



Director of Animal Medicine / Attending Veterinarian

Leadership Profile

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Contents

The Opportunity	1
Organization Overview	2
Position Summary	8
Goals and Objectives	10
Candidate Qualifications	11
The Community	13
Organizational Chart	14
Timeline	15
Procedure to Candidacy	16

The Opportunity

UMass Chan Medical School (UMass Chan) seeks a collaborative, strategic, and innovative laboratory animal medicine leader to serve as its next Director of Animal Medicine / Attending Veterinarian. This is an exceptional opportunity to lead and advance a highly respected animal care and use program that is integral to UMass Chan's nationally recognized biomedical research enterprise. Partnering with senior research leaders, faculty investigators, and institutional stakeholders, the Director will play a pivotal role in fostering scientific discovery while ensuring the highest standards of veterinary care, animal welfare, regulatory excellence, and operational effectiveness.

As the Commonwealth of Massachusetts' only public medical school, UMass Chan Medical School is one of the nation's leading academic health sciences centers, with annual revenues exceeding \$1.2 billion, more than 4,000 faculty members, and a research enterprise that generated over \$350 million in federal and private funding in FY2025. Among the fastest-growing biomedical research institutions in the country, UMass Chan ranks 37th nationally among 145 medical schools for NIH funding and is the highest-ranked medical school in New England for NIH support. Home to two Nobel Laureates, a Lasker Award winner, a Breakthrough Prize winner, more than a dozen National Academy members, and four Howard Hughes Medical Institute investigators, UMass Chan is nationally recognized for excellence in medical education, groundbreaking research, and its commitment to advancing the health of communities across Massachusetts and beyond.

The Director of Animal Medicine / Attending Veterinarian will provide institutional leadership for the Department of Animal Medicine and serve as the attending veterinarian for UMass Chan's animal care and use program. Working closely with research leadership, the Institutional Animal Care and Use Committee (IACUC), investigators, faculty veterinarians, animal care professionals, and compliance partners, the Director/AV will oversee veterinary medicine, husbandry, clinical care, training, facilities operations, and programmatic standards across UMass Chan's animal research environment. This highly visible role offers the opportunity to cultivate strong partnerships with faculty and research leaders, advance animal welfare and veterinary excellence, and ensure a program that meets the highest standards of accreditation, compliance, and scientific support.

A DVM/VMD, and ACLAM (or other pertinent discipline) diplomate, with laboratory experience and eligibility for licensure in the state of Massachusetts is required. Research experience and advanced academic degree are preferred.

The successful candidate will be an accomplished veterinarian and laboratory animal medicine leader with the credibility, judgment, and interpersonal skills to support high-quality discovery while maintaining an unwavering commitment to responsible animal research. The Director/AV will bring deep knowledge of AAALAC accreditation standards, USDA regulations, IACUC operations, animal welfare expectations, clinical and preventive medicine, and the operational leadership required to manage a complex academic animal research program. This leader will foster a culture of collaboration, accountability, transparency, service excellence, and continuous improvement.

Organization Overview

Department of Animal Medicine

The Department of Animal Medicine at UMass Chan Medical School is responsible for the oversight of all animal care and use activities in support of the institution's biomedical research enterprise. Comprised of approximately 65 dedicated professionals and operating with an annual budget of approximately \$11 million, the department provides comprehensive veterinary, husbandry, compliance, and research support services to investigators across the institution. The department primarily serves UMass Chan faculty researchers, while also supporting select investigators from other University of Massachusetts campuses and a small number of external industry partners.



The program oversees four interconnected animal research facilities with the capacity to house approximately 32,000 mouse cages (currently oversees about 20,000 cages). Each facility includes dedicated cage wash operations, with three facilities equipped with fully automated robotic cage-washing systems. The animal population is predominately comprised of mice, rats, and aquatic species, which collectively represent approximately 98 percent of the overall census. In addition, the department supports a diverse range of USDA-covered species, including a sizable swine program, sheep, rabbits, dogs, ferrets, and emerging cattle studies. A new gnotobiotic facility is coming online to support germ-free and defined-microbiota animal research. The Director of Animal Medicine/AV will play a key role in shaping husbandry, health-monitoring, and colony-management protocols as the facility launches, with the opportunity to contribute to a research infrastructure supporting UMass Chan's active gut microbiome programs.

The Department of Animal Medicine provides a broad range of services essential to the success of UMass Chan's research mission, including veterinary care and clinical oversight, surgical and procedural support, animal housing and husbandry, biosecurity and health surveillance programs, animal acquisition and importation oversight, and consultation to investigators regarding research protocols and animal models. The department works closely with researchers to provide the expertise, resources, and operational support necessary to facilitate innovative and impactful scientific research.

UMass Chan's animal care and use program is fully accredited by AAALAC International and is supported by robust policies, procedures, and oversight mechanisms that promote exceptional animal welfare and regulatory stewardship. In partnership with the Department of Animal Medicine, the Institutional Animal Care and Use Committee (IACUC) helps ensure humane and responsible animal research while fostering excellence in basic science, translational research, and education.

