having greater impact on local urban, regional suburban and rural, national, and global communities. To support these endeavors, the School has invested \$2.3 billion to support innovation in research, education, and patient care.

WashU Medicine and BJC HealthCare support [the virtuous cycle of academic medicine](#), which is that the clinical practice and health system provides investment in the academic enterprise (education and research) leading to increased research productivity, technology transfer, and leverage to external support leading to improved stature and visibility for the clinical and research enterprises and, more

broadly, for the university and Health System. These, in turn, lead to increased patient referrals, improved patient outcomes, increased clinical faculty quality, and overall success for the clinical enterprise. Ultimately, this virtuous cycle provides positive impact and further elevation of the health, education, and economy of communities.

Patient Care and the Affiliation with BJC HealthCare

[BJC HealthCare](#) has been WashU Medicine's long-term partner in [patient care](#).

In 2024, Washington University and BJC – longtime partners and leaders in providing world-class clinical care powered by leading-edge scientific research – approved a new agreement that establishes a long-term 45-year commitment between the two organizations. The new affiliation agreement went into effect on January 1, 2025. While Washington University and BJC remain distinct entities with their own senior leadership and boards, the agreement enables them to work more closely together to bring the power of academic medicine to all the communities they serve. By pushing the boundaries of discovery and innovation, WashU Medicine and BJC will continue to meet the health needs of patients today while advancing medicine and the delivery of care far into the future. Critically, this agreement also reinforces their role as an essential provider of safety-net care for vulnerable urban and rural populations in the region.

The agreement codified a number of coordinated strategies, including those designed to:

- Better align clinical operations to enhance their ability to deliver the best outcomes for patients.
- Unify and coordinate strategy and planning across WashU Medicine and BJC's East Region to provide leading-edge care to more patients.
- Improve the health of the community, reduce health disparities and address the social determinants of health where possible.
- Embrace an inclusive, pluralistic provider model that supports and coordinates WashU Medicine's Faculty Practice Plan, BJC Medical Group, and independent physicians to ensure greater and more equitable access to care across the region.
- Improve efforts to attract and retain the best talent locally, regionally, nationally and from around the world.
- Help reduce the cost of care overall while fostering growth that bolsters the regional economy.

The agreement established the Physician Practice Organization (led by the CEO of the Faculty Practice) as a full partner within the hospital enterprise. WashU and BJC are now full academic and clinical partners with shared clinical margins.

WashU Medicine's group of nearly 2,000 faculty physicians represents 78 specialties and subspecialties in medicine and allied health, and its clinical practice, WashU Medicine physicians, is among the largest academic practices in the nation. They see approximately 850,000 inpatients and 1.75 million outpatients per year. WashU Medicine physicians serve as the medical staff of Barnes-Jewish Hospital and St. Louis Children's Hospital, both of which are nationally ranked, world-class teaching hospitals with a strong network of in- and outpatient healthcare services. WashU Medicine physicians also lead the charge at Siteman Cancer Center, an international leader in cancer research, treatment, prevention, and community outreach. Siteman is the only cancer center in Missouri to hold the National Cancer Institute's Comprehensive Cancer Center designation and has recently added the [Gary C. Werths Building](#), which is a nine-story, 657,250-square-foot outpatient [Ambulatory Cancer Center](#). Additionally, WashU Medicine physicians care for patients at [dozens of additional locations](#) throughout the St. Louis region. Students and trainees may complete rotations at sites including Missouri Baptist Medical Center, Progress West Healthcare Center, Shriners Children's St. Louis, and Veterans Administration Medical Center. Medical students are encouraged to gain primary care experience in both rural and urban settings.

Research

Ranking #2 in NIH funding for research among medical schools, WashU Medicine is among the nation's most dynamic and robust [research enterprises](#), reflecting success as a thriving hub of scientific excellence and medical innovation. In FY 2024, WashU Medicine researchers brought in more than \$857.5 million in grants and contracts to support faculty research, including \$622 million in NIH funding and \$221 million in private support. Twelve individual departments ranked in the top 10 for NIH funding, including Anesthesiology at #1, both Surgery and Microbiology at #2, and Neurology, Orthopedics, and Radiology at #3. With a strong tradition of clinical research, WashU Medicine had more than 2,500 active [clinical trials](#), 263 invention reports, and 442 patents filed in FY 2024.

