



MAILMAN SCHOOL
OF PUBLIC HEALTH

Thomas Campbell Jackson and Pamela Brandt Jackson Chair of Health Policy and
Management

Columbia University, Mailman School of Public Health
New York, New York

THE SEARCH

Columbia University Mailman School of Public Health seeks an accomplished scholar, strategic leader, and collaborative partner to serve as the next Thomas Campbell Jackson and Pamela Brandt Jackson Chair of the Department of Health Policy and Management. The successful candidate will build upon the Department's longstanding reputation for excellence in research, education, and policy impact while helping shape its next chapter of growth and influence. This is an opportunity to lead one of the nation's premier departments of health policy and management at a moment when healthcare systems, public health institutions, and policymakers are confronting increasingly complex challenges that demand rigorous scholarship, innovative thinking, and practical solutions.

Reporting directly to the Dean and serving as a key member of the School's leadership team, the Chair will provide strategic, academic, and administrative leadership for the Department. Building on its historic strengths and national reputation, the Chair will articulate a compelling vision for the future, support and expand a distinguished faculty, foster innovative educational programs, and strengthen the Department's contributions to research, policy, and practice. The Chair will lead a talented community of faculty and staff, working closely with departmental leadership to advance a collaborative culture of excellence, innovation, and impact. Working closely with faculty, students, staff, alumni, and School leadership, the Chair will capitalize on the Department's many strengths while identifying new opportunities for interdisciplinary collaboration, faculty recruitment and development, research growth, and educational innovation. The successful candidate will bring a record of scholarly distinction, strategic leadership, and the ability to cultivate partnerships that expand the Department's reach across Columbia, the broader health policy community, and the field at large. As a member of the Dean's leadership team, the Chair will also play an important role in shaping the future of MSPH and advancing its mission to improve population health through scholarship, education, and public engagement.

This is an exceptional opportunity for a distinguished leader to build upon more than eight decades of excellence while helping define the next era of scholarship, education, and public impact in health policy and management.

The Columbia University Mailman School of Public Health is an equal opportunity, affirmative action employer. It has retained Isaacson, Miller, a national executive search firm, to help with this recruitment. Confidential inquiries, nominations, and applications may be submitted to Isaacson, Miller, as indicated at the end of this document.

COLUMBIA UNIVERSITY

Founded in 1754, Columbia University in the City of New York encompasses 16 graduate and professional schools and enrolls over 9,000 undergraduates and 26,000 postgraduates. The University extends across three campuses in upper Manhattan: the Morningside Heights neighborhood, Manhattanville, and the Medical Center in Washington Heights. Called “the quintessential great urban university,” like the City of New York, it is diverse in every way: students come from all 50 states, over 90 foreign countries, and over half of undergraduates are from historically minority communities. More than 500 student organizations are offered, including 31 Division 1 Ivy League athletic teams and dozens of community service organizations, performance sections, political clubs, and publications. The renowned Columbia Core Curriculum unites all Columbia undergraduates by providing a common foundation in literature, philosophy, science, art, history, and music, and caps classes at 22 students to afford close interaction with Columbia’s renowned faculty.

Columbia University Irving Medical Center (CUIMC) is situated on a 20-acre campus in Northern Manhattan and accounts for roughly half of Columbia University’s nearly \$5 billion annual budget. The Medical Center provides global leadership in scientific research, health and medical education, and patient care. CUIMC includes the Columbia University Mailman School of Public Health, the College of Physicians and Surgeons, the College of Dental Medicine, and the School of Nursing, and has approximately 2,972 full-time faculty and more than 3,394 enrolled students, and 41 centers and institutes. With a long history of contributing to valuable discoveries and advances in science, health, and medicine, its faculty are leaders in initiatives that address the most pressing health issues of the day.

THE COLUMBIA UNIVERSITY MAILMAN SCHOOL OF PUBLIC HEALTH

Columbia University’s Mailman School of Public Health (MSPH) is one of the three original graduate schools of public health in the nation. Established in 1922, the School is the third largest recipient of National Institutes of Health grants among schools of public health. The School’s more than 1,200 Master’s and 140 Doctoral students, and approximately 170 full-time faculty are highly global in perspective while also locally committed—leading an agenda of research, education, and service to address the critical and complex public health issues affecting New Yorkers, the nation, and the world.