University of Massachusetts Chan Medical School

Founded in 1962, the University of Massachusetts Chan Medical School is the Commonwealth's only public medical school. UMass Chan is one of five campuses of the University of Massachusetts system and comprises the T.H. Chan School of Medicine, the Morningside Graduate School of Biomedical Sciences, and the Tan Chingfen Graduate School of Nursing. Beyond its schools, UMass Chan operates ForHealth Consulting at UMass Chan Medical School, a nationally recognized public service health care consulting division, and MassBiologics, an FDA-licensed manufacturer of vaccines, biologics, and viral vector gene therapies. Total revenues approximate \$1.2 billion.

UMass Chan has a longstanding and integral alignment with UMass Memorial Health, with whom the clinical departments are integrated. UMass Chan also operates two branch education campuses with Baystate Medical Center in Springfield and with Lahey Hospital and Medical Center in Burlington.

UMass Chan is perennially ranked by *U.S. News & World Report* as one of the nation's best medical schools for primary care training, providing high-quality, affordable medical education to state residents with a focus on increasing the number of primary care physicians practicing in underserved areas of Massachusetts. Its mission is to advance the health and well-being of the people of the Commonwealth and the world through pioneering developments in education, research, and health care delivery. The institution is committed to enhancing health and science education, ensuring community health, building a diverse workforce, and enriching lives through extensive community outreach.

Following a \$175 million donation from The Morningside Foundation in 2021, UMass Medical School became UMass Chan Medical School. This transformative gift has enabled the medical school to recruit renowned and innovative faculty, conduct more breakthrough biomedical research, offer financial support to highly qualified and diverse students, and expand its public service mission.

As a research institution, UMass Chan has achieved a world-class reputation. With 1,478 tenure and non-tenure track faculty, the University conducted \$350 million in research and development in FY24 and has received \$1.7 billion in NIH funding over the past 10 years. UMass Chan also received \$30 million in licensing revenue in FY24. The institution has fostered a premier fundamental science research program and is growing its translational, clinical, and population health research programs. This investment in patient-centered research led to UMass Chan faculty filing for 99 patents in 2024 and conducting 570 active clinical trials, advancing research from bench to bedside.

UMass Chan educates more than 1,400 students across its three schools while training more than 730 physicians in residency and fellowship programs. UMass Chan offers a broad array of graduate programs, including five master's programs and five doctoral programs.

T.H. Chan School of Medicine

Since accepting its first class in 1970, the primary responsibility of the T.H. Chan School of Medicine has been to provide students with an accessible, comprehensive, and personally rewarding medical education of the highest quality—one that optimally prepares them to excel as tomorrow's physicians: caring, competent, productive, and fulfilled in their chosen careers serving diverse patients, communities, and the health sciences. The school is committed to training in the full range of medical disciplines, with an emphasis on practice in the primary care specialties, in the public sector, and in underserved areas of Massachusetts.

The T.H. Chan School of Medicine offers MD and MD/PhD programs, providing outstanding clinical training and preparation for graduates' diverse career choices beyond medical school, whether in primary care, medical specialties, or research. Sixty students, representing 43% of the Class of 2025, matched in internal medicine, family medicine, and pediatrics. Enrollment in the T.H. Chan School of Medicine has increased more than 50% in the last 10 years and currently includes 722 students.

The medical school's educational mission is enhanced by more than 45 accredited residency and 28 fellowship programs; the awarding of more than 31,000 continuing medical education certificates to date to the region's health care professionals; cooperative degree programs with area colleges and universities; diverse community-based education programs across Massachusetts; and outstanding achievements in basic and clinical research in the health sciences. UMass Chan places an emphasis on partnerships with the community, creating opportunities for students to learn in and contribute to serving Massachusetts communities and caring for vulnerable populations.

Tan Chingfen Graduate School of Nursing

The Tan Chingfen Graduate School of Nursing was established in 1970 under Massachusetts General Laws with UMass Chan Medical School as the founding school. The school is distinctive as the only publicly funded nursing school in the Commonwealth focused solely on graduate nursing education. It is also one of the few nursing schools in New England based at an academic health sciences center, sharing campus resources and facilities with its clinical partner, UMass Memorial Medical Center, part of UMass Memorial Health. Responding to the health needs of the Commonwealth and beyond, the vision of the Tan Chingfen Graduate School of Nursing is to create an equitable, inclusive community of wellness, health, discovery, and human dignity.

The Tan Chingfen Graduate School of Nursing offers the Doctor of Nursing Practice, Post-Master's DNP, Doctor of Philosophy in Nursing, Master of Science in Nursing, Direct Entry Master of Science in Nursing, and Interprofessional Leadership programs. The school prepares nurses who embrace diversity and promote health equity to improve quality of life and human health by leading and innovating in education, research, health care delivery, and public service. The school prepares 275 nurse scientists, advanced practice nurses, nurse educators, and nurse leaders who will improve health care in Massachusetts and beyond. It is ranked as a top nursing school for Doctor of Nursing Practice by *U.S. News & World Report* and is the #2 nursing school in Massachusetts, according to Nursing Schools Almanac. The school has a 97% pass rate for Nurse Practitioner students and a 100% GEP NCLEX pass rate for 2025.

