



Dean and Provost/Chief Executive Officer  
Southern Illinois University, School of Medicine  
Springfield, Illinois

## THE SEARCH

Southern Illinois University School of Medicine (SIU SOM) invites nominations and applications for the position of Dean and Provost of the School of Medicine and Chief Executive Officer of SIU Medicine (Dean/Provost/CEO). This unique dual executive role presents a rare opportunity to lead a nationally recognized academic medical center that is deeply committed to advancing medical education, innovative research, and delivering high-quality patient care.

Established in 1970, the Southern Illinois University School of Medicine (SIU SOM) was founded as part of the Southern Illinois University system to address the health care needs of central and southern Illinois. SIU SOM is a publicly-assisted medical school and integrated clinical enterprise committed to education, patient care, research, and community service. With academic roots and a robust clinical and educational presence in Springfield's Mid-Illinois Medical District, the School serves as a vital resource for the region. SIU Medicine—the clinical practice of SIU SOM—provides comprehensive, team-based care through multidisciplinary clinics and regional partnerships. Each year, the enterprise supports hundreds of thousands of patient visits while training the next generation of physicians, scientists, and healthcare professionals. The School is nationally recognized for its innovative Problem-Based Learning (PBL) curriculum and early clinical exposure, ensuring graduates are prepared for real-world challenges. The SIU School of Medicine combines cutting-edge research with hands-on education, offering students opportunities to engage in high-impact discovery while advancing healthcare solutions for the region and beyond.

The Dean/Provost/CEO will join a mission-driven academic health enterprise with deep community ties, a strong clinical platform, and a collaborative culture. This leader will advance SIU's educational excellence, expand research and partnerships, and promote equitable care for the people of central and southern Illinois. The successful candidate will be a strategic, collaborative, and empathetic leader who can inspire faculty, staff, and students; build strong relationships with internal and external partners; and champion the School's mission to optimize the health of the region's diverse communities. To do so, the incoming leader will address the following opportunities and challenges:

- Develop a strategic vision that further elevates and amplifies the School's role as a leader in medical education and clinical care;
- Continue to invest in and strengthen medical programs to ensure student success;
- Strengthen strategic partnerships with clinical partners and affiliates to grow SIU's impact across the state and beyond;
- Ensure long-term sustainability by exercising strong financial stewardship, driving clinical growth, and maximizing resources to support the School's mission areas;
- Drive operational improvements that enhance patient access and ensure high-quality care;
- Build on SIU's recent R1 designation by elevating and aligning the SOM's research mission and priorities;
- Recruit, retain, and develop talented faculty and staff.

A complete list of the desired qualifications and characteristics can be found at the conclusion of this document, which was produced with the support of [Isaacson, Miller](#), a national executive search firm.

## **SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF MEDICINE**

Founded in 1970 to address critical physician shortages in the region, Southern Illinois University School of Medicine (SIU SOM) is a nationally recognized public medical school located in Springfield, Illinois, with a mission to optimize the health of the people of central and southern Illinois. Today, SIU SOM has grown into a leader in innovative medical education, pioneering [problem-based learning](#), standardized patient methodology, and surgical skills simulation, and offering a wide range of graduate medical education programs. SIU SOM operates across two primary campuses: Carbondale and Springfield. The Carbondale campus houses the foundational science curriculum and programs such as [MEDPREP](#) and the [Physician Assistant Program](#), and Year 1 medical students complete their studies in Carbondale. The Springfield campus serves as the hub for advanced science curriculum, clinical education, graduate medical education, and SIU Medicine's extensive clinical operations. Medical students in Years 2 through 4 complete their education on the Springfield campus. This dual-campus model enables SIU SOM to capitalize on the strengths of both locations, providing students with early clinical exposure, robust research opportunities, and access to diverse patient populations, while maintaining strong ties to communities throughout central and southern Illinois.

SIU SOM is recognized for its dedication to community-focused care, health equity, and serving diverse populations. The school's footprint is strengthened by strong partnerships with hospitals, health systems, and community organizations across the area. The School offers a nationally recognized [Doctor of Medicine \(MD\) program](#) built on an innovative problem-based learning curriculum and early clinical exposure, along with specialized tracks to prepare students for a broad range of medical careers. Additional offerings include dual-degree programs and robust graduate medical education with 37 residency and fellowship programs across multiple specialties. More broadly, SIU SOM faculty and students are deeply engaged in community health initiatives through programs such as the [Lincoln Scholar](#)

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[Program](#), and regional [Family Medicine Residency Programs](#). In addition, SIU Medicine distinguishes itself from many academic health systems by owning and operating an extensive network of Federally Qualified Health Centers (FQHC), serving both urban and rural communities throughout central and southern Illinois. This network of FQHC sites not only expands SIU's clinical reach but also serves as a critical training site for medical students and residents, reinforcing the School's mission to improve health outcomes. These initiatives ensure SIU SOM graduates are well-prepared to meet workforce needs and serve communities throughout Illinois and beyond.