WashU Medicine and BJC Healthcare have worked together to systematically, consistently, and generously fund science and research with great success. WashU Medicine has a long and storied history of medical breakthroughs including serving as a major contributor of genome sequence data to the Human Genome project, developing screening tests used worldwide to diagnose Alzheimer's disease, creating the first positron emission tomography (PET) scanner, proposing the now-common practice of taking aspirin to help prevent heart attacks, and helping to pioneer the use of insulin to treat diabetes. Ongoing research strengths include developments in genomics and genetic testing; personalized medicine; treatment of Alzheimer's disease, cancer and heart disease; organ transplantation; imaging; and brain mapping. WashU Medicine physicians, researchers, and graduate students in the [Vagelos Division of Biology & Biomedical Sciences](#) (DBBS) at WashU continue to contribute major discoveries and innovations in the fields of science and clinical medicine.

The [Division of Physician-Scientists](#) further nurtures the career development of physicians who treat patients and also want to conduct scientific research, addressing a nationwide shortage of physician-scientists. Medical students also have the opportunity to work with world-renowned faculty who mentor

students during longitudinal research projects and support students in [year-long dedicated research](#) and dual degree programs. Though research is not required, 95% of the medical students, most of whom are preparing for specialties in clinical practice, complete a research project while working on their MD or MD/PhD.

WashU Medicine understands that basic science research is both the foundation and the fuel for advances in health and medicine. Launched in 2017, the [BJC Investigators Program](#), a joint effort between BJC and WashU has invested \$100 million to keep the School's biomedical research at the forefront of discovery. The program is designed to specifically focus on basic science and is inspired by the Howard Hughes Medical Institute's philosophy of investing in people with exceptional creative talent. These BJC Investigators are awarded \$1 million a year for a period of ten years. WashU Medicine has recruited eight renowned preclinical researchers who are supercharging the School's ever-expanding capacity to advance medical care today and prepare the leaders of tomorrow.

Education

[Education](#) has remained a first priority for WashU Medicine, a posture it has sustained for over a century. It appeals to, challenges, and nurtures students. The faculty is fully invested in its teaching mission and that reputation has spread widely, resulting in first-rate programs and terrific applicants. WashU Medicine was fully accredited by the Liaison Committee for Medical Education in 2023 with the [highest level of accreditation](#) for their MD program after launching the new [Gateway Curriculum](#) in 2020, the first re-envisioning of the School's educational program in more than two decades. It emphasizes clinical immersion, health equity and community healthcare, and training physicians in academic medicine. This is the nation's first fully competency-based MD education program. WashU Medicine has 647 students enrolled in its MD program or its top-tier [Vagelos Medical Scientist Training Program](#) (MD/PhD) while also offering [dual degree programs](#) that combine the MD with Master's in Clinical Investigation, Population Health Sciences, Business Administration, Bioinformatics, or Public Health.

WashU Medicine is home to top-tier training programs in every medical specialty and subspecialty. It provides a wide array of residency programs, encompassing over 20 major specialties and at least 17 combined specialty fields with residency training programs that offer joint training in two or three specialties. There are 1,587 residents and fellows at WashU Medicine. New Internal Medicine and Transitional Year programs were added in 2025 at Missouri Baptist Medical Center.

WashU Medicine has many other master's and doctoral degree programs in occupational therapy (219 students; ranked #3), physical therapy (254 students; ranked #1), audiology and communication sciences (66 students; ranked #6), biomedical data science and artificial intelligence (29 students), medical physics (20 students), genetic counseling (27 students), and others. In collaboration with the DBBS at WashU, fundamental science doctoral training occurs in one of twelve [PhD programs in biology and biomedical sciences](#). These students, totaling 694, are taught by a consortium of 700+ faculty affiliated with 39 departments in the School of Medicine, the McKelvey School of Engineering, and Arts & Sciences.