Morningside Graduate School of Biomedical Sciences

The Morningside Graduate School of Biomedical Sciences prides itself on training future science leaders in a learner-centered curriculum. Students have unparalleled access to research leaders from around the world and participate in the school's nationally recognized career development program.

The Morningside Graduate School of Biomedical Sciences offers a PhD in Biomedical Sciences, the MD/PhD in partnership with the T.H. Chan School of Medicine, the Millennium PhD for UMass Chan affiliates, and the Master's in Clinical Investigation for UMass Chan affiliates. These programs develop future leaders across biomedicine, including research, education, policy, and entrepreneurship. The school offers a broad background in the basic biomedical sciences and enrolls 397 students.

Research

Beyond its core mission of distinction in medical education, UMass Chan Medical School is a major center for research. Supporting more than 300 investigators, the growth of the UMass Chan research enterprise has led to important advances in the treatment of disease and injury, as UMass Chan scientists undertake research to discover the causes of and cures for the most devastating diseases of our time.

In FY24, UMass Chan Medical School generated \$350 million in research and development expenditures. The institution received the second highest amount of funding from the National Institutes of Health among medical schools in New England in FY24, with \$197 million. Federal and private research grants and contracts at UMass Chan rose from approximately \$2 million in 1977 to more than \$300 million in FY24.

UMass Chan offers 24 programs, centers, and institutes that provide the infrastructure and expertise to enable investigators to pursue ambitious research programs spanning fundamental basic science discoveries through large-scale clinical trials and population health studies.

Accomplished faculty members include two Nobel Prize winners; eight members of the National Academy of Sciences; three members of the National Academy of Medicine; four Howard Hughes Medical Institute Investigators; one Royal Society member; one Lasker Awardee; two Gruber Prize winners; a Banting Medal winner; cancer research award recipients; and many other recipients of major scientific accolades.

UMass Chan's state-of-the-art research core facilities are shared resources available to all internal investigators for a fee-for-service charge. These facilities provide advanced imaging, genomics, proteomics, biostatistics, and specialized equipment capabilities. They enable cutting-edge basic, translational, and clinical research while fostering collaboration within the institution and with external partners throughout Massachusetts and beyond.

UMass Chan is proud to be at the forefront of the Commonwealth's life sciences initiative, having received funding in 2007 and 2008 to establish an Advanced Therapeutics Cluster on campus. Housed in the Albert Sherman Center, the Advanced Therapeutics Cluster brings together an interdisciplinary group of research faculty and physician-scientists in three interconnected research clusters: stem cell biology, RNA biology, and gene therapy.

UMass Chan has made substantial investments in research infrastructure. In the past two decades, three major new buildings dedicated to research have been completed: the 360,000-square-foot Aaron Lazare Research Building; the 258,000-square-foot Advanced Education and Clinical Practice Center for teaching, clinical, and translational research; and the Albert Sherman Center, a 512,000-square-foot facility.

In 2024, UMass Chan opened a new nine-story, 350,000-square-foot education and research building along the campus quad in Worcester, named the Paul J. DiMare Center in recognition of a \$35 million philanthropic gift. The building is home to more than 70 principal investigators focused on gene therapy, the neurosciences, and molecular medicine. It also provides space for UMass Chan to train more future physicians, nurse leaders, and scientists, and achieved LEED Gold certification for energy efficiency and sustainability.

ForHealth Consulting

Formerly known as Commonwealth Medicine and serving as the health care consulting division within UMass Chan, ForHealth Consulting partners with purposeful organizations to make health care and human services more equitable, effective, and accessible. Led by Executive Vice Chancellor Lisa Colombo, ForHealth leverages world-class expertise and deep experience to create transformational solutions across the health and human services system, from payment and financing to clinical practice and information management. ForHealth Consulting employs more than 1,100 team members who provide services in more than 25 states, overseeing approximately 400 contracts with organizations including state Medicaid agencies and other health and human service partners. ForHealth supports clients and communities through services including Medicare Eligibility Enhancement Services, Training and Workforce Development, Business Intelligence and Advanced Analytics, and more.

MassBiologics

MassBiologics is the only nonprofit, FDA-licensed manufacturer of vaccines in the United States. For more than 100 years, MassBiologics has worked to improve public health through applied research, development, and production of biologic products, including vaccines, plasma derivatives, and monoclonal antibodies.

MassBiologics' core mission is to discover, develop, and manufacture biological medicines that improve the lives of people in Massachusetts and around the world while educating and training a workforce that will perpetuate this public health mission.

In 1997, the Massachusetts State Legislature transferred oversight of MassBiologics from the Massachusetts Department of Public Health to UMass Chan Medical School. Since then, MassBiologics has served as a center of excellence for the education, training, and mentoring of those who will create the next generation of medicines for better lives.

