



Dean of the Medical School
and Executive Vice President
for Health Affairs

THE SEARCH

The Medical College of Wisconsin (MCW) seeks a nationally recognized and visionary academic leader to serve as its next Dean of the Medical School and Executive Vice President for Health Affairs (EVP). This is an extraordinary opportunity to lead Wisconsin's only private medical schools with three dynamic campuses at a pivotal moment of growth and transformation. The next Dean & EVP will join alongside a new President and CEO to chart MCW's strategic future, aligning academic priorities with clinical enterprise expansion and the powerful partnerships that define the institution's regional and national impact.



Since its founding in 1893, [the Medical College of Wisconsin](#) has been a cornerstone of academic medicine, pioneering innovative models of medical training that remain at the forefront of medical education today. The Medical School now educates more than 1,050 medical students annually across three distinctive campuses in [Milwaukee](#), [Green Bay](#), and [Central Wisconsin](#)—each designed to address the unique healthcare needs of its region while maintaining MCW's commitment to excellence. This multi-campus model extends MCW's reach across the state and provides unparalleled training environments in urban, suburban, and rural settings. The school sponsors 99 ACGME-accredited residency and fellowship programs training over 900 physicians annually, with nearly 60 percent of graduates remaining in Wisconsin to practice, directly addressing critical workforce needs across the state.

MCW is one of five medical schools in the nation to receive the prestigious Carnegie Community Engagement Classification, given to programs that excel in fostering meaningful, sustained partnerships with communities locally and globally. The institution's commitment to community engagement extends

beyond traditional academic medicine through consequential initiatives like [ThriveOn King](#), a comprehensive community development program addressing health disparities in Milwaukee's central city neighborhoods, and the [Advancing a Healthier Wisconsin Endowment](#), which has strategically invested over \$368 million in community-driven health improvement initiatives across the state. MCW faculty and staff are involved in more than 4,030 community outreach activities with more than 900 community partners. Through the [Office of Global Health](#), MCW has established partnerships with universities, health systems, and non-governmental organizations in 53 countries around the world. More than 80 faculty across 26 academic departments lead partnership efforts for research, training, education, and clinical activities.



MCW sits at the heart of a thriving academic health ecosystem on the 240-acre Milwaukee Regional Medical Center campus, which it shares with [Froedtert Hospital](#), [Children's Wisconsin](#), and [Versiti Blood Research Institute](#). This integrated campus environment is further enhanced by MCW's strong partnership with the [Clement J. Zablocki VA Medical Center](#), located four miles away, creating a comprehensive academic medical center that delivers cutting-edge patient care and advances discovery across the lifespan. Recent leadership transitions at both Froedtert ThedaCare and Children's Wisconsin create an unprecedented opportunity for the incoming Dean & EVP to drive collaborative innovation and co-develop strategic priorities across the enterprise. MCW's Medical College Physician Practice Plan and Children's Specialty Group comprises over 1,920 MCW physicians and 1,830 advanced practice providers caring for over 520,000 patients annually. As Executive Vice President of Health Affairs, the Dean has oversight of the physician practice plans and of the CEOs and Senior Associate Deans for Clinical Affairs for the adult and pediatric practices and holds a seat on MCW's [Board of Trustees](#). *Please visit the Appendix for more details about MCW and the clinical partners.*

Faculty physicians lead clinical programs that attract patients from across the Midwest and beyond, while simultaneously advancing nationally recognized research in cancer, cardiovascular sciences, neuroscience, genomics, imaging, child health, and health equity. The School's research excellence positions MCW in the top half of U.S. medical schools for NIH funding, with over \$424 million invested in research and training in 2024, including \$107.5 million in NIH funding. MCW leads Wisconsin with more than 1,200 clinical trials and 5,000 research studies conducted in 2024, ranking in the top 40 nationally for clinical trial activity, translating scientific discoveries into patient impact. This powerful integration of education, research, and clinical care—supported by robust infrastructure, including 14 research centers and institutes—creates a dynamic environment where innovation thrives.

MCW seeks a Dean & EVP who is visible, collaborative, and a systems thinker with a growth mindset who can navigate complexity, foster alignment, and inspire a talented community of physicians, researchers, staff, and students. The Dean & EVP will play a key role in clinical growth strategy, defining a stronger alignment with hospital partners while also serving as an effective advocate for the criticality of all of

MCW's missions, capable of inspiring philanthropy, strengthening partnerships, and elevating the School's profile nationally. This leader will champion academic, clinical, and scientific excellence while fostering an inclusive culture that attracts and retains diverse talent. Reporting to the President and CEO and working collaboratively with the Provost, the Dean & EVP must be an effective advocate who articulates the School's value to clinical partners, builds coalitions across constituencies, and represents the Medical School with credibility to drive strategic vision and innovation.

