



**An invitation to apply for the position of:
Vice Chancellor for Finance and Resources, Health Sciences; and
Vice Dean for Finance, School of Medicine**

University of Pittsburgh
Pittsburgh, Pennsylvania

THE SEARCH

The University of Pittsburgh (Pitt) seeks its next Vice Chancellor for Finance and Resources, Health Sciences; and Vice Dean for Finance, School of Medicine (VC/VD).

Pitt is seeking a forward-looking business and financial executive to exercise overarching financial leadership and provide strategic and entrepreneurial thinking, vision, and innovation to critical efforts that advance Pitt's mission and goals. With new leadership at many levels of the organization, the next VC/VD will play a key role in accelerating the future trajectory of the institution.

Reporting to the Senior Vice Chancellor for Health Sciences and Dean of Medicine, the VC/VD's work will directly support implementing the vision of a comprehensive strategy that propels scientific discovery and clinical innovation, and distinguishes how Pitt educates and prepares future researchers, physicians, healthcare providers, and administrators. The next VC/VD will be a change-management leader who will reimagine this role and serve as a bridge between the cherished legacy of the health science schools and the ambitions of a forward-looking academic medical center.

The University of Pittsburgh has retained Isaacson, Miller, a national executive search firm, to assist with this important recruitment. Confidential inquiries, nominations, and applications may be directed to the firm, as indicated at the end of this document.

HEALTH SCIENCE AT THE UNIVERSITY OF PITTSBURGH

The University looks to its Schools of the Health Sciences to propel scientific discovery and clinical innovation and to educate and prepare future researchers, physicians, health care providers, and leaders for 21st century careers. One of the most comprehensive clusters of health sciences schools in the country, Pitt Health Sciences boast schools of medicine, dental medicine, health and rehabilitation

sciences, nursing, pharmacy, and public health.

The health sciences are a critical part of the epicenter of one of the largest and most prestigious academic and medical research hubs in the nation, comprising six Schools of Health Sciences (Schools) and the University of Pittsburgh Medical Center (UPMC) – a \$26 billion health care provider and insurer. Given their close physical proximity and their commitment to collaboration, there is incredible potential for interdisciplinary education and research, as well as integration across the spectrum of research disciplines, from basic to applied research.



All six Schools of the Health Sciences at Pitt are highly ranked nationally. Health Sciences at Pitt are third in the nation for NIH and the University boasts an annual total research budget of more than \$1 billion. With nearly 6,000 students, led by 3,500+ expert faculty, the Health Sciences are transitioning to a responsibility-centered management model, which will provide Schools with the maximum amount of budgeting responsibility and revenue-generating possibility within a broader framework of collaboration and partnership among the distinctive units.

Anchored by the School of Medicine at the University of Pittsburgh, which is consistently ranked among the nation's top medical schools by U.S. News & World Report (USNWR), ranking 13th in 2023, the health science schools provide rich and engaging environments to learn, collaborate on research and work for students and faculty. With more than \$550 million in awards and sixth in the nation for National Institutes of Health (NIH) funding, the School of Medicine lives its mission: To improve the health and well-being of individuals and populations through cutting-edge biomedical research, innovative educational programs



in medicine and biomedical science, and leadership in academic medicine.

Institutionally, Health Science at Pitt is split into two divisions: (1) the School of Medicine Division, and (2) the Health Sciences Division, both overseen by The Office of the Senior Vice Chancellor. This allows the School of Medicine Division to operate financially independent within the University on a fully responsibility-centered management basis.

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

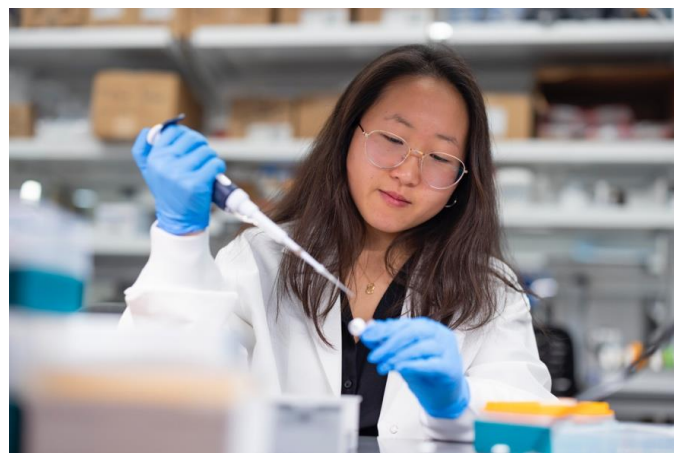
Building upon the [Plan for Pitt](#), the University of Pittsburgh's commitment to diversity, equity, and inclusion is built on the principle: progress never comes from standing still.