The University of Massachusetts System

The University of Massachusetts is the public university system and the only public research system in the Commonwealth of Massachusetts. The system encompasses four comprehensive undergraduate and graduate campuses—Amherst, Boston, Dartmouth, and Lowell—a world-class health sciences campus, UMass Chan

Medical School, and the state's only public law school, UMass Law School. UMass is ranked 41st among all U.S. institutions and 18th among U.S. public universities in the 2026 Times Higher Education World University Rankings. UMass remains the top public university in New England, a position it has held in the Times Higher Education rankings since 2014.

Collectively, in FY24, UMass had more than 73,000 students, including more than 19,000 graduate students. In 2024, it granted 12,754 bachelor's degrees, 5,346 master's degrees, and 1,111 doctorates. These degrees included approximately 6,500 STEM degrees, 2,100 in health care fields, and 165 MDs. The UMass system has 4,948 full-time-equivalent faculty members, including 2,492 full-time-equivalent tenured or tenure-track faculty. The system has an endowment with a market value of more than \$1.8 billion, approximately \$869 million in annual research expenditures, and more than 250 active licenses.

The University of Massachusetts is governed by a 22-member Board of Trustees that represents various public interests on a nonpartisan basis. Seventeen members of the board are appointed by the Governor, and five members are UMass students elected by the student body on each of the five campuses. The Board of Trustees plays an important role in directing strategy and overseeing the financial and strategic direction of the UMass system. It functions as a legislative body dealing mainly with general policies governing the system and is not an administrative or management board.

UMass President Marty Meehan is the first undergraduate alumnus to lead the five-campus University of Massachusetts system, a role he assumed in 2015 after eight successful years as UMass Lowell Chancellor. A champion of public higher education, Meehan has called UMass "the most important institution in Massachusetts in social mobility and economic growth."

Under Meehan, UMass reached record highs for enrollment, research funding, student financial aid, and fundraising. Enrollment has grown to more than 73,000 students; research funding has reached \$869 million annually; UMass-funded student aid increased by 79% to \$422 million; UMass launched a program fully covering tuition for in-state students from households earning \$75,000 or less; the university received its five largest private donations in history, totaling more than \$330 million; and the UMass endowment reached \$1.8 billion.

Meehan represented Massachusetts' 5th Congressional District from 1993 to 2007, where he gained national recognition for his leadership on matters related to campaign finance reform and tobacco regulation. A first-generation college student, he graduated cum laude from UMass Lowell and later earned an MPA and JD from Suffolk University.

UMass Memorial Health

UMass Memorial Health is the clinical partner of UMass Chan Medical School and the largest health care system in Central and Western Massachusetts. It is a not-for-profit, integrated health care system designed to provide all levels of health care, from primary to quaternary care, as well as access to the latest technology, research, and clinical trials. The health system includes three fully accredited hospitals: UMass Memorial Medical Center, UMass Memorial Health – HealthAlliance-Clinton Hospital, and UMass Memorial Health – Marlborough Hospital. Regional urgent care services are provided through an affiliation with CareWell Urgent Care, and low-cost outpatient surgery services are provided at The Surgery Center in Shrewsbury.

For additional information, please visit www.umassmed.edu.

Leadership

About the Chancellor

David D. McManus, MD'02, ScM'12, MBA, professor of medicine, renowned clinical and research cardiologist, and expert in digital medicine, is the chancellor of UMass Chan Medical School. Dr. McManus [was appointed in April 2026](#) and began his tenure in June 2026.

He is the first alumnus to lead UMass Chan.

McManus is the founding director of UMass Chan's Program in Digital Medicine and has secured more than \$140 million in National Institutes of Health funding. He has published more than 400 scientific papers focused on digital health and cardiovascular care. Throughout his career, he has led efforts to train the next generation of healthcare innovators and researchers through programs funded by the NIH and the Commonwealth of Massachusetts. He has advised and mentored more than 100 undergraduate and graduate students, research staff, postdoctoral trainees and faculty members.

Notably, McManus was the principal investigator on the \$123 million Rapid Acceleration of Diagnostics, or RADx, grant, which was awarded by the NIH during the COVID-19 pandemic to develop innovative strategies for testing that proved essential to safeguarding community health and slowing disease spread. The RADx grant is the largest funding award in University of Massachusetts' history.

McManus earned his MD from the T.H. Chan School of Medicine in 2002. He completed his internal medicine residency at the University of California San Francisco before returning to UMass Chan, where he completed a cardiovascular medicine fellowship and a clinical cardiac electrophysiology fellowship.

He earned a master's degree in clinical investigation from the Morningside Graduate School of Biomedical Sciences at UMass Chan in 2012 and an Executive MBA from MIT's Sloan School of Management in 2025. He is a Massachusetts native and earned his undergraduate degree in biological sciences from Brown University. He met his wife, Diana McManus, MD'02, while they were both medical students at UMass Chan.

A practicing physician and member of UMass Memorial Medical Group, McManus joined the Department of Medicine at UMass Chan and UMass Memorial Health in 2009. In January 2021, he was appointed chair of the Department of Medicine where he oversaw 16 divisions, nearly 400 faculty members, 80 principal investigators and more than \$70 million in annual research funding. He built a culture of innovation and excellence that has made UMass Chan a destination for top academic talent. During his time as chair, he recruited or promoted 10 new division chiefs, built new research infrastructure, and oversaw growth in the department's clinical programs. He was also invested as the *Richard M. Haidack Professorship in Medicine* in 2021.