The Dean & EVP must demonstrate a sophisticated understanding of research strategy and the ability to accelerate discovery while diversifying funding sources beyond federal support. The successful candidate will bring deep expertise across the full spectrum of medical education, support faculty educators, and advocate for strategic workforce development. This leader will advance MCW's commitment to community engagement and population health and serve as a financial steward to manage and strategically invest in broad strategic efforts. Candidates must hold an MD, MD/PhD, or equivalent clinical doctoral degree; demonstrate a record of scholarly achievement commensurate with appointment as a tenured professor; and be eligible for medical licensure in Wisconsin. Above all, the ideal candidate leads with integrity and emotional intelligence, communicates openly, and builds trust across the complex academic health ecosystem.

THE MEDICAL SCHOOL

The mission of the MCW Medical School is to lead and innovate in the education and development of the next generation of physicians, to discover and translate new knowledge in the biomedical and health sciences, to provide cutting-edge collaborative patient care of the highest quality, and to improve the health of the communities it serves. In pursuit of this mission, MCW strives for excellence across its core areas of education, research, patient care, and community engagement.



The Medical School's community of faculty, staff, and learners spanning 20 clinical departments ([anesthesiology](#), [dermatology](#), [emergency medicine](#), [family & community medicine](#), [medicine](#), [neurology](#), [neurosurgery](#), [obstetrics & gynecology](#), [ophthalmology](#), [orthopedic surgery](#), [otolaryngology](#), [pathology](#), [pediatrics](#), [physical medicine & rehabilitation](#), [plastic surgery](#), [psychiatry](#), [radiation oncology](#), [radiology](#), [surgery](#), and [urology](#)) and seven basic science departments ([biochemistry](#), [biophysics](#), [biomedical engineering](#), [cell biology](#), [neurobiology and anatomy](#) (CBNA), [microbiology & immunology](#), [pharmacology & toxicology](#), and [physiology](#)) is committed to this mission in the service of the people of Wisconsin and beyond. The Medical School is MCW's largest and most influential school, driving most of the institution's clinical, educational, and research activities.

Research

The MCW Medical School's research enterprise spans all clinical and basic science departments and is led by distinguished investigators working at the forefront of their respective fields. Medical School scholars engage in research across a wide spectrum of basic science, translational, clinical, health services, and global health equity research. In 2024, the Medical School invested \$424 million in research, teaching, training, and related purposes, including \$107.5 million in NIH funding. MCW ranks in the top half of all U.S. medical schools in NIH funding and is designated a top 100 Research University by the National Science Foundation.

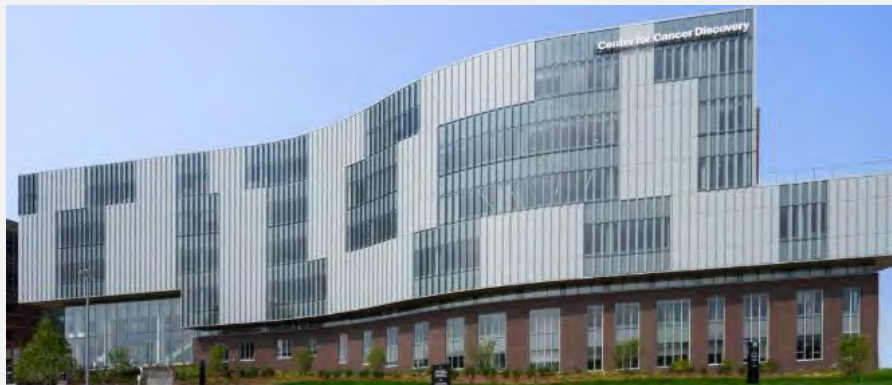


With a strong tradition of clinical research, the Medical School maintains more than 1,200 active clinical trials, with MCW leading Wisconsin in both cancer and neuroscience clinical trials and generating record-setting clinical trials revenue of \$35.4 million in 2024. This substantial investment supports more than 5,000 research studies advancing understanding across strategic focus areas, including cancer, cardiovascular disease, neuroscience, injury research, imaging, immunology, genomics, and health equity. The institution's technology transfer program demonstrates real-world impact, having generated 94 technology licenses and option agreements with more than 400 active technologies covered by more than 590 pending and issued U.S. and foreign patents.

Research Centers and Institutes

MCW operates 14 [collaborative research centers](#) supported by sophisticated [core facilities](#) that provide advanced imaging, genomics, proteomics, biostatistics, and specialized equipment capabilities. These resources enable investigators to pursue ambitious research programs spanning fundamental basic science discoveries through large-scale clinical trials and population health studies, while fostering collaboration both within the institution and with external partners throughout Wisconsin and beyond. Over 5,000 research studies were conducted in FY24, and over 4,400 patients were enrolled in MCW studies.