SIU School of Medicine is committed to advancing medical knowledge through [innovative research](#) that improves health outcomes for individuals and communities. As part of Southern Illinois University's recently achieved R1 designation, the School is positioned among the nation's top research institutions, reflecting its growing capacity for high-impact discovery. Faculty engage in a wide range of research areas, including cancer biology, neuroscience, population health, and translational medicine, supported by state-of-the-art laboratories and collaborative partnerships. More broadly, SIU Medicine conducts clinical trials that bring cutting-edge therapies and treatments directly to patients, ensuring access to the latest advancements in care while contributing to global medical progress. Through interdisciplinary collaboration and a strong focus on community health, SIU's research enterprise drives innovation that addresses regional health challenges and informs best practices nationwide.

The SIU School of Medicine is part of Southern Illinois University in Carbondale. For over 50 years, SIU Medicine has been an innovative leader in medical education and a key contributor to the development of the regional academic medical center in Springfield. Learn more about SIU School of Medicine: <https://www.siumed.edu/>.

### **SIU MEDICINE (SIU PHYSICIANS AND SURGEONS)**

The School is also home to a multispecialty physician practice plan with over 300 physicians and 600 providers, delivering high-quality care across a broad range of specialties. SIU Medicine is the clinical practice of the Southern Illinois University School of Medicine, serving as a cornerstone of health care delivery for central and southern Illinois. With a mission to provide patient-centered, team-based care, SIU Medicine operates a comprehensive network of specialty and [primary care](#) clinics, offering advanced treatments and preventive services to diverse communities across the region. Since 2019, the clinical practice has grown 59 percent, attributable primarily to the successful recruitment of new providers, increased productivity, and significant improvement in revenue cycle.

Each year, SIU Medicine supports over 430,000 outpatient visits, with clinical services spanning family medicine, internal medicine, pediatrics, OB/GYN, neurology, psychiatry, surgery, and advanced subspecialties, including cardiology and pulmonary care. SIU Medicine also drives community impact through outreach programs and partnerships that address health disparities across a 66-county region.

With their recent achievement of R1 status, the School is expanding its research enterprise through the [Simmons Cancer Institute](#) and others, positioning SIU Medicine as a leader in innovation, education, and

care delivery. Supported by a multidisciplinary team of physicians, nurses, and health professionals, the organization emphasizes collaborative care models, integrating education and research to improve outcomes and enhance the patient experience.

SIU Medicine maintains strong, strategic relationships with leading healthcare organizations across central and southern Illinois. Key partners include [Memorial Health](#) and [HSHS St. John's Hospital](#) in Springfield, which serve as primary teaching hospitals and provide essential clinical training for medical students, residents, and fellows. These partnerships enable SIU Medicine to deliver high-quality, patient-centered care while expanding access to advanced services and fostering collaborative research initiatives. In addition to these flagship affiliates, SIU works closely with community hospitals and clinics throughout the region to address critical health needs, including rural health disparities and population health challenges. Furthermore, SIU Medicine leverages cutting-edge technology and evidence-based practices to deliver care that aligns with the Triple Aim + 1—making healthcare more effective, efficient, equitable, and enjoyable. The clinical enterprise also serves as a vital training ground for medical students and residents, ensuring that future health professionals gain hands-on experience in real-world settings.

## LEADERSHIP

The Dean/Provost/CEO reports directly to [Chancellor Austin A. Lane](#). Dr. Lane has served as chancellor of Southern Illinois University in Carbondale (see Appendix) since July 1, 2020, leading the university through a period of remarkable growth and transformation. Under his leadership, SIU launched Imagine 2030, a strategic plan built on five pillars: student success, diversity, branding, research, and sustainability. During his tenure, SIU earned Research 1 (R1) status and was recognized as an Opportunity University by the Carnegie Classifications in 2025. Enrollment has risen for six consecutive semesters, including the largest increase in 33 years. Lane's initiatives—such as the Saluki Commitment, Saluki Step Ahead, and Say “Yes” Initiative—have expanded access, affordability, and community college partnerships. Through more than 40 Saluki Step Ahead partner institutions in Illinois, Missouri, and Texas, community college graduates can complete their SIU bachelor's degrees remotely. In coordination with the SIU Foundation, the campus launched the Imagine SIU 2030 Campaign, aiming to raise \$500 million, and expanded alumni engagement through Saluki Takeover Tours and the Saluki Ball. The fundraising campaign has surpassed \$423 million toward its goal. A New Jersey native, Lane earned degrees from Langston University (B.A. in psychology), the University of Oklahoma (M.A. in human relations), and the University of Alabama (Ed.D. in higher education administration). Before SIU, Dr. Lane held various leadership roles in higher education, including president of Texas Southern University and executive vice chancellor at Lone Star College System.