For his work in establishing the Program in Digital Medicine and implementing new approaches to healthcare, including UMass Memorial Health's Hospital at Home program, he earned recognition as a 2026 Innovator in Healthcare by the *Boston Business Journal* and a 2026 "Power 100" by the *Worcester Business Journal*. He is a member of the American Heart Association Central Massachusetts Board of Directors and previously served as founding editor-in-chief of *Cardiovascular Digital Health Journal*.

Position Summary

The Director of Animal Medicine / Attending Veterinarian is responsible for the strategic, operational, clinical, and regulatory leadership of UMass Chan's animal care and use program. The Director/AV will establish and maintain acceptable standards of veterinary care for all research animal species, provide oversight of animal husbandry and clinical services, support investigator needs, and ensure that animal research is conducted in accordance with applicable federal and state regulations, institutional policies, IACUC requirements, and AAALAC accreditation standards. As a senior leader within the research enterprise, the Director/AV will balance rigorous animal welfare and compliance expectations with a service-oriented approach that enables innovative, ethical, and timely biomedical research.

Reporting Relationships

The Director of Animal Medicine / Attending Veterinarian will work in close partnership with UMass Chan research leadership, the IACUC, faculty investigators, compliance leaders, and campus operational partners.

The Director/AV will provide leadership to the Department of Animal Medicine team, including faculty veterinarians, veterinary technicians, animal care and husbandry staff, training and enrichment personnel, supervisors, managers, and administrative support staff. (See the Org Chart at the end of the document)

Responsibilities

The successful Director of Animal Medicine / Attending Veterinarian candidate will:

Program Leadership, Animal Welfare, and Veterinary Care

- Provide oversight of animal research at UMass Chan for appropriate veterinary medicine, animal husbandry, ethical care, and humane treatment consistent with applicable USDA regulations, NIH policies, state requirements, IACUC expectations, and AAALAC accreditation standards.
- Establish acceptable standards of veterinary medicine, preventive care, clinical care, anesthesia, analgesia, surgery, euthanasia, enrichment, housing, sanitation, and biosecurity for all research animal species used at the institution.
- Direct the operations of centralized animal facilities and ensure consistent, high-quality husbandry, health monitoring, veterinary response, and service delivery across the animal care and use program.
- Coordinate and support service activities of faculty veterinarians, veterinary technicians, animal care managers, supervisors, animal care personnel, and staff assigned to animal medicine, training, environmental enrichment, and related functions.
- Rotate for clinical medicine duty with other faculty and staff veterinarians.

Regulatory Excellence, IACUC Partnership, and Research Support

- Advise the IACUC, IACUC leadership, and institutional stakeholders on policies, procedures, protocols, and practices to ensure research involving animals is consistent with regulatory standards, institutional expectations, and contemporary standards in laboratory animal medicine.
- Provide guidance to investigators on IACUC protocols, animal models, veterinary considerations, humane endpoints, study design, animal research resources, and operational requirements that support appropriate and timely conduct of research.

- Work with institutional research leadership on new initiatives involving animals in biomedical research, including program development, resource planning, risk management, communication, and community engagement.
- Maintain AAALAC accreditation readiness, including preparation of annual reports, program descriptions, site visit materials, responses, and continuous improvement plans.
- Maintain good standing with USDA and other oversight bodies, including preparation for inspections, annual reporting, corrective actions, and effective institutional responsiveness to findings or concerns.
- Strengthen systems for documentation, standard operating procedures, training records, clinical records, incident response, post-approval monitoring support, and regulatory preparedness.

Operations, Workforce Development, and Institutional Collaboration

- Provide overall leadership, management, and mentorship for the Department of Animal Medicine, fostering a cohesive, accountable, service-oriented, and mission-aligned team culture.
- Recruit, develop, and retain veterinarians, veterinary technicians, animal care personnel, supervisors, managers, and support staff; build structured training, continuing education, and professional development pathways.
- Oversee training and environmental enrichment programs and ensure staff are prepared to support high-quality animal care, regulatory expectations, and investigator needs.
- Partner with occupational and employee health services to establish and maintain standard operating procedures for employees with occupational exposure to animals and ensure appropriate medical care and preventive health processes are in place.
- Participate in planning for animal facility renovations, modernization, equipment needs, space utilization, and future research infrastructure, including support for grant applications or extramural funding opportunities when appropriate.
- Provide leadership for clinical laboratory animal medicine training opportunities, externships, residency pipelines, and veterinary pathology collaborations, as applicable.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- **Foster a Culture of Engagement, Communication, and Trust**

A key opportunity for the next Director will be to further strengthen a culture of engagement, transparency, and collaboration across Animal Medicine. The next leader will be expected to cultivate open communication, actively engage and build strong partnerships across Animal Medicine, IACUC, research administration, and the faculty community while fostering a shared commitment to excellence, mutual respect, and continuous improvement.