MCW's commitment to research is exemplified through its portfolio of nationally distinctive Institutes that drive discovery across disciplines. The [Wisconsin Institute of NeuroScience](#) (WINS), launched in 2023, brings together leading health system partners in a unique “lifespan care” model that spans pediatrics through geriatrics, supporting basic science, translational, and clinical research with over 100 active clinical trials and programs for veterans and first responders. The [Clinical and Translational Science Institute of Southeast Wisconsin](#) (CTSI), part of the NIH's national CTSA network, fosters collaboration among universities, hospitals, and community organizations to accelerate discovery and improve health outcomes across the region. The [Institute for Health & Humanity](#) (IHH), another cornerstone of MCW's research enterprise, generates knowledge and sustainable solutions that drive lasting positive change for health and humanity through its three divisions, two centers, and seven graduate education programs, including two doctorate programs and five masters programs.



MCW's research Centers provide focused excellence in critical areas of scientific discovery. The [Center for Cancer Discovery](#), the first and only research center in eastern Wisconsin solely dedicated to cancer research, brings the institution's cancer research programs under one roof in a state-of-the-art facility that encompasses approximately 161,000 square feet of space, including specialized dry lab and wet lab research functions, shared resources, and collaborative spaces designed to accelerate cancer research

discoveries. The Center features the BioHub, a first-of-its-kind dedicated biotech incubator space on MCW's campus that facilitates the development of investigator-led start-ups focused on breakthrough cancer diagnostics, therapies, and technologies. The [Cardiovascular Research Center](#) (CVRC), a leader in the study of heart, lung, and vascular biology, unites more than 180 faculty across departments in advancing translational science that bridges laboratory breakthroughs to clinical practice, while training the next generation of cardiovascular researchers. The Linda T. and John A. [Mellowes Center for Genomic Sciences and Precision Medicine](#), rooted in the Human Genome Project, advances precision medicine through pioneering work in genomics, data science, and systems biology. Together, these Centers and Institutes reflect MCW's breadth of scientific excellence, its culture of collaboration, and its capacity to deliver transformative research that improves health across Wisconsin and beyond.

Other MCW Centers & Institutes include:

- [AWSM Center: Advancing Leadership in Science and Medicine](#) which is focused on advancing leaders in science and medicine;
- [Center for Advancing Population Science](#) (CAPS) which implements strategies for transforming healthcare that optimizes quality, value, and cost;
- [Center for Imaging Research](#) (CIR) which facilitates multi-disciplinary collaboration among imaging scientists and clinicians at academic institutions within the Milwaukee region;
- [Center for Immunology, Center for International Blood & Marrow Transplant Research](#) (CIBMTR) which collaborates with the global scientific community to advance hematopoietic cell transplantation (HCT) and cellular therapy worldwide to increase survival and enrich quality of life for patients;
- [Comprehensive Injury Center](#) (CIC), a CDC-funded Injury Control Research Center;
- [Data Science Institute](#) (DSI), focused on advancing data science across MCW and MCW's health system partners;
- [Neuroscience Research Center](#) (NRC), a catalyst for advancing new, cutting-edge medications and strategies to prevent and treat neurological disorders.

Education

The Medical School delivers rigorous, innovative, and challenging educational programs that prepare graduates to provide compassionate, exemplary patient care across three campuses in Milwaukee, Green Bay, and Central Wisconsin. By embedding education and training across urban centers, regional hubs, and underserved areas, MCW ensures that graduates are not only clinically excellent but also deeply connected to the people and populations they serve. The curriculum balances advanced technology and team-based learning models with more than a century of medical education traditions. Through the recently implemented MCWfusion™ curriculum—developed as part of MCW's leadership and participation in the Kern National Network for Flourishing in Medicine—students engage in clinically applicable and fully integrated basic science teaching, active small-group inquiry-based learning, and individualized differentiated training. Students begin clinical experiences at the region's highest-quality hospitals and clinics in their first year, rotating through Froedtert Hospital, Children's Wisconsin, the Zablocki VA Medical Center, and community sites throughout Wisconsin.

The Milwaukee campus provides the traditional four-year MD program, while the Central Wisconsin and Green Bay campuses feature an accelerated three-year program enabling students to begin practice one year earlier. These regional campuses operate on a partnership model where Emplify Health, Hospital Sisters Health System/Prevea Health, ThedaCare, and Aspirus health systems provide critical resources, enabling a reduced tuition structure while preparing graduates to serve Wisconsin's diverse communities. With graduates consistently matching into competitive residency programs nationwide, the Medical School plays a vital role in addressing the state's healthcare workforce needs.



The Medical School supports robust graduate medical education through Medical College of Wisconsin Affiliated Hospitals (MCWAH), which trains more than 900 residents and fellows across 99 ACGME-accredited programs, ranking in the top 5% nationally in the number of residents trained. These programs encompass approximately 200 first-year residency positions in 22 disciplines and fellowship positions in 73 subspecialties. The Medical School is also active in high-quality continuing medical education and lifelong learning designed to improve patient care through increasing the knowledge, competence, and performance of physicians statewide.