## ROLE OF THE DEAN AND PROVOST/CHIEF EXECUTIVE OFFICER

The Dean/Provost/CEO role represents interconnected leadership roles unified under one executive, ensuring strategic and operational integration across the academic and clinical enterprises. This dual appointment ensures that education, research, and patient care advance in alignment with SIU's mission,

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and offers a unique opportunity to shape the future of medical education and healthcare delivery for the people of central and southern Illinois. This leader represents both SIU SOM and SIU Medicine to internal and external stakeholders, fosters collaboration with clinical partners and affiliates, and champions a culture of equity, innovation, and community engagement.

The Dean and Provost serves as the chief academic officer of the School of Medicine, reporting directly to the Chancellor of Southern Illinois University in Carbondale. The Chief Executive Officer is accountable to the Board of Directors of the physician practice and is distinguished from the governance of the university.

#### *Role of the Dean and Provost*

Appointed by the Chancellor, the Dean and Provost is responsible for setting the academic vision for SIU SOM, fostering a culture of excellence, and ensuring alignment with the University's mission and strategic plan. In this capacity, this individual operates a global budget of \$440 million and directly oversees a team of about 30 administrators and staff, including associate deans and provosts, department chairs, and executive directors. SIU SOM and SIU Medicine together encompass a total of about 3,200 people, which includes a faculty of 450 and approximately 1,000 learners (medical and physician assistant students, graduate students, resident physicians, and fellows).

#### *Role of the Chief Executive Officer*

Appointed by the SIU Medicine Healthcare Board, the CEO of SIU Medicine serves as the senior executive responsible for the performance, growth, and sustainability of the clinical enterprise, and leads the operations, strategy, and financial performance of SIU Medicine. The CEO oversees all ambulatory and specialty care operations across central and southern Illinois, driving financial sustainability and revenue diversification across clinical and ancillary services. The CEO is responsible for ensuring clinical quality, patient satisfaction, safety, and operational efficiency across practice sites, and for advancing service-line growth in key areas, such as women's and children's health, behavioral health, cardiovascular care, oncology, and surgical subspecialties. The CEO ensures compliance with all applicable healthcare, regulatory, and payer requirements, and leads partnerships with regional hospitals, health systems, and community health centers to expand access and integrated care delivery, representing SIU Medicine as a trusted partner and convener with hospital partners, payers, policymakers, and community stakeholders.

### **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN AND PROVOST/CHIEF EXECUTIVE OFFICER**

The new Dean/Provost/CEO will join a School of Medicine deeply committed to its enduring mission of providing world-class medical education and compassionate healthcare delivery in Illinois. Following the successful long-term tenure of the incumbent in the role, this individual will be charged with building on an enduring legacy of extraordinary leadership while further guiding the institution through growth and innovation.

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### **Develop a strategic vision that further elevates and amplifies the School's role as a leader in medical education and clinical care**

The incoming leader will be tasked with setting a bold, forward-looking vision that further solidifies SIU SOM as a leader in medical education and healthcare delivery in Illinois. This vision should honor the School's founding mission to address critical workforce shortages within the state while embracing new opportunities for growth in clinical practice and teaching programs. In addition, the new Dean/Provost/CEO will be tasked with leading the development of a comprehensive strategic plan for the School, working collaboratively with faculty, students, the physician practice Board of Directors and other key constituents to ensure alignment with the University's broader mission and priorities. They will serve as a champion for the SOM, balancing all four mission areas—education, research, clinical care, and community service—while navigating complex state and academic politics. Furthermore, the Dean/Provost/CEO will serve as the primary point of contact for local hospital partners, fostering innovation and supporting collaboration across local organizations and the institution. They will serve as a strategic and empathetic voice that inspires local partners, faculty, staff, and students to pursue excellence and innovation.

### **Continue to invest in and strengthen medical programs to ensure student success**

SIU SOM's next Dean/Provost/CEO will champion ongoing investment in academic programs, support services, and innovative teaching approaches that empower students to thrive. This includes strengthening student affairs, expanding scholarships, and fostering a sense of belonging across both campuses through deeper integration with the institution and alumni engagement. They will work to strengthen support systems and update facilities with the goal of providing high-quality education to all students and ensuring graduates are equipped with the training to make a meaningful impact in their communities. They will also work toward greater integration of residents and fellows into the SIU community, fostering a sense of belonging and exploring consortium models that bring them under the institutional umbrella.