- **Build, Develop, and Retain a High-Performing Workforce**

The next Director will be charged with ensuring the organization has the talent, expertise, and structure necessary to support future growth. This includes assessing workforce needs, strengthening recruitment and retention strategies, and supporting meaningful professional development opportunities for veterinary, technical, and operational staff. The Director will continue to build upon the department's culture of learning and internal growth.

- **Advance Research Through Partnership and Service**

Animal Medicine is viewed as a critical strategic partner in advancing UMass Chan's research mission. The next Director will be expected to maintain a service-oriented approach that supports investigators while upholding the highest standards of animal welfare and regulatory compliance. As research programs continue to evolve, the successful candidate will demonstrate flexibility, scientific curiosity, and a willingness to collaborate with investigators and institutional leaders to accommodate new species, emerging technologies, and increasingly complex research needs ensuring the importance of balancing compliance responsibilities with a pragmatic, solutions-oriented approach that facilitates scientific discovery.

- **Provide Strategic Leadership for a Changing Research Environment**

As UMass Chan continues to navigate shifts in research funding, faculty growth, and facility utilization, stakeholders are seeking a leader who can bring both operational expertise and long-range strategic thinking to the organization. The next Director will have an opportunity to evaluate current resources, optimize the use of recently expanded infrastructure, and develop innovative approaches to support the institution's evolving research portfolio. Working closely with university leadership, the Director will help shape a sustainable vision for Animal Medicine that aligns resources, staffing, and services with future institutional priorities.

- **Strengthen Organizational Readiness and Stewardship**

Given the increasing regulatory, public, and advocacy scrutiny facing animal research programs nationwide, the next Director will play a critical role in ensuring that UMass Chan remains a model of compliance, animal welfare, and responsible research stewardship. The successful candidate will serve as a trusted advisor to institutional leadership, and promote a culture in which transparency, ethical conduct, and animal welfare remain central to the program's mission.

Candidate Qualifications

Education/Certification

- DVM or VMD degree from an institution accredited by the American Veterinary Medical Association, or equivalent, is required.

Knowledge and Work Experience

- Significant experience in laboratory animal medicine, including clinical care, preventive medicine, surgery, anesthesia, analgesia, animal welfare, husbandry, enrichment, and regulatory oversight in a complex biomedical research environment.
- Prior leadership experience in animal resources, comparative medicine, animal medicine, or a similarly complex research animal care and use program.
- Experience working with IACUCs, AAALAC accreditation processes, USDA inspections and reporting, NIH and OLAW expectations, and applicable federal, state, and institutional animal welfare regulations and policies.
- Demonstrated ability to advise investigators on animal models, protocol development, veterinary care, study design considerations, humane endpoints, and operational resources required to support research.
- Experience leading veterinarians, veterinary technicians, animal care managers, supervisors, animal care staff, training personnel, enrichment personnel, and administrative support teams.
- Knowledge of facility operations, space planning, biosecurity, occupational health coordination, emergency response, standard operating procedures, and continuous quality improvement in animal care environments.
- Ability to balance rigorous regulatory compliance and animal welfare expectations with responsive, solutions-oriented support for scientific discovery.
- Personal and professional values consistent with UMass Chan's mission, including integrity, accountability, collaboration, service, respect, and commitment to responsible animal research.

Leadership Skills and Competencies

- **Commitment to animal welfare and scientific integrity:** Demonstrates an unwavering commitment to compassionate animal care, ethical research, regulatory excellence, and the role of high-quality animal medicine in advancing biomedical discovery.
- **Strategic and operational leadership:** Able to set a clear vision, establish priorities, align resources, manage complexity, and translate strategy into consistent, high-performing operations.
- **Collaborative partner:** Builds trusted relationships with investigators, IACUC members, research leadership, compliance partners, veterinarians, staff, and institutional stakeholders.
- **Communication and diplomacy:** Communicates clearly and credibly, explains complex regulatory and veterinary matters effectively, and navigates sensitive issues with professionalism and sound judgment.
- **Team development:** Recruits, mentors, develops, and retains talented professionals while fostering accountability, service excellence, psychological safety, and pride in mission.

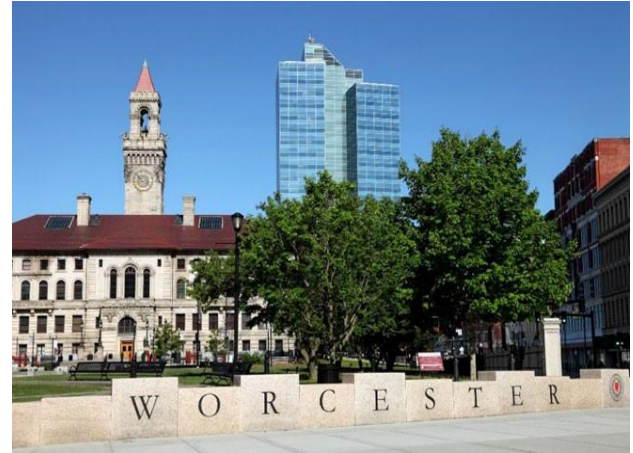
- **Continuous improvement mindset:** Uses data, observation, feedback, and best practices to strengthen clinical care, husbandry, training, documentation, systems, and service delivery.
- **Integrity and accountability:** Models professionalism, transparency, stewardship, respect, and sound ethical judgment in all actions and decisions.