Clinical Care

MCW's tradition of excellence in academic medicine is reflected in its comprehensive clinical network that serves as both a premier patient care delivery system and an exceptional training environment for future physicians. Patient care and academic training take place across the Froedtert & MCW Health Network, Children's Wisconsin pediatric hospital, and the Clement J. Zablocki VA Medical Center. These strategic partnerships have fostered collaboration between clinicians and researchers for more than 75 years, creating one of the nation's most comprehensive academic medical training environments.

The clinical enterprise spans primary care through highly specialized quaternary services, serving patients

throughout Wisconsin, the upper Midwest, and beyond. This comprehensive network provides an exceptional training ground for all learners in the health professions and a fertile environment for innovative translational, clinical, and health sciences research, with faculty regularly engaged in complex multidisciplinary cases and thousands of clinical trials investigating new treatments.



Medical College Physicians

MCW's clinical enterprise operates through two primary practice organizations that serve distinct patient populations. The Medical College Physicians (MCP) is the adult practice group, composed of faculty physicians employed by MCW who deliver care across all adult medical specialties and subspecialties. Adult patient care is provided at eight health systems, 15 hospitals, and 45 health centers and clinics throughout Wisconsin through the MCP group practice. In addition to MCP, Froedtert & the Medical College of Wisconsin jointly operate the Community Physicians practice, a primary care and multispecialty group with 300 physicians and more than 250 advanced practice providers delivering care in 35 health centers and clinics in southeastern Wisconsin.

Children's Specialty Group

The Children's Specialty Group (CSG) represents Wisconsin's largest pediatric group practice through MCW's strategic partnership with Children's Wisconsin. This joint venture integrates academic and clinical missions, establishing CSG as the largest provider of pediatric healthcare in the state. CSG includes providers in more than 70 pediatric specialties and subspecialties with locations throughout the state.

THE ROLE OF THE DEAN & EVP

The Dean of the Medical School and Executive Vice President for Health Affairs is responsible for setting strategic vision and direction across medical education, research, clinical enterprise engagement, and community engagement for the medical school. This role requires navigating the complexity of academic health centers, fostering alignment across multiple constituencies, and building the infrastructure and leadership necessary to position the School for sustained excellence. The Dean & EVP must be adept at balancing competing priorities, including advancing curriculum innovation while ensuring educational comparability across three campuses, accelerating research discovery while diversifying funding sources, and advocating for academic priorities while supporting clinical growth strategy. Equally important is the ability to attract, retain, and develop exceptional talent, address faculty and staff morale through transparent communication, and create an inclusive environment where diverse perspectives drive innovation and excellence.

Reporting to the President and CEO, the Dean & EVP collaborates closely with the Provost on matters of space allocation, research operations, and new program development while maintaining primary accountability for the School's educational, research, clinical, and community engagement missions and holds a seat on the MCW Board of Trustees. The Dean & EVP also works collaboratively with the Deans of the School of Pharmacy and Graduate School of Biomedical Sciences to advance interdisciplinary initiatives and ensure alignment of missions across MCW's schools. The Dean & EVP role includes direct oversight of clinical and basic science department chairs, the physician practice plan, the campus deans in Green Bay and Central Wisconsin, and several Institute and Center directors. The Dean & EVP supervises senior associate deans, center and institute directors, and key leaders for education, research, and faculty affairs, with the opportunity to assess and optimize the structure of the Dean's office to ensure alignment with MCW's evolving strategic priorities.

The role demands a leader who can set clear priorities, make bold strategic choices, and hold leaders accountable while empowering them to excel in their respective areas. The Dean & EVP will work collaboratively with clinical partners to pursue strategic alignment, co-develop shared goals, and leverage synergies across mission areas. As the leader responsible for the physician practice plans and clinical department chairs, the Dean & EVP plays a pivotal role in clinical enterprise performance and must appreciate the complex balance of clinical revenue generation and academic mission support, bringing creative ideas to ensure both flourish. This encompasses oversight of research strategy, operational excellence across the School's research infrastructure, and positioning MCW as a hub for interdisciplinary discovery.

The Dean & EVP serves as a visible ambassador and strategic partner to the President and CEO in advancing MCW's institutional priorities and philanthropic initiatives. This includes stewarding significant financial resources, directing strategic investment funds, and ensuring transparent and equitable allocation across missions. The Dean & EVP will lead fundraising efforts focused on educational programs, research priorities, and clinical innovation, working in partnership with the President and CEO to secure substantial resources that support the School's strategic ambitions. As the School's primary

representative, the Dean & EVP will build strong relationships with clinical partners, industry leaders, leaders at the federal, state, and local levels, foundations, alumni, and the broader community while championing MCW's commitment to population health, workforce development, and service to Wisconsin and beyond.