The departments of Biostatistics, Environmental Health Sciences, Epidemiology, Health Policy and Management, Population and Family Health, and Sociomedical Sciences offer students myriad opportunities to work closely with experts in a specialized field while connecting with peers with similar professional interests. The School is also home to three leading, interdisciplinary schoolwide research

centers: ICAP (formerly: The International Center for AIDS Care and Treatment), the Center for Infection and Immunity, and the Robert N. Butler Columbia Aging Center. There are also more than 20 department-based research centers which provide a hub for specialized research innovation and opportunities for students to bridge classroom theory with real-world research, practice, and policy.

MSPH is respected as the leader in educational innovation in public health, combining state-of-the-art curricula with internationally renowned research and training programs that help students enter the ranks of the world's future public health leaders. In 2010, the School launched a new Master's in Public Health (MPH) curriculum focusing on a common core of interdisciplinary case-based methods, skills, and aptitudes. Through interdisciplinary training, more hands-on experience in applying theory to practice, and a life-course perspective, this style of education has been welcomed enthusiastically by students and employers. The curriculum has set a new standard for public health graduate education across the country, with many other schools adopting the approach in recent years. This year, MSPH has launched an initiative to modernize curricula by carefully incorporating artificial intelligence when it benefits students, improves education, and enhances faculty instruction.

Research at the Mailman School of Public Health spans basic to intervention science. Scientific contributions are strong, as demonstrated through publication metrics. One-third of the School's research publications are among the world's most highly cited, and more than half of them are published in the world's top journals.

Located in Washington Heights in Northern Manhattan, MSPH is a long-standing and well-regarded partner in the local community and throughout New York City. Students complete applied practica in public and private organizations. Faculty members partner with community-based organizations to design community-based participatory research studies and leverage findings to partner with communities to build healthy lives and to advocate alongside the community for policy change. Members of the School community also volunteer locally to increase health literacy, strengthen health equity, expand the opportunities for careers in public health, and support the work of local organizations. Faculty and students partner with the New York City Department of Health and Mental Hygiene and work with diverse populations throughout the City's five boroughs to improve urban health in areas including, but not limited to, life-course approaches to lengthening health span and health in aging, reproductive health and rights, expanding access to health insurance and care, promoting healthy child development, disease prevention, environmental health, mental health, reducing gun violence, designing cities and workplaces to promote health and cohesion, pandemic preparedness and response, HIV/AIDS prevention, smoking cessation initiatives, school-based clinics, and programs and research to stem growing asthma and obesity epidemics in our urban environments.

A global presence built on vision, excellence, and impact, the School addresses today's and tomorrow's health challenges through a broad lens, leading on scientific discoveries and innovations to create model public health solutions that may be replicated across the country and around the world, providing lifesaving and health-improving interventions to millions of people. To this end, faculty members pursue

research, service, and educational projects in more than 100 countries. Whether promoting the health of whole populations or focused on how to improve the well-being of those most vulnerable, whether working in resource-limited communities to improve reproductive health for women or developing models of care and prevention for HIV-infected people in northern Manhattan or Africa, the School is committed to improving the health of populations around the corner and in all corners of the world.

Dean Jonathan Mermin

Jonathan Mermin, MD, MPH, is the ninth Dean of the Mailman School of Public Health, the DeLamare Professor of Public Health, and Senior Vice President, Columbia University Irving Medical Center. A distinguished epidemiologist, researcher, and organizational leader, Dean Mermin has spent decades advancing public health science, practice, and policy. He previously served as director of the National Center for HIV, Viral Hepatitis, STD, and TB Prevention at the Centers for Disease Control and Prevention (CDC), where he oversaw an annual budget of \$1.5 billion and 1,800 staff, and led national efforts to prevent infectious diseases, reduce health disparities, and translate evidence into effective public health action. He is a retired two-star Rear Admiral and Assistant Surgeon General in the U.S. Public Health Service.