The Community

Worcester, Massachusetts

Worcester, known as the “Heart of the Commonwealth,” is New England’s second-largest city and an active, vibrant, and energetic community.

Worcester has invested more than \$1 billion in new development projects, including Polar Park, home of the Red Sox AAA minor league team, which hosted its first game in 2021; CitySquare; and the Blackstone Canal District Initiative. Biopharmaceutical company AbbVie recently announced a \$70 million expansion in Worcester, alongside its longstanding Bioresearch Center. Worcester is also home to seven other colleges and universities: Assumption University, Clark University, College of the Holy Cross, Massachusetts College of Pharmacy and Health Sciences, Quinsigamond Community College, Worcester Polytechnic Institute, and Worcester State University.



Worcester offers an exceptional blend of cultural amenities and outdoor recreation opportunities. The Worcester Art Museum is home to world-class collections spanning 50 centuries, and the EcoTarium is a regional resource for learning about the natural world. For entertainment, Worcester hosts the beautifully restored Hanover Theatre for the Performing Arts, with Broadway tours, nationally recognized performers, and family shows; the historic and acoustically superior Mechanics Hall, site of classical music and opera performances; and the DCU Center, one of the country’s successful arenas for concerts, sports, and family entertainment events. Sports enthusiasts can also enjoy Worcester Bravehearts baseball and Worcester Railers hockey.

UMass Chan Medical School and UMass Memorial Medical Center – University Campus are located on the shores of Lake Quinsigamond. Central Massachusetts offers more than 30 state parks, forests, recreation areas, trails, reservoirs, and reservations, including New England Botanic Garden and Wachusett Mountain State Reservation, which offers hiking, biking, skiing, and snowboarding for all abilities. During the fall, Davis Farmland offers pick-your-own apples and pumpkins and is the largest sanctuary of endangered farm animals in North America.

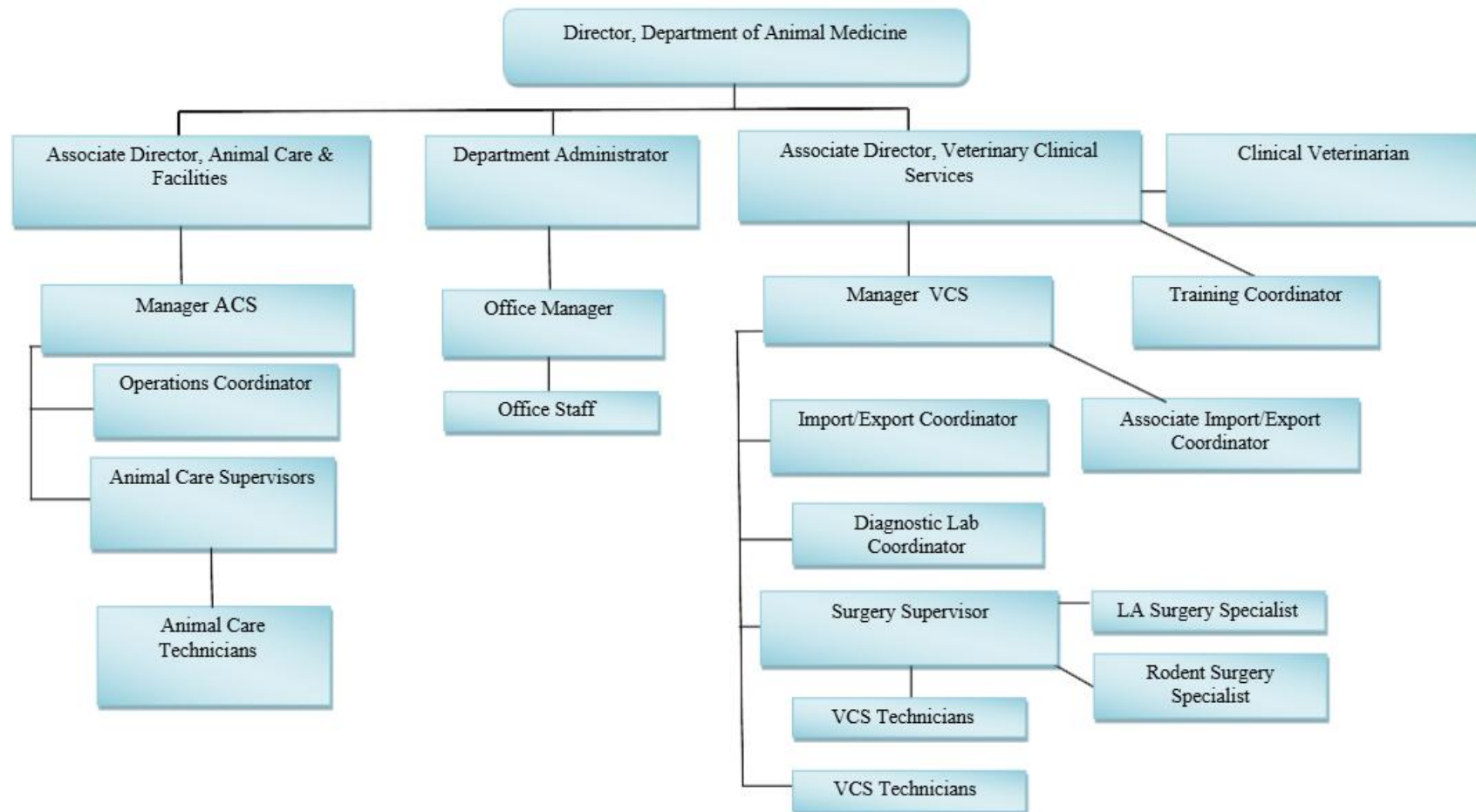
Worcester’s central location makes it easy to access New England and beyond, including Cape Cod, approximately 100 miles southeast; New York City, approximately 180 miles southwest; and Boston, approximately 40 miles east. Western Massachusetts, including the culturally rich Pioneer Valley and the scenic Berkshires, is a short drive from Worcester. The mountains and lakes of Maine, New Hampshire, and Vermont are also nearby and accessible for day trips by car or public transportation.