KEY PRIORITIES AND OPPORTUNITIES FOR THE DEAN

The next Dean & EVP will join a thriving, mission-driven institution at a pivotal moment in its evolution. Alongside a new President and CEO, the Dean & EVP will have the opportunity to shape the future of Wisconsin's only private medical school and strengthen its role as a cornerstone of the state's healthcare workforce. Building on a strong foundation of clinical excellence, research distinction, and statewide educational impact, the Dean & EVP can advance innovation across education, research, and clinical care while championing a culture of collaboration, inclusion, and excellence. Key priorities for the next Dean & EVP include:

Set a strategic vision in support of institutional alignment

The Dean & EVP will set a bold strategic vision that positions the Medical School at the center of MCW's mission areas while fostering institutional agility in response to evolving academic, clinical, and financial landscapes. This requires shaping the future of MCW's academic structure through decisive strategic choices and collaborative leadership that unite the community around shared priorities and sustained excellence. The Dean & EVP will cultivate a culture of accountability, inclusion, and trust, building morale and confidence through transparent leadership, consistent expectations, and values-driven decision-making. Creating an environment where diverse perspectives are welcomed and faculty, staff, and learners can thrive is essential. Mentoring and developing department chairs and senior leaders will strengthen institutional leadership capacity and ensure the School's organizational structure aligns with evolving strategic priorities. By uniting the community around a shared vision and empowering leaders to excel, the Dean & EVP will position MCW's Medical School to define the future of academic medicine in Wisconsin and beyond.

Advance research excellence amidst an evolving landscape

The Dean & EVP will champion a focused and sustainable research agenda that maintains excellence in MCW's established strengths while pursuing strategic opportunities in emerging fields such as artificial intelligence, data science, biomedical engineering, and precision medicine. This requires conducting a strategic assessment of research centers and institutes to optimize their structure, impact, and sustainability, as well as improving research operations to enhance competitiveness. The Dean & EVP must advocate for science and support a research culture that provides a best-in-class experience for investigators, while diversifying funding sources through industry partnerships, philanthropic investment, and innovative public-private collaborations. Positioning MCW strategically within the Milwaukee County Research Park ecosystem offers unique opportunities to foster interdisciplinary discovery and strengthen connections between academic research and commercial innovation. Leading efforts toward significant

research milestones, including NCI and renewing CTSI designation and broadening research programs of excellence, will elevate the School's national profile, attract world-class faculty and trainees, and ensure that MCW's discoveries translate into meaningful impact for patients and communities.

Ensure educational excellence across the continuum

The Dean & EVP will provide visionary leadership for MCW's medical education enterprise, guiding the institution through LCME accreditation in 2027, curriculum refinement, and the successful implementation of the MCWfusion™ curriculum. This includes ensuring educational comparability and quality across all three campuses while leveraging each location's unique strengths to address the healthcare needs of urban, suburban, and rural Wisconsin. Ensuring that MCW is positioned at the vanguard of meeting statewide workforce needs, supporting faculty educators through professional development and recognition, and fostering meaningful connections with students and trainees across the educational continuum are essential priorities. The Dean & EVP will also champion interprofessional education and collaboration across MCW's various schools and programs, creating integrated learning experiences that prepare graduates for team-based care delivery. With 56% of MCW graduates remaining in Wisconsin to practice in FY24, educational excellence has a profound and lasting impact, shaping not just individual careers but the health and well-being of communities across the state for generations to come. This role offers the opportunity to build the premier model for statewide medical education and community health partnerships.

Champion financial sustainability and resource stewardship

Stewarding significant financial resources with transparency and accountability while ensuring equitable allocation across education, research, and clinical missions requires both strategic vision and operational discipline. This includes navigating complex funds flow models that govern relationships with clinical partners, addressing financial pressures and competing priorities, and investing strategically in infrastructure, technology, and workforce development that position the School for long-term success. The Dean & EVP will work to diversify revenue streams beyond the clinical enterprise, identifying opportunities for programmatic growth that generate sustainable funding and exploring innovative financial models that support mission balance. MCW raised over \$40 million from 3,600 donors in FY24. In partnership with the President and CEO, as well as advancement leadership, the Dean & EVP will lead philanthropic efforts focused on educational programs, research priorities, and clinical innovation, articulating compelling priorities that inspire major gifts and cultivating donor relationships that provide sustained support. Sound financial stewardship of strategic investments, development funds, and central funds, along with bold philanthropic vision create the foundation for excellence, ensuring that MCW has the resources to recruit exceptional talent, advance groundbreaking research, and educate the healthcare leaders of tomorrow.

Deepen community impact and statewide engagement

The Dean & EVP will champion community engagement as a core mission of the Medical School, advancing MCW's broader commitment to population health, health equity, and service to Wisconsin. This includes expanding MCW's footprint across the state through strategic partnerships, regional campus development, and innovative models that bring academic medicine to underserved communities. The Dean & EVP will position MCW as a national model for community health improvement and social responsibility, leveraging the institution's extensive network of community partners and statewide clinical training sites to address pressing health challenges. Building strong relationships with community organizations, industry partners, foundations, and alumni strengthens MCW's external engagement and amplifies its impact. The Dean & EVP will need to have a deep understanding of the political landscape at the federal, state, and local levels. As the School's primary representative, the Dean & EVP will serve as a visible and compelling advocate for MCW's mission—articulating MCW's role as an anchor institution that contributes to the health, well-being, and economic vitality of Wisconsin and beyond.