Within the Schools of Health Sciences, a dedicated office to Diversity, Equity and Inclusion (HSDEI) exists to foster an inclusive environment for students, trainees, and faculty within the health professions schools. The HSDEI facilitates a spectrum of educational sessions, participates in paneled dialogue, and serves in advisory positions, among other requests.

The Schools strive to become a destination that welcomes, values, and embraces the diverse perspectives of every member of our community. Closing the diversity gap in the health professions, ensuring health equity, and eliminating health disparities are priority objectives for the Health Sciences Schools. The VC/VD will have a deeply personal and professional commitment to diversity, equity, and inclusion, and to creating a sense of community.



THE ROLE



Reporting directly to the Senior Vice Chancellor for Health Sciences and Dean of Medicine, [Anantha Shekhar, MD, PhD](#), this is a complex financial leadership role, interfacing with multiple schools, clinical departments, and their respective budget models. While the VC/VD will inherit a current set of responsibilities that include traditional functions (e.g. financial accounting and reporting, costs and grants administration, facilities, etc.), there is also a future and

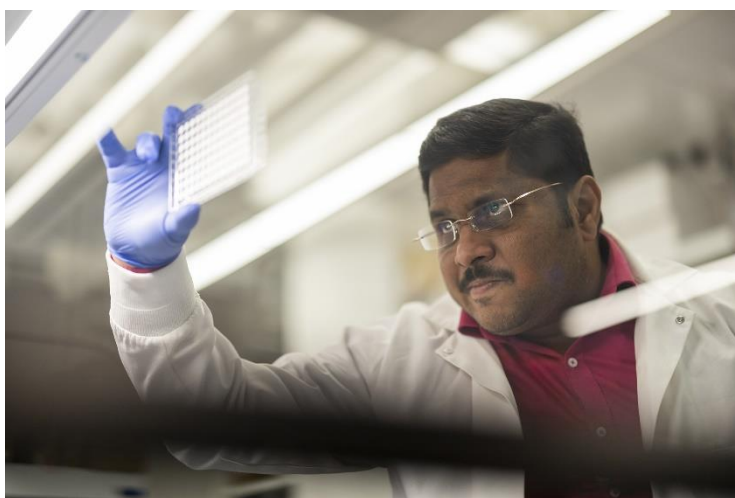
growing set of responsibilities for this role to serve as a key business and strategic planning advisor to the Senior Vice Chancellor and other senior leadership across the Schools of Health Sciences and the larger University. To be successful, they must be cognizant of the challenges that come with a scale and scope of this magnitude while embodying a spirit of entrepreneurship and creativity and envisioning a bold future of untapped opportunities in medical and health science education, clinical research, and healthcare delivery.

The next VC/VD should have a deep understanding of the complexities of an academic health setting – one that allows them to make bold, informed decisions to support teaching, research, and clinical care. While the University of Pittsburgh is large, the culture is one of close-knit partnerships, and the new VC/VD must embrace this tradition, proactively seeking collaborations and finding mutually beneficial outcomes. The VC/VD will also serve as a visible leader in meetings with faculty, staff, clinical partners, and other internal and external stakeholders, as appropriate.

OPPORTUNITIES AND CHALLENGES

Build a deeper relationship with UPMC at all levels

Pitt and [UPMC](#) have an affiliation agreement that has been greatly expanded through practice, and the new VC/VD will work closely with leadership at UPMC to create further unity in goals. They will provide strategic input to advance collaborative initiatives to leverage the significant opportunities emerging from the integration of research and clinical work in a cohesive and coordinated manner. This role will collaborate closely with their counterparts at UPMC, leveraging the



strong existing relationship between the academic and clinical enterprises to expand practice opportunities for students and faculty, drive growth in the clinical reach of the Schools, and serve as a partner to create, test, and disseminate new financial models that enhance clinical care, teaching, and research.