Almost all WashU Medicine professional education programs have undergone significant curricular reform in recent years, with a new curricula launched for Occupational Therapy in 2019 and Physical Therapy in 2021. Associated with these curricular changes have been significant investments in infrastructure, including enhanced IT support, the building of a shared instructional design studio, the building of an Academy of Educators, and the expansion of a Medical Education Research Unit. WashU Medicine has committed \$100 million to expand scholarship opportunities and reimagine medical education.

Finance and Governance

WashU Medicine has enjoyed a decade of tremendous growth across all core missions: education, research, and patient care. With new faculty, expanded staff, top-flight trainees, and new buildings, WashU Medicine has flourished and is second to none. From FY 2018 to FY 2022, WashU Medicine generated \$800 million in operating margins that were invested in making that growth a reality. In FY 2025, WashU Medicine researchers brought in more than \$932.9 million in grants and contracts to support faculty research, including \$673 million in NIH funding and \$122 million in private support. The Medical School has an annual operating budget of \$3.7 billion and a dedicated endowment as part of the university's endowment.

At WashU Medicine, both clinical and preclinical success has long been driven by strong department heads. The School enshrined its commitment to department heads in its by-laws, which are subject to approval by the Trustees of the university. The by-laws provide for two bodies; a [Faculty Council](#), with its own Executive Committee, provides a forum for discussion of school-wide issues and representation to a second body, the WashU Medicine Executive Faculty. The [Executive Faculty](#) is a committee composed of the 21 department heads, the Director of the Siteman Cancer Center, two delegates from the faculty selected by the Executive Committee of the Faculty Council, and one additional faculty member from the voluntary clinical faculty. The EVCMA chairs the Executive Faculty and sets its agenda. Because of this unique model, department heads play an important role in the governance of WashU Medicine, not only within their own departments, but for the School as a whole.

ROLE OF THE EXECUTIVE VICE CHANCELLOR FOR MEDICAL AFFAIRS AND DEAN OF THE SCHOOL OF MEDICINE

Currently reporting to the EVCMA are the Vice Chancellor for Medical Education/Senior Associate Dean for Education; the Vice Chancellor for Research/Senior Associate Dean of Research; the Vice Chancellor for Clinical Affairs and Chief Executive Officer of the Faculty Practice Plan; the Associate Dean for Faculty Promotions and Career Development; the Vice Chancellor for Medical Finance and Administration; the Vice Chancellor for Innovation and Chief Commercialization Officer; the Associate Vice Chancellor and Associate Dean for Diversity, Equity, and Inclusion; the Associate Dean for Graduate Education; the Executive Faculty; the Associate Dean for Health Information and Data Science/Chief Health AI Officer; and the Chief of Staff. The EVCMA works in close collaboration with the executive leadership of BJC

HealthCare, including partnering with the President of BJC HealthCare and the Presidents of Barnes-Jewish Hospital and St. Louis Children's Hospital.

The next EVCMA of the School of Medicine will inherit a highly successful enterprise with a remarkably talented faculty, strong clinical partnerships, and a steady stream of resources. The EVCMA must be an inspirational leader for the School and a skilled, driven visionary. They will need to simultaneously articulate and realize a clear, compelling strategic path that maximizes and builds upon the interwoven components of the School and guides faculty, staff, and students to realize their collective potential. In doing so, the EVCMA will honor the School's history, culture, and present context while also bringing an inherent openness to opportunity and an agility to move in new ways.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE VICE CHANCELLOR FOR MEDICAL AFFAIRS AND DEAN OF THE SCHOOL OF MEDICINE

In the coming decades, WashU Medicine has an exceptional opportunity to serve as a leader amongst academic medical centers through the development of innovative education, discovery, and clinical care that will dramatically and positively improve health. To succeed, the EVCMA must address several key opportunities and challenges, as detailed below:

Shape a transformative relationship with BJC Healthcare

The recently established 45-year affiliation agreement between WashU Medicine and BJC HealthCare into one clinical enterprise provides multiple phenomenal opportunities for the next EVCMA. The EVCMA, in concert with BJC Healthcare leadership, will lead the alignment of clinical care, research excellence, and the education mission across BJC HealthCare, allowing both entities to profit from success. This will involve cultural integration; building trust and shared vision with hospital leadership and community physicians; and instilling a commitment to clinical excellence. The EVCMA will need to work closely with BJC Healthcare to find solutions to challenges, adapt to innovative technologies, provide leading-edge care to more patients, and create new business to fully capitalize on the new agreement. The previous agreement was long seen as a best-in-class example of a successful affiliation agreement, and this new agreement, when fully actualized, will unleash the power of the medical school in concert with the health system.

Drive research excellence and innovation

Given the current uncertainty of the federal funding landscape, it is necessary for investigators and their leaders to build resilient and diversified research funding portfolios. WashU has historically had outstanding core strengths in basic science, which need to be protected and remain excellent amid financial constraints. In order to deepen the research enterprise, there is a need to develop and support translational research, industry-sponsored clinical trials, technology transfer, and commercialization. The EVCMA must focus on a diversification of research efforts and expand and build out infrastructure for entrepreneurship and industry partnerships and to support commercialization without compromising academic rigor. The EVCMA will be mindful of balancing research excellence with financial sustainability.

and, where appropriate, encourage WashU faculty to utilize the [Office of Technology Management](#) to assist them in the transfer of technology from the lab to the global marketplace. This will enable WashU to continue in its excellent fundamental science and become a global leader in research areas like cancer, neuroscience, and rare disease. The EVCMA will play a pivotal role in advancing the commercialization of biomedical innovations, leveraging unique partnerships with industry and private foundations to support the broader research enterprise, particularly in a dynamic environment shaped by evolving federal funding priorities.

Support leading-edge education

The EVCMA will fully embrace science and health professions education, working closely with faculty and students to catalyze the energy and input needed to continually improve the School's professional and graduate programs. WashU Medicine is renowned for its top-flight education programs, which have attracted the best investigative science, health professions, and medical students in the country. The EVCMA will enhance the School's existing strengths and seize the opportunity to become a leader in education innovations. The EVCMA will provide resources and support to help academic leaders work together more effectively, ensuring new tools and technologies are incorporated in student education, encouraging the sharing of best practices in teaching, and leading an ongoing conversation about curricular evolution. WashU is a greenhouse for developing talent, and the EVCMA must ensure that WashU Medicine continues to lead the charge of health science education, interdisciplinary learning, and training a new generation of leaders.

Strengthen partnerships and enhance cross-campus education and research collaboration

Collaboration is the key to unlocking the potential to drive even greater impact in research, education, and patient care. WashU has a unique opportunity to be transformative through the collaboration between its two campuses. For maximum impact, the EVCMA will partner with peer deans and key leaders on the Danforth Campus to develop and support interdisciplinary collaborations and programs that address crucial societal issues. Promotion of shared infrastructure and creation of joint ventures in engineering, data science, business, and with the new [School of Public Health](#) have potential to benefit medicine and its mission, such as the cross-school partnerships in the newly formed [Digital Transformation Initiative](#) and [AI for Health Institute](#). As a university citizen, the EVCMA must leverage synergies to drive excellence in academic work and find operational efficiencies. Developing this partnership more fully will be mutually beneficial to both campuses – the EVCMA will ensure that the interests of the medical school are upheld. Strong and transparent communication with colleagues across the university is necessary to bring the tripartite mission and vision to reality.