QUALIFICATIONS AND CHARACTERISTICS

MCW seeks a Dean & EVP who brings deep expertise in academic medicine, strategic vision for educational and research excellence, and authentic commitment to the School's mission. The successful candidate must hold an MD, MD/PhD, or equivalent clinical doctoral degree; demonstrate a record of scholarly achievement commensurate with appointment as a tenured professor at MCW; and be eligible for medical licensure in Wisconsin. The ideal candidate will exemplify the following qualities and characteristics:

- Distinguished record of academic leadership with progressive administrative responsibility in a medical school or academic health center, demonstrating ability to lead complex academic organizations through growth and change;
- Deep understanding of medical education across undergraduate, graduate, and continuing medical education, including experience with accreditation, curriculum innovation, faculty development, and multi-campus educational delivery;
- Proven expertise in research strategy and operations, with experience growing extramural funding, diversifying revenue streams, improving research infrastructure, and championing basic, clinical, and translational science;
- Exceptional ability to build strategic partnerships with clinical affiliates, with demonstrated success navigating complex multi-institutional relationships and developing shared priorities;
- Strong financial management skills, including experience in stewarding significant budgets, ensuring transparent resource allocation, and balancing competing priorities across missions;
- Successful track record in fundraising, with the ability to articulate a compelling vision and

cultivate meaningful relationships with donors and alumni;

- Demonstrated commitment to faculty and leadership development, including recruiting, mentoring, and retaining outstanding chairs and scientists;
- The ability to create environments where diverse perspectives thrive and support the advancement of health equity through institutional programs;
- Outstanding communication skills, with the ability to listen deeply, build trust across constituencies, and lead with transparency and authenticity;
- Strategic mindset combined with operational excellence, with the ability to set priorities, make decisive choices, and execute effectively while empowering others;
- Deep commitment to community engagement, with understanding of academic medicine's responsibility to improve the health and well-being of the communities and state it serves;
- Personal qualities reflecting integrity, ethical judgment, resilience, collegiality, and collaborative decision-making in support of MCW's mission and values.

MILWAUKEE, WISCONSIN



Located along Lake Michigan's western shore, Milwaukee combines the advantages of a major metropolitan area with the accessibility and quality of life that distinguish the Upper Midwest. As Wisconsin's largest city with a population of approximately 560,000 and a metropolitan area of over 1.56

million residents, Milwaukee offers an exceptional platform for professional and personal growth while maintaining the collaborative culture and community engagement that define the region.

Milwaukee sits 90 miles north of Chicago, positioning it within easy reach of major metropolitan markets while offering significantly lower costs of living and doing business. The city provides convenient access to Madison (Wisconsin's capital) and Minneapolis-St. Paul, while Wisconsin's renowned Northwoods recreation areas are just hours away. The Milwaukee Regional Medical Center, home to MCW's main campus, is located in Wauwatosa, just 15 minutes west of downtown Milwaukee, providing both urban amenities and suburban quality of life.

Economic Vitality and Innovation

Milwaukee serves as the headquarters for numerous major corporations, including Northwestern Mutual, Johnson Controls, Harley-Davidson, ManpowerGroup, Milwaukee Tool, and Rockwell Automation, creating a diverse economic base that spans financial services, manufacturing, technology, and healthcare. The greater Milwaukee area is home to 6 Fortune 500 companies and 5 additional Fortune 1000 headquarters, while Forbes has ranked Milwaukee among the top "up-and-coming" tech cities and the 16th best metro area for young professionals.

Cultural Richness and Quality of Life

Milwaukee offers an exceptional blend of cultural amenities and outdoor recreation opportunities. The city features world-class institutions, including the Milwaukee Symphony Orchestra, Milwaukee Ballet, Florentine Opera, and a vibrant theater district, while also hosting Summerfest, the world's largest music festival. The city has been recognized by National Geographic as one of the Best Places to Visit and ranked in the top 3 "Up-And-Coming" places to live by U.S. News & World Report.



Milwaukee's lakefront provides 1,400 acres of beaches and parkland, including Bradford Beach, named one of the country's top city beaches. The Milwaukee County Park system, known as the "Grand Necklace of Parks," encompasses over 140 parks offering year-round recreation opportunities, while the downtown RiverWalk and lakefront paths create some of the most walkable urban environments in the nation.

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: <https://www.imsearch.com/open-searches/medical-college-wisconsin-school-medicine/dean>. Electronic submission of materials is strongly encouraged.

Jamie Sands, Partner
Katie White, Senior Associate
Lily Sethares, Senior Search Coordinator
Isaacson, Miller

The Medical College of Wisconsin is an affirmative action/equal opportunity employer and does not discriminate in hiring or employment on the basis of age, sex, race, color, religion, national origin, veteran status, disability, or sexual orientation.