Dean Mermin is deeply committed to supporting innovative, rigorous research, implementing effective programs, and mentoring the next generation of public health leaders. He was director of CDC-Uganda from 1999 to 2006, and CDC-Kenya from 2006 to 2009. He collaborated with the Ugandan and Kenyan governments and non-governmental organizations to research and implement cost-effective interventions that set the standard of care for people with HIV and their families. He co-led the first U.S. government-funded program providing antiretroviral therapy to people outside the U.S., which was a guiding force for the PEPFAR initiative. While in Africa and the U.S., he led CDC's responses to outbreaks of mpox, Ebola, HIV, and other infectious diseases. Throughout his career, Dean Mermin has emphasized evidence-based decision-making and collaboration with communities most affected by health issues. He has authored and co-authored over 250 peer-reviewed publications.

Dean Mermin earned his AB from Harvard University, his MD from the Stanford University School of Medicine, and his MPH from the Emory University Rollins School of Public Health. He completed his internal medicine residency at the University of California, San Francisco, and his preventive medicine residency at CDC and the California Department of Public Health. He completed an Epidemic Intelligence Service Fellowship at CDC.

DEPARTMENT OF HEALTH POLICY AND MANAGEMENT

The Department of Health Policy and Management (HPM) was founded in 1945, at a time when the nation was rapidly expanding and modernizing its hospital infrastructure. Since then, the Department has grown into one of the nation's leading departments of health policy and management, with 25 full-time faculty, approximately 63 affiliated faculty, and nearly 400 students.

The Department's mission is to advance better, fairer, and more effective approaches to protecting and improving health, grounded in the belief that policymakers must understand the implementation challenges facing health systems and that managers must be equipped to navigate an increasingly complex policy environment. Through a collaborative and collegial culture, a multidisciplinary faculty that includes many social scientists, and innovative educational programs, HPM seeks to generate prominent scholarship, develop future leaders, and inform policy and practice.

Research

HPM is recognized for its leadership in health policy, health services research, health economics, health management, and public health systems. The Department's multidisciplinary faculty examines the structures, incentives, organizations, and policies that shape health and healthcare delivery while advancing practical solutions to complex challenges facing health systems and populations. Its health policy research explores how societies organize, finance, regulate, and improve the systems and institutions that influence health, while its health management research focuses on the leadership, operations, and performance of organizations responsible for delivering healthcare and public health services.

The Department's 25 full-time faculty represent a broad range of disciplines, including economics, political science, sociology, medicine, law, management, and health services research. Together, they maintain a robust portfolio of research spanning these disciplines. The Department's scholarship is characterized by both academic rigor and policy relevance, producing influential publications that inform scholarly discourse while addressing pressing challenges facing healthcare systems and public health.

The research achievements of HPM faculty are reflected in numerous national honors and leadership roles. Faculty members serve or have served as editors and senior associate editors of leading journals, and several have been elected to the National Academy of Medicine, the National Academy of Social Insurance, or both. Three faculty members have received the prestigious Robert Wood Johnson Investigator Award in Health Policy Research. Particular strengths include the politics and economics of the U.S. health system, the management challenges associated with a transforming healthcare environment, and efforts to strengthen and modernize the nation's public health infrastructure.

A defining characteristic of the Department is its longstanding connection to the world of policy and practice. Faculty research frequently informs public decision-making, and many faculty members have held leadership roles in government, chaired studies for the National Academy of Medicine, and participated in influential policy networks. Through service to government agencies, healthcare organizations, foundations, professional societies, and community partners, HPM faculty extend the impact of their scholarship well beyond academia and contribute powerfully to improvements in health policy, healthcare delivery, and population health.

Education

Education has been a defining strength of the Department of Health Policy and Management since its founding in 1945 and remains central to its mission. Today, the Department educates nearly 400 students across its Master of Public Health (MPH) and Master of Health Administration (MHA) programs, supported by 25 full-time faculty and approximately 63 affiliated faculty. Grounded in the belief that health leaders must understand both policy and implementation, the Department prepares graduates to lead across healthcare delivery systems, government, public health agencies, consulting firms, industry, and nonprofit organizations.

The Department's educational offerings are distinguished by their emphasis on experiential learning, leadership development, and professional preparation. Students engage in innovative programs such as the Professional Development Program, a required curriculum focused on strategic communication and workplace readiness; the Health System Simulation, which immerses students in executive decision-making; and the Consulting Practice, which partners students with senior leaders to address real-world healthcare challenges. Complementing these opportunities are case competitions, extensive alumni and peer mentoring programs, and opportunities to develop practical leadership skills while building lasting professional networks.