Promote superior faculty development, recruitment, and retention

The quality of WashU Medicine's academic disciplines is essential to its scholarly and research mission. To guarantee its continued success, the next EVCMA must work tirelessly to cultivate excellent faculty. The EVCMA will make a careful investment in talent at all levels. Working in concert with the Executive Faculty, the EVCMA will improve efforts to attract and retain the best talent locally, regionally, nationally, and

from around the world. The EVCMA will provide resources and support for best-in-class faculty development programming that positions WashU Medicine as a leader in faculty experience. They will provide mentorship and constant encouragement to department chairs (many of whom are newer additions to the School), center directors, and faculty on all three tracks – tenured, clinical, and research – and will advance innovative promotion pathways and support diverse academic careers. The first major revision of the promotion policy in 20 years just went into effect and was designed to recognize and reward faculty across all of the missions of the medical school. In addition to attracting faculty who will build upon the strengths of WashU Medicine, the EVCMA will foster a working environment that will enhance the retention of faculty and will maximize opportunities to bring a diverse array of professionals to the campus. In order to do so, the EVCMA will bring a keen eye for talent and the ability to marshal the resources necessary to recruit and retain outstanding faculty, staff, and trainees.

Lead the financial and operational complexity of the School

Financial stability is critical to maintaining all missions. In order to address budget pressures from federal and state funding shifts in today's economic landscape, academic medical center leaders must promote a strong culture of operational excellence and prudent financial stewardship throughout the organization, including a commitment to improved business operations, efficient and effective use of space, and a willingness to realign resources with evolving strategies. The EVCMA will work in concert with the Executive Vice Chancellor for Finance and Chief Financial Officer (CFO), the Executive Vice Chancellor for Administration and Chief Administrative Officer (CAO), and WashU Medicine department leaders to align financial goals with institutional priorities and foster a culture of fiscal responsibility and transparent communication. Understanding that the financial management and finances of the medical school and the university are intertwined, the EVCMA will work closely with the Chancellor, CFO, and CAO to modify and modernize financial operations into a sustainable operating system that provides similar financial management, guidelines, and standards for department administration to increase efficiency. They will have oversight for the medical school budgets and ensuring financial performance that optimizes resource allocation across the mission.

Champion an inclusive and collaborative culture

WashU Medicine has a very strong governance structure that promotes independence and autonomy. In this structure, the EVCMA needs to work closely with the chairs to understand their specific needs and support them while clarifying evolving governance structures and decision-making authority. As the leader of WashU Medicine, the EVCMA must navigate the Executive Faculty model with diplomacy and collaboration to build consensus toward necessary and common goals while cultivating institutional cohesion. This next leader should be a transparent communicator and a good teambuilder. They will need to build psychological safety and trust across departments while strengthening inclusive excellence.

Elevate philanthropy and advancement strategy

To maximize the potential of WashU Medicine, the EVCMA will develop and improve relationships at all levels. Philanthropy is a critical source of resources to support the next generation of research, education,

and clinical excellence. The EVCMA will embrace philanthropy, commit to improving the culture of giving, and unify fundraising efforts across WashU Medicine and BJC HealthCare with a particular focus on expanding the grateful patient program and donor engagement. The EVCMA will position the School for major philanthropic growth through strategic storytelling to connect with diverse philanthropic audiences and align donor engagement strategies with institutional priorities. They must partner with the university's Advancement team to engage major donors personally, build a strong and devoted alumni base, win support from industry partners, coordinate fundraising efforts across multiple foundations, and leverage existing development programs to maximize philanthropic giving.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate must have an MD or MD/PhD, with a sustained and outstanding record of scholarly accomplishment coupled with considerable strategic healthcare experience and demonstrated executive management capability. As a leader of a world-class medical enterprise, the EVCMA will bring an international reputation and stature for their contributions in research and education. In order to lead and inspire WashU, they must lead and envision the future of the enterprise and have well-honed interpersonal skills that facilitate bringing diverse constituents together. The candidate must have a record commensurate with appointment at the rank of Professor with tenure and be eligible for licensure as a physician in the State of Missouri. The ideal EVCMA will exemplify the following qualities and characteristics:

- Exceptional leadership skills in a senior-level academic administrative position with the proven ability to foster innovation;
- Compelling experience in strategic planning and visioning; an effective manager who can hold people accountable for the implementation of a vision;
- Demonstrated commitment to clinical care excellence, education, research, and faculty development:
 - Demonstrated record promoting bold research initiatives across a diverse array of fields and approaches and experience leading, supporting, and growing extramural funding at the individual and institutional level;
 - Clear understanding of the growing complexities of an affiliated academic medical center and clinical delivery systems;
 - Engagement across the continuum of medical education and familiarity with current issues in undergraduate, graduate, and continuing medical education;
- Ability and commitment to broadly engage the university community, to collaborate with deans and schools, and to function as a key member of the university's senior management team;
- A deep understanding of both academic medical centers and universities and the broad threats and opportunities facing both;
- Business acumen necessary to lead a complex medical enterprise; Strong financial, operational, and personnel management skills; exceptional planning and organizational skills and demonstrated ability to make effective, timely, and clear decisions;

- Successful record in identifying, recruiting, developing, and retaining strong academic leaders, clinicians, physician-scientists, and other researchers;
- Strong relationship-building and communication skills to engage with learners, faculty, staff, other healthcare and university leaders, and government and community representatives;
- Demonstrated ability to function effectively, collaboratively, and transparently in a complex, dynamic environment with multiple stakeholders; record of building coalitions and promoting consensus to move initiatives forward;
- Demonstrated success with and enthusiasm for securing philanthropic support;
- Personal qualities that include the highest level of integrity and moral standards as well as trustworthiness, empathy, reflectiveness, flexibility, gravitas, and approachability;
- Respect for the unique culture of WashU Medicine.

ST. LOUIS, MISSOURI

As the second-largest employer in the metropolitan area and with an [economic impact that totals \\$9.3 billion](#), WashU is an essential institution for St. Louis, and the city's prosperity is essential to WashU. The university has provided innovative leadership, and the entire region counts on the university as a key partner for its success. The St. Louis region boasts a remarkable concentration of world-class research institutions and nationally ranked accelerator programs, making it a magnet for entrepreneurship in both medical and plant sciences. At the heart of the region's innovation district, [Cortex](#), WashU Medicine drives the translation of scientific breakthroughs into real-world therapeutics and clinical care. The city's rapidly evolving startup community continues to attract new enterprises, talent, and investment, fueled by its moderate cost of living and access to cutting-edge lab space. This unique combination of affordability, advanced infrastructure, and proximity to farmland positions St. Louis as an ideal location for solving critical challenges in healthcare and agriculture.

Beyond its professional appeal, St. Louis offers a high quality of life, consistently ranked among the most beautiful and affordable places to live and build a career. Its eclectic neighborhoods, rich cultural scene, and vibrant culinary and entertainment offerings provide the perfect blend of big-city excitement and small-town charm. The St. Louis region has excellent schools and offers many opportunities to watch or participate in a wide range of sports, recreational activities, and cultural events. St. Louis is highly accessible, and there are more free, world-class attractions in the city than any place in the U.S. outside of Washington, D.C., largely due to the area's active philanthropic community. Newcomers are often pleasantly surprised by the city's character and livability, making it not only a place to work and innovate but also a place to thrive.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website at this [link](#). Electronic submission of materials is strongly encouraged.

Ariannah Mirick, Managing Partner
Dan Rodas, Partner
Jane McInerney, Senior Associate
Madeline Ruth, Managing Search Coordinator
Isaacson, Miller

Washington University encourages and gives full consideration to all applicants for admission, financial aid, and employment. The university does not discriminate in access to, or treatment or employment in, its programs and activities on the basis of race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin, veteran status, disability or genetic information.

It is the policy of the university to: (1) provide equal employment opportunity to all job applicants and employees; (2) administer recruiting, hiring, compensation and benefit practices, training, upgrading and promotion procedures, transfers and terminations of employment without discrimination because of race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin or ancestry, citizenship, veteran status, disability or genetic information; (3) provide a workplace free from harassment based on any of the foregoing factors; and (4) encourage the hiring of minorities, women, disabled individuals, Vietnam era veterans and disabled veterans.