APPENDIX:

THE MEDICAL COLLEGE OF WISCONSIN

Medical College of Wisconsin (MCW) began as the Wisconsin College of Physicians and Surgeons, founded on May 20, 1893. On January 14, 1913, the Wisconsin College of Physicians and Surgeons and the Milwaukee Medical College merged to become the Marquette University School of Medicine. On September 30, 1967, the institution became independent of Marquette University and, since then, the school has continued as a private, freestanding institution. The name was changed on October 14, 1970, to the Medical College of Wisconsin.



Today, MCW is a private, health sciences university with a Medical School, Pharmacy School, and Graduate School. At the core of MCW is the pursuit of new knowledge and the power of academic medicine. MCW brings together the world's top scientists and clinicians, inspired students, and invested communities, who are driven to solve the most complex challenges in health and society. MCW has a long-standing reputation for providing outstanding medical and graduate education, conducting cutting-edge biomedical research, providing innovative and compassionate patient care, and improving the health of the communities it serves.

The institution operates under four interconnected mission areas—patient care, research, education, and community engagement—that distinguish MCW among academic medical centers and reflect its comprehensive approach to improving health outcomes. MCW's independence as an academic medical center provides organizational agility and decision-making flexibility while enabling innovative partnerships with major healthcare systems throughout Wisconsin. The institution's expanding regional

presence, through satellite campuses and clinical affiliations, positions it to address healthcare challenges across diverse urban and rural communities throughout the state.

School of Graduate Studies

The [School of Graduate Studies](#) provides graduate study and research training within MCW's research environment, where faculty secure nearly \$160 million in research funding annually and lead nationally recognized research centers in cancer, cardiovascular systems, genomics, proteomics, stem cell biology, neurosciences, traumatic brain injury and imaging, infectious diseases and immunology, and community and population health. The School of Graduate Studies offers 13 PhD, 12 Master's, and several graduate Certificate programs serving the needs of students in all stages of their career development. In partnership with the Medical School, MCW also offers a [Medical Scientist Training Program](#) (MSTP) providing integrated MD/PhD training for physician-scientists. The educational approach integrates basic research and scholarship, clinically-oriented research, applied learning, and community-based programs to prepare scientists and health professionals for 21st-century challenges while reflecting the increasing diversity of healthcare and biomedical science professions.

School of Pharmacy

MCW's [School of Pharmacy](#), which welcomed its inaugural class in 2017, addresses Wisconsin's need for future pharmacists and primary care providers. The school offers the only three-year Doctor of Pharmacy (PharmD) program in the Midwest.

The program transforms pharmacy education through innovative technologies and interprofessional, team-based learning models that produce pharmacists ready for patient-centered care across multiple practice settings, including primary care. Students receive extensive exposure to clinical settings and world-class research in precision medicine, pharmacogenomics, cancer, and psychiatry. In fall 2024, MCW launched the Advanced Pharmacy Practice Experience (APPE) Rural Health Track, enabling pharmacy students during their third year to complete all seven of their six-week APPE rotations at rural sites in central or northeast Wisconsin. Also established in fall 2024, students interested in reducing global health inequities can complete an international APPE in partnership with Refuge International, which organizes medical volunteer trips in Guatemala.

MCW Values

The organizational values of the Medical College of Wisconsin (MCW) serve as the foundation for all aspects of the institution's work—from internal operations to engagement with partners, patients, colleagues, and the broader communities it serves. These values shape the institution's future and chart the course for its continued success. As MCW grows and evolves, it remains essential that its progress be grounded in shared principles and beliefs. These values articulate the identity of the institution, define what it represents, and guide how it conducts itself. MCW's values also affirm the importance of character, integrity, and principled leadership. These qualities are essential to cultivating trust, advancing the

institution's mission, and sustaining an environment where faculty, staff, and learners can flourish. They embody the essence of MCW's collective character and the principles it holds in highest regard.

MCW VALUES



We strive for excellence in education, research, patient care,
and community engagement by:



Commitment to Freedom of Expression

Freedom of expression is essential to the scientific process and the pursuit of truth. These endeavors are central to the fourfold missions of MCW, and require exploration, observation, discovery, and critical assessment. With these principles, MCW commits to a climate of free and open inquiry and debate, one in which both new and existing ideas are examined and discussed from varying perspectives. These principles include: broad freedom of expression, civility, diversity of viewpoints, recognizing exceptional circumstances, and navigating differences through discourse.



Partnerships

Froedtert ThedaCare (FT)

Headquartered in Milwaukee, Wisconsin, Froedtert ThedaCare is a regional, integrated healthcare organization providing a comprehensive range of health-related services, including hospitals and health centers, home care, laboratory services, health insurance, employer health services and workplace clinics, and digital health solutions.

Froedtert ThedaCare (FT) & MCW Health Network

MCW operates through a strategic partnership with Froedtert ThedaCare, Inc., which was formed through the 2024 merger of Froedtert Health and ThedaCare to create one of Wisconsin's largest integrated healthcare organizations. This partnership operates under the "Froedtert & the Medical College of Wisconsin" brand, establishing eastern Wisconsin's only adult academic medical center while maintaining distinct organizational governance with separate boards of directors and independent leadership structures.