For more information, please visit the following sites:

[Life in Worcester](#)

[City of Worcester](#)

Organizational Chart



Timeline

Potential interview dates for this position have been outlined as follows:

Paper presentation of qualified candidates to Search Committee:

Round One interview dates:

Round Two interview dates:

Selected candidates should plan to hold the above dates in the event they are invited by the committee to participate in the interview process.

Procedure for Candidacy

Please direct all nominations and resumes to Kerry Quealy and Brittany Amaral via the WittKieffer Candidate Portal [here](#). Inquiries may also be directed to the consultants through the portal or bamaral@wittkieffer.com.

WittKieffer search consultants supporting this search include:

Kerry Quealy

Brittany Amaral

Consultant

Associate

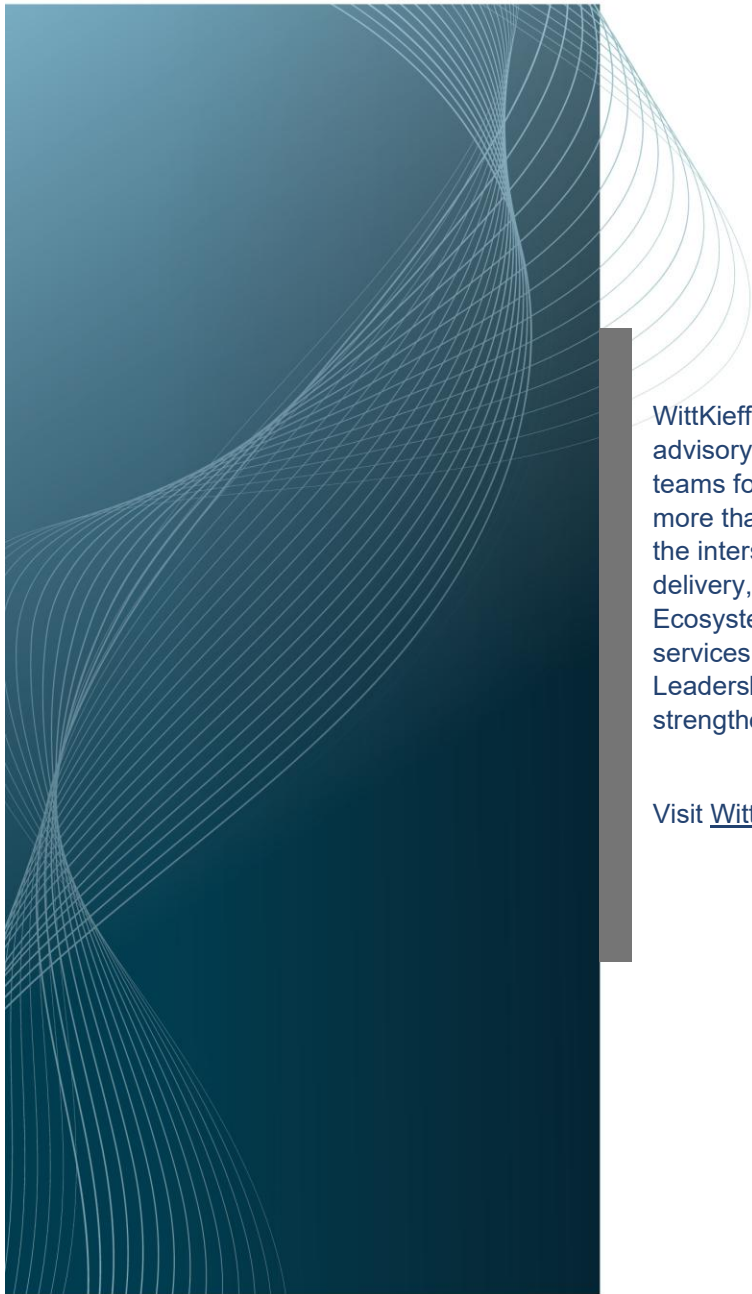
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