HPM has also cultivated a culture of educational innovation that bridges scholarship and practice. In addition to its degree programs, the Department administers specialized certificates in Health Policy Analysis, Health Policy and Practice, and Comparative Effectiveness Outcomes Research and is expanding its portfolio through the planned launch of a new MS in Economics and Policy. Beyond traditional degree offerings, HPM Professional Education develops customized executive and workforce training programs for organizations across the healthcare ecosystem, extending the Department's influence while strengthening connections among research, education, and practice. The Department has further expanded opportunities at the intersection of healthcare innovation, entrepreneurship, and public health through coursework, experiential programming, student organizations, partnerships with the Columbia Startup Lab, and its annual Fast Pitch Competition.

The Department's commitment to educational excellence is reflected in consistently strong student outcomes, highly regarded courses, and a deeply engaged alumni community. Graduates pursue influential careers across health systems, consulting firms, government agencies, foundations, pharmaceutical and biotechnology companies, public health organizations, and entrepreneurial ventures. Through its distinctive blend of rigorous academics, experiential learning, mentorship, and professional development, HPM continues to prepare the next generation of leaders equipped to navigate and shape the evolving landscape of healthcare, public health, and health policy.

ROLE OF THE CHAIR

The Chair of the Department of Health Policy and Management serves as the Department's chief academic and administrative officer, providing strategic leadership across its research, educational, and service missions. Reporting directly to the Dean of the Mailman School of Public Health, the Chair is a key member of the School's leadership team and will be responsible for sustaining and advancing one of the nation's most respected departments of health policy and management. The Chair will articulate a compelling vision for the Department's future, building on its longstanding strengths while identifying new opportunities for growth, innovation, and impact in research, education, policy, and practice.

Working in close partnership with faculty, students, staff, and School leaders, the Chair will foster a collaborative and inclusive culture that supports scholarly excellence, mentorship, and professional development. The Chair will recruit, develop, and retain outstanding faculty, champion the success of principal investigators and research programs, and ensure that the Department remains an attractive home for leading scholars across the disciplines that shape health policy, health systems, management, and public health. The Chair will also oversee the Department's educational portfolio, strengthening its nationally recognized degree programs while encouraging innovation in teaching and training that prepares future leaders to address complex challenges across the healthcare and public health sectors.

The Chair will guide the Department's overall operations and financial stewardship, ensuring alignment of resources with strategic priorities and maintaining a strong foundation for continued growth. This includes overseeing budgeting, workforce planning, space and infrastructure needs, and the effective deployment of resources to support research and educational excellence. The Chair will lead a talented and highly engaged faculty and staff community, including 25 full-time faculty members, approximately 63 affiliated faculty, and a senior departmental leadership team that includes the Department Administrator, Managing Director of Academics & Innovation, and Executive Assistant. The Chair will also serve as an important ambassador for the Department, cultivating relationships across Columbia University, Columbia University Irving Medical Center, government agencies, healthcare organizations, foundations, and other external partners whose engagement can expand the Department's influence.

KEY OPPORTUNITIES AND CHALLENGES FOR THE NEXT CHAIR

Shape the next chapter of a national leader in health policy and management

For nearly eight decades, HPM has been a leader in health policy and management scholarship, education, and public engagement. The next Chair will have the opportunity to articulate and execute a compelling agenda that connects scientific inquiry with real-world application while positioning the Department to address emerging challenges in healthcare delivery, health systems, management, financing, and population health. Working to advance the priorities of the MSPH, CUIMC and Columbia University, the Chair will serve as a voice for innovation, collaboration, and excellence across the institution and the broader field.

Expand the Department's research enterprise and scholarly impact

HPM is home to a distinguished multidisciplinary faculty whose scholarship informs policy, management, and practice at local, national, and global levels. The next Chair will have the opportunity to strengthen and grow the Department's research enterprise by supporting faculty success, fostering interdisciplinary and interprofessional collaboration, advancing innovative areas of inquiry, and expanding extramural funding. Building on the Department's tradition of rigorous and policy-relevant scholarship, the Chair will help shape the future scientific direction of the field while ensuring that HPM's research continues to influence policy and practice.