More broadly, the Dean will work to strengthen the connection between campuses, promote interprofessional education, and maintain SIU's strong tradition of student engagement and curricular excellence. This includes building community relationships, advancing equity, diversity, and inclusion, and creating opportunities for experiential learning and career development—all to ensure graduates are prepared to serve Illinois and beyond.

### **Strengthen strategic partnerships with clinical partners and affiliates to grow SIU's impact across the state and beyond**

To expand the influence of SIU SOM throughout Illinois and beyond and continue SIU Medicine's trajectory of clinical growth, the next leader must prioritize building and strengthening relationships with hospitals, health systems, and community organizations in the region. These partnerships are essential for

expanding SIU's footprint, enhancing clinical training opportunities, and improving patient care. To be successful, the Dean/Provost/CEO must be adept at navigating complex political and healthcare landscapes, collaborating internally with clinical department chairs and externally with partners and affiliates to address regional workforce and healthcare delivery needs. By leveraging collective expertise and resources, the leader can help SIU Medicine remain a trusted partner and convener, driving innovation, interprofessional education, and integrated care delivery across the state. Additionally, the role requires visionary leadership to cultivate new partnerships with industry and community stakeholders, ensuring SIU SOM continues to serve as a hub for collaboration, research, and clinical excellence.

**Ensure long-term sustainability by exercising strong financial stewardship, driving clinical growth, and maximizing resources to support the School's mission areas**

The role requires financial acumen in healthcare; therefore, the ability to anticipate and adapt to changes in the business of medicine, along with proven skills in negotiation and problem-solving, will be key to the success of this new leader. The incoming Dean/Provost/CEO must advocate for funding and make strategic investments in technology, facilities, and program expansion with the goal of ensuring that SIU Medicine delivers responsive, high-quality, patient-centered care. The leader will oversee financial management across both academic and clinical enterprises, ensuring that resources are optimized to support education, research, clinical care, and community service. SIU Medicine has seen significant clinical growth over the past several years, and the incoming Dean/Provost/CEO must continue that trajectory, identifying new opportunities for increased productivity, recruitment, and revenue cycle improvements. Advancement efforts, including donor engagement, alumni relations, and philanthropic initiatives, will be essential for securing the resources needed for long-term growth. They will be expected to identify and cultivate new relationships within the community, strengthen and build ties with alumni, and support fundraising strategies that benefit both the School of Medicine and SIU Medicine. This includes building a culture of philanthropy by engaging stakeholders in meaningful ways to identify innovative revenue streams to sustain and expand programs. Overall, this leader will ensure fiscal accountability and transparency throughout the organization while serving as a visible and trusted ambassador for SIU in the communities it serves.

**Drive operational improvements that enhance patient access and ensure high-quality care**

The next leader will champion operational excellence by modernizing technology and investing in digital transformation, streamlining workflows, and upgrading facilities to improve patient access and care quality. This includes overseeing the full implementation and optimization of integrated systems, reducing reliance on manual processes, and introducing data-driven tools to enhance efficiency. The leader should address challenges by continuously updating infrastructure, ensuring seamless scheduling and communication, and creating systems that prioritize responsiveness to patients. Additionally, they will implement standardized processes across clinics, strengthen accountability, and leverage technology to

support both clinical operations and patient experience, ensuring SIU remains competitive and trusted across the region.

### **Build on SIU's recent R1 designation by elevating and aligning the SOM's research mission and priorities**

With SIU Carbondale's recent achievement of R1 status, the next leader has a unique opportunity to position SIU SOM as a national leader in medical research and innovation. This includes expanding research capacity, recruiting and retaining top-tier research faculty, and fostering interdisciplinary collaboration across clinical, educational, and scientific domains. The Dean should champion investments in research infrastructure, digital transformation, and data-driven operations to accelerate discovery and improve outcomes. By aligning the School's research priorities with University goals, advancing growth in key areas, and cultivating partnerships with industry and healthcare affiliates, the leader can elevate SIU SOM's reputation and impact. Promoting a culture of academic excellence and innovation will ensure that SIU's research enterprise thrives and contributes meaningfully to healthcare solutions.

