



AHN

Allegheny Health
Network

Chair of Medicine

Leadership Profile

July 2026

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The Opportunity

Allegheny Health Network (AHN) seeks a visionary, collaborative, and accomplished physician leader to serve as its next Chair of Medicine. This is a premier leadership opportunity within one of the nation's most respected integrated health systems, offering the chance to shape the future of clinical excellence, academic growth, research innovation, and physician development across a large, dynamic Department of Medicine.

The Department of Medicine serves as a cornerstone of AHN's clinical and academic enterprise, encompassing a broad range of adult medical specialties and playing a pivotal role in advancing patient care throughout Western Pennsylvania. The department includes nearly 500 physicians and advanced practice providers, more than 150 residents and fellows, 60 ambulatory practice sites, six ambulatory surgery and endoscopy centers, and a growing portfolio of research and educational programs. Supported by multiple ACGME-accredited fellowship programs and a research enterprise funded through industry, foundation, and institutional partnerships, the department is advancing innovation, quality, safety, and outcomes while educating the next generation of physician leaders.

Reporting to the System Chief Medical Officer, the Chair will provide strategic and operational leadership for all divisions within the Department of Medicine. It will partner closely with health system executives, hospital leaders, department chairs, division chiefs, and faculty across AHN. The successful candidate will have the opportunity to elevate further the department's clinical, academic, and research programs while fostering a culture of excellence, collaboration, physician engagement, and continuous improvement. The Chair will play a highly visible role in driving growth, enhancing educational programs, expanding research initiatives, and aligning departmental priorities with AHN's broader strategic vision.

AHN seeks a broadly respected physician leader who combines academic credibility with exceptional leadership and relationship-building skills. The ideal candidate will possess an MD, DO, MD/PhD, or equivalent degree, board certification in Internal Medicine or a related subspecialty, and eligibility for medical licensure in Pennsylvania. Candidates should bring a track record of success leading in a large academic medical center, an integrated health system, or a similarly complex environment, along with demonstrated experience in building high-performing teams, developing future leaders, advancing clinical and academic programs, and navigating transformative change. The successful Chair will be an innovative and strategic leader who inspires others, champions excellence, and is committed to creating an environment where faculty, trainees, and staff can thrive.

Applications, nominations, and inquiries are welcome. Information regarding nominations and application procedures can be found in the section titled "Procedure for Candidacy" at the conclusion of this document.

Organization Overview

Department of Medicine

The Department of Medicine at Allegheny Health Network (AHN) is a large, integrated academic department that serves as a cornerstone of the network's clinical, educational, and research missions. With 272 physicians and 190 advanced practice providers, more than 150 residents and fellows, and a broad regional footprint spanning Western Pennsylvania, the Department delivers highly specialized care while advancing innovation in education, research, quality, and population health.

Bringing together a diverse group of subspecialty divisions, the Department is recognized for its collaborative culture, commitment to excellence, and ability to integrate academic medicine with the scale and resources of one of the nation's leading integrated health systems. Department leaders are uniquely positioned to influence care delivery across a growing network while helping shape the future of medicine for the communities AHN serves.

Broad Clinical and Subspecialty Expertise

The Department of Medicine encompasses a diverse array of clinical divisions, programs, and Centers of Excellence, including the following specialties:

- Allergy & Immunology
- General Internal Medicine
- Dental Medicine
- Gastroenterology, Hepatology, and Nutrition
- Infectious Diseases
- Pulmonary Medicine
- Autoimmune Disease Care
- Chronic Disease Care
- Dermatology
- Nephrology
- Palliative Care
- Rheumatology
- Sleep Medicine
- Critical Care Medicine
- Endocrinology and Metabolic Disorders
- Inclusion Health

Together, these programs provide comprehensive medical care across the continuum, ranging from preventive and ambulatory services to complex inpatient, critical care, and multidisciplinary specialty programs.

Clinical Excellence and Regional Impact

The Department serves as a national referral center for a number of conditions and maintains a substantial clinical presence throughout the region, delivering care through an extensive network of **more than 60 outpatient practice locations and six ambulatory surgery/endoscopy centers**. Its physicians and care teams support patients across both community and tertiary care settings, serving as an essential resource for AHN's hospitals, ambulatory network, and multi-state referral base.

This broad reach enables the Department to address the healthcare needs of a diverse and growing population while expanding access to specialty care, advancing care coordination, and supporting AHN's commitment to delivering high-quality, patient-centered care close to home.

Education and Physician Training

Education is central to the Department's mission and a key driver of its academic distinction. The Department oversees a highly regarded **Internal Medicine Residency Program comprising 107 residents** and sponsors multiple ACGME-accredited fellowship programs that