Advance interdisciplinary collaboration across Columbia and CUIMC

Located within one of the world's leading universities and academic medical centers, the Department is uniquely positioned to engage scholars, educators, clinicians, policymakers, and practitioners across disciplines. The next Chair will have the opportunity to deepen partnerships across MSPH, Columbia University, CUIMC, and external organizations, thus strengthening HPM's role as a collaborative partner across the institution. By leveraging relationships and pursuing new opportunities for engagement, the Chair can broaden the Department's scholarly impact, expand its reach, and enhance its contributions to science, education, and public health.

Recruit, develop, and support the next generation of faculty leaders

The Department's success is rooted in the strength of its faculty, staff, and culture. The next Chair will have the opportunity to recruit exceptional scholars and educators, strengthen mentorship and professional development efforts, and support faculty and staff across all career stages. Through open communication, constructive feedback, and thoughtful resource deployment, the Chair can foster an environment that encourages innovation, collaboration, and professional growth while sustaining the Department's longstanding culture of collegiality and mutual support.

Enhance educational innovation and leadership development

Education is central to HPM's mission and impact. The next Chair will have the opportunity to build upon the Department's highly regarded MPH and MHA programs, experiential learning opportunities, and expanding portfolio of educational offerings. Working closely with faculty, students, alumni, and institutional partners, the Chair can advance curricular innovation, strengthen leadership development programs, and prepare graduates to lead effectively in increasingly complex healthcare and public health environments. The next Chair will also have the opportunity to ensure that HPM continues to serve as a model for integrating scholarship, professional preparation, and real-world impact.

Strengthen the translation of research into policy and practice

A defining strength of HPM is its ability to connect scholarship with positive change. The Department's faculty have long informed public policy, advised healthcare organizations and government agencies, and contributed to critical discussions shaping health systems and public health practice. The next Chair will have the opportunity to further elevate the Department's role as a trusted source of evidence, expertise, and intellectual leadership by building relationships across academia, healthcare, government, philanthropy, and professional organizations. Through these efforts, the Chair can expand the scale, scope, and influence of HPM's work while advancing the Department's mission of developing better, fairer, and more effective approaches to improving health.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate for the Thomas Campbell Jackson and Pamela Brandt Jackson Chair of Health Policy and Management will possess:

- A PhD, MD-PhD, or equivalent terminal degree, with credentials and accomplishments commensurate with appointment as a tenured professor at Columbia University;
- A distinguished record of scholarly achievement and intellectual leadership in health policy, health systems, health economics, healthcare financing, health services research, healthcare management, public health, or a closely related field, with demonstrated contributions that have advanced the field through influential scholarship and national or international engagement;
- A demonstrated ability to foster a thriving research enterprise by leading an independent research program and/or securing external funding from federal or foundation sources.
- A compelling research vision that combines scholarly rigor with practical relevance, embraces a range of disciplinary perspectives and methodological approaches, and addresses both current and emerging challenges in health policy, healthcare delivery, management, and population health;
- A demonstrated commitment to educational excellence, including success as a teacher, mentor, and academic leader, and a passion for preparing future leaders in healthcare, public health, policy, and management;
- Significant leadership experience directing academic departments, centers, institutes, research programs, or other complex organizations;
- A record of fostering interdisciplinary collaboration and building productive partnerships across departments, schools, sectors, and external organizations;
- Demonstrated success recruiting, developing, mentoring, and retaining outstanding faculty and staff across career stages;
- Strong administrative and organizational leadership skills, including experience with strategic planning, budgeting, resource allocation, and stewardship of academic enterprises;
- A collaborative, transparent, and inclusive leadership style characterized by integrity, sound judgment, accountability, and the ability to build consensus in complex environments;

- Exceptional interpersonal, communication, and relationship-building skills, along with the political acumen and emotional intelligence to engage diverse stakeholders effectively; and
- A commitment to advancing the Department's mission and translating scholarship into meaningful impact on policy, practice, and population health.

COMPENSATION

The anticipated compensation for this role is \$325,000-\$375,000.

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/columbia-university-mailman-school-public-health/department-chair-health-policy-and>

Electronic submission of materials is strongly encouraged.

Stephanie Fidel, Partner
Jasmine Miller, Senior Associate
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Isaacson, Miller

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