### **Recruit, retain, and develop talented faculty and staff**

The next leader must address workforce challenges by attracting, retaining, and developing top talent across the School to complement an already strong team. This includes investing in professional development, succession planning, and fair compensation. They will be expected to build a strong reputation for SIU Medicine as a top-tier healthcare provider, lead effective marketing strategies, and champion growth for both the School of Medicine faculty and staff, as well as SIU physicians. They must excel in talent assessment and team development, fostering a culture of accountability and collaboration. By fostering a supportive and inclusive environment, this leader can ensure that SIU's SOM is equipped to drive innovation, uphold the institution's values, and deliver on its mission.

### **QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate must hold an MD, MD/PhD, or equivalent terminal degree in an appropriate field, qualify for a research tenure track faculty position in the School of Medicine, and demonstrate a proven ability to partner and collaborate with medical education leaders at both the strategic and operational levels. The desired qualifications and experience of an ideal candidate include the following:

- MD, MD/PhD or equivalent degree;
- Eligibility for a tenured/tenure-track faculty position in the School of Medicine;
- Significant and progressively responsible administrative leadership experience in an academic medical center or a similar healthcare environment;
- Proven experience in medical education, scholarly activity, and patient care;
- Familiarity with Liaison Committee on Medical Education (LCME) and high-level accreditation process;

- Experience in management of training programs, departments, and clinical operations;
- Strong collaborative leadership, management, and strategic planning skills;
- Excellent communication, interpersonal, and diplomatic skills;
- Demonstrated ability to build, lead, and maintain effective teams;
- Financial acumen and experience in budgetary management and resource development;
- Proven student-centric commitment while facilitating a positive work and learning environment;
- Appreciation of institutional culture and the ability to work collaboratively with diverse and community stakeholders;
- Commitment to diversity, equity, and inclusion.

## LOCATION

Springfield is the capital city of Illinois and home to more than 110,000 residents, placing individuals and institutions at the center of state government and public policy. As the seat of the governor, General Assembly, and numerous state agencies, Springfield offers unmatched access to legislative processes, policy development, and civic engagement that shape the lives of Illinoisans statewide. As the sixth-largest city in Illinois, Springfield is more than the historic home of Abraham Lincoln: it is a culturally and ethnically diverse, mid-sized city with a welcoming, unpretentious atmosphere that encourages collaboration among policymakers, advocates, educators, and community leaders.

Beyond government, Springfield supports a vibrant quality of life. The city features a lively arts and cultural community, including local theaters, galleries, music venues, festivals, and museums that contribute to a dynamic civic landscape. Springfield also has a strong youth sports culture, with well-developed school, park district, and community-based programs that promote teamwork, health, and leadership for young people and families. Springfield combines the affordability and livability of the Midwest with exceptional connectivity to major metropolitan hubs. Chicago and St. Louis are both easily accessible by rail, with five daily trains serving each city, or by car—approximately three hours (190 miles) to Chicago and 90 minutes (90 miles) to St. Louis. This strategic location allows residents and organizations to engage in statewide policy work while maintaining strong ties to regional and national centers of commerce, research, and innovation.

## COMPENSATION

The target salary range for this position is \$650,000-\$1,000,000, which represents a combination of compensation packages for both the Dean/Provost role and CEO role. Final offers will be negotiated, commensurate with qualifications and experience.

## 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/southern-illinois-university-school-medicine/dean-and-provost-ceo-siu-medicine>. Electronic submission of materials is strongly encouraged.

Jay Torio, Joe Kralick, Carley Davenport, Katheryne Martinez, Maria Peña  
Isaacson, Miller

*SIU School of Medicine is an Equal Opportunity employer and provides equal employment and educational opportunities for all qualified persons without regard to race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, protected veteran status or marital status in accordance with local, state and federal law.*

*This document has been prepared based on the information provided by Southern Illinois University, School of Medicine. 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 our client governs.*

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## APPENDIX. SOUTHERN ILLINOIS UNIVERSITY IN CARBONDALE

Founded in 1869, Southern Illinois University in Carbondale is a comprehensive public research university and the flagship campus of the SIU System. SIU Carbondale achieved Research 1 (R1) designation in 2025, placing it among elite U.S. universities. The University has long been nationally recognized for its commitment to innovation, access, and student success. SIU Carbondale offers a broad array of undergraduate, graduate, and professional programs across disciplines, fostering a diverse and inclusive academic community. Located in the scenic region of southern Illinois, SIU Carbondale combines world-class research with a strong tradition of public service. The campus is home to leading programs in engineering, agriculture, health sciences, and the arts, and serves as an economic and cultural hub for the region. SIU's mission emphasizes hands-on learning, sustainability, and global engagement, preparing graduates to lead in an interconnected world. Learn more about SIU Carbondale at <https://siu.edu/>.