Act as a strategic partner to the Dean and Senior Vice Chancellor

A key player on the Senior Vice Chancellor's leadership team, the VC/VD has an important responsibility to help ensure the financial and operational health of Pitt's academic medical enterprise. They will view this role beyond the strict lens of a financial administrator and instead see themselves as a change-management leader, supporting the Dean and Senior Vice Chancellor in designing and communicating appropriate change. They will have the opportunity to work with a relatively new senior leadership team and build a shared, forward-looking vision that embodies a proactive approach to strategic and financial planning. They will support efforts to coordinate significant investments and initiatives across the Health Sciences and UPMC, continuing to realize an ambitious agenda of world-class biomedical research, education, and clinical care.

Invest in a more sophisticated financial function for the medical school

The VC/VD must bring a fundamental commitment to high-performance management. The VC/VD will assess and, as needed, redesign and update financial and related business processes in alignment with the principles and strategic aspirations set forth for the Health Sciences and School of Medicine. This position plays a significant role in shaping financial business processes and integrating systems across the Schools and University and between the medical school and UPMC. The VC/VD will provide thoughtful input to partners on the impact, timing, and rollout of financial and resource system improvements. While



there has historically been a decentralized approach to managing the funds flow between the clinical enterprise and the academic arm, there is ambition to evolve this existing model to channel funds in a more streamlined fashion at the School of Medicine level. This will strengthen collaboration between UPMC and the medical school, provide additional clarity to report on how funds are utilized, and create a mechanism to invest in strategic priorities that benefit multiple stakeholders.

Be a leader, advocate, and ally for and with the financial leaders at all health sciences schools

Consistent with Pitt's collaborative spirit, the VC/VD will foster relationships across the institution through openness, transparency, and respect. Utilizing exceptional interpersonal skills in working with others, the VC/VD and their team will cultivate strong working partnerships with other campus units, including the University CFO, communicating and interfacing exceptionally well around complicated financial matters, ensuring that all stakeholders at the University are appropriately informed of and knowledgeable about current and future fiscal budgets and business initiatives, and ensuring that campus leaders have straightforward access to financial data that allow for transparent decision making. The VC/VD will work closely with leadership across the Schools of Health Sciences, supporting financial management of the individual units and opportunities for revenue generation and diversification of funding sources.



Cultivate and develop the finance and accounting team

The new VC/VD will be inheriting a dedicated staff with many years of service. This fosters an environment of deep institutional memory and also creates opportunities to build additional team capacity. The new VC/VD will build, strengthen, and inspire the team to continuously improve internal processes and tools, with an eye toward service, innovation, and a forward-thinking mindset. It is imperative that the VC/VD leads a team that operates cohesively and collaboratively. The VC/VD will capitalize on opportunities for strategic hiring to grow the team and bring on talent and skills that enhance the team's ability to carry out its mission. They will be expected to support this team, utilizing the institutional knowledge and expertise of seasoned members while also providing mentorship and encouraging professional development and growth.

QUALIFICATIONS AND EXPERIENCE

Pitt will search nationally for candidates, emphasizing financial executives with proven effectiveness in an academic medicine environment. The University will also consider candidates with relevant experience in non-academic settings of similar complexity. While no one person will likely embody all of the professional qualifications, skills, experiences, and personal qualities desirable in this role, the successful candidate will bring many of the following:



- Strong record of competencies in strategic operating and capital budget and finance;
- A strategic mindset with skills to both operationalize and communicate changes at all levels;
- Demonstrated knowledge of how to provide accounting and fiscal management leadership in a complex, decentralized, and matrixed organization;
- Clear understanding of the roles of budget and accounting offices in the establishment and execution of a robust financial control environment and the monitoring and management of campus funds;
- Strong leadership and interpersonal skills necessary to working proactively across the campus at all levels, including with peers, community leaders, and colleagues within Pitt and UPMC;
- Proven record of achievement and understanding in the area of diversity, equity, and inclusion;
- Exceptional written and oral communication skills necessary to prepare and communicate clear and concise correspondence and reports to audiences at all levels of the organization;