The partnership structure enables MCW faculty to provide medical staff leadership and clinical services across an extensive network that encompasses 18 Froedtert & ThedaCare hospital locations and 360 outpatient locations throughout eastern Wisconsin. The flagship partnership with Froedtert ThedaCare Health, Inc. centers on Froedtert Hospital, a 766-bed quaternary care center and the region's only Level I trauma center. The Health Network includes more than 2,300 physicians and has experienced significant growth, expanding from 11 to more than 45 health centers and clinics over the past decade.



The network operates eastern Wisconsin's only adult Level I Trauma Center at Froedtert Hospital in Milwaukee, which serves as an internationally recognized training and research center engaged in thousands of clinical trials and studies. The Froedtert & MCW Health Network comprises multiple specialized entities, including Froedtert Hospital in Milwaukee, Froedtert Bluemound Rehabilitation

Hospital, regional hospitals in Manitowoc County, Menomonee Falls, and West Bend, community hospitals in Mequon, New Berlin, Oak Creek, and Pewaukee, and Froedtert Pleasant Prairie Hospital. This structure creates an interconnected academic health network where care is delivered system-wide with an academic medicine approach.

Children's Wisconsin

Children's Wisconsin (CW) is the region's only independent healthcare system dedicated solely to the health of children, with locations in Milwaukee and Neenah, Wisconsin, recognized as one of the leading pediatric healthcare centers in the United States. In Milwaukee, Children's Wisconsin is a 304-bed pediatric hospital adjacent to Froedtert Hospital, maintaining magnet accreditation as a Level I Pediatric Trauma Center, Level I Designated Children's Surgery Center, and operates the state's largest Level IV NICU. It is the region's only independent healthcare system, dedicated solely to the health and well-being of children. The facility provides a comprehensive range of care from routine services to lifesaving advances, foster care and adoption services, child advocacy, and an insurance plan.

Children's is the largest provider of pediatric healthcare in the state through its American College of Surgeons Level I Children's Surgery Verification Center, Level I Pediatric Trauma Center, Diagnostic Imaging Center of Excellence, Level IV NICU, Level IV Epilepsy Center, and a 72-bed PICU.



Clement J. Zablocki VA Medical Center

MCW's 75-year partnership with the Clement J. Zablocki VA Medical Center provides distinctive opportunities for veteran care, education, and research while demonstrating the institution's commitment to serving those who have served the nation. MCW faculty serve as attending physicians across most clinical services at this comprehensive facility, with 90 percent of medical and surgical

specialists caring for veterans being MCW physicians. The Medical Center delivers primary, secondary, and tertiary medical care, serving approximately 6,500 inpatients in 113 acute care beds, while recording more than 810,000 outpatient visits.

The partnership encompasses specialized care programs, including a 113-bed nursing home care unit offering geriatric programming and 150 domiciliary beds focused on Substance Abuse Rehabilitation, Psychiatric Rehabilitation, and Post-Traumatic Stress Disorder care. This comprehensive approach exposes MCW trainees to the unique complexities of veteran healthcare while providing specialized services tailored to veterans' distinct medical and psychological needs.



The VA partnership significantly enhances MCW's research mission, supporting approximately \$9.2 million in research conducted by MCW faculty members who hold joint appointments at the VA. Research programs focus on critical areas, including traumatic brain injury, PTSD, prosthetics, and geriatric medicine, addressing health challenges particularly relevant to veteran populations while advancing medical knowledge that benefits both veterans and civilian patients. This long-standing collaboration exemplifies MCW's enduring commitment to service, clinical innovation, and collaborative research in support of veterans and the broader community.

Versiti Blood Research Institute

Located on the MRMC campus, the Versiti Blood Research Institute (VBRI) serves as a premier research facility investigating blood-related diseases and conditions, including sickle cell disease, hemophilia, leukemia, aplastic anemia, autoimmune diseases, cancer, heart disease, and stroke. The Institute specializes in both inherited and acquired blood disorders, with particular expertise in bleeding disorders such as hemophilia and von Willebrand disease.

VBRI's research infrastructure supports more than 30 investigator-level scientists conducting cutting-edge

investigations across the spectrum of hematological conditions. The Institute houses specialized core facilities that provide essential research services to investigators and laboratory personnel, enabling comprehensive studies that advance diagnostic approaches and therapeutic interventions.

The Institute's multidisciplinary research programs focus on translating fundamental discoveries into clinical applications, driving innovation that improves patient outcomes worldwide. Through its commitment to excellence in blood and vascular research, VBRI continues to advance scientific knowledge while addressing some of the most complex and devastating blood-related diagnoses affecting patients globally.



This document has been prepared based on the information provided by the Medical College of Wisconsin. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by the Medical College of Wisconsin would supersede any conflicting information in this document.