- Demonstrated skill in the development of a team environment and the professional development of team members;
- Ability to lead workgroups and cross-functional teams and to motivate stakeholders, focus on results, and construct action plans with achievable goals, results, and deadlines;
- Experience in managing automated financial systems;
- Ability to work with significant autonomy and exercise independent judgment;
- Proven record of driving organizational change; and
- Bachelor's degree in a related field with professional certifications. Advanced degree preferred. Ten years of progressively responsible leadership experience in a closely related professional field.

THE UNIVERSITY OF PITTSBURGH



Since 1787, the University of Pittsburgh (“Pitt”) has been pushing the limits of possibility to create the future. Pitt continues to deliver on that promise by making notable advances in the humanities and sciences, earning such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation “genius grant,” the Lasker-DeBakey Clinical Medical Research Award, and election to the National Academies of Sciences, Engineering, and Medicine.

With alumni and faculty who have won Nobel and Pulitzer Prizes, led corporations and universities, served in government and the military, pioneered in areas such as MRI and television, conquered Hollywood and The New York Times best sellers list, won Super Bowls and NBA championships, and been inducted into numerous Halls of Fame, the strength of the University consistently stands out.

Research and academic excellence are pillars at Pitt and have driven the University to some of the best rankings in higher education. Internationally respected as a center for learning and research, Pitt is

consistently ranked by the Wall Street Journal/Times Higher Education College Rankings as the top public university in the Northeast. Enrollment on the Pittsburgh campus tops 30,000; students come from all 50 states, three territories, the District of Columbia and more than 100 countries. Pitt is one of the largest and oldest institutions of higher education in Pennsylvania. The University is a state-related public institution and a member of the Association of American Universities, which is composed of America's 71 leading research universities.

The 132-acre Pittsburgh campus, situated in the vibrant and beautiful Oakland neighborhood, is co-located with the University's top-ranked health sciences schools, which are affiliated with UPMC, Pennsylvania's largest network of community hospitals and one of the largest and most renowned academic medical centers in the United States. Pitt has served as an integral partner and key player in driving growth within the education and health services super sectors in the Pittsburgh metropolitan region. With four regional campuses in Bradford, Greensburg, Johnstown, and Titusville, Pitt offers a vast array of opportunities and more than 490 degree and certificate programs. More than 13,600 faculty, research associates, and staff members are employed at the Pittsburgh campus, and another 800 work at the University's four regional campuses. Pitt offers generous benefits and values work-life balance.

ABOUT PITTSBURGH

Once a city known for its steel mills and heavy industry, Pittsburgh has been transformed into what has been described as one of America's "Most Livable Cities" by The Economist. Now known for its exemplary educational institutions, health care facilities, and high-tech companies, Pittsburgh is a vibrant, mid-sized, and affordable city that has the feel of a small town with big city culture—including leading art, science, and history museums; a range of theater production companies; professional sports teams; and the world-renowned Pittsburgh Symphony Orchestra. The city is easily accessible, located within 500 miles of more than half the U.S. population, and less than 90 minutes flying time from 20 states and Canada. For more, please visit: <https://www.visitpittsburgh.com/>

TO APPLY

All inquiries, nominations/referrals, and applications (including resumes and letters of interest responding to the requirements outlined in the position profile) should be submitted via Isaacson, Miller's website:

Ariannah Mirick, Managing Partner
Dan Rodas, Partner
Raul Bernal, Senior Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-pittsburgh/vice-chancellor-finance-and-resources-health-sciences-and-vice>

Electronic submission of the application is required.

Title IX of the Education Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Questions regarding Title IX may be referred to the University's Title IX Coordinator, at titleixcoordinator@pitt.edu or to the U.S. Department of Education, Office for Civil Rights, 8th Floor, Five Post Office Square, Boston MA 02109-3921. Telephone: 617.289.0111, Fax: 617.289.0150, TDD: 800.877.8339, or Email: ocr.boston@ed.gov. The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity, EOE, including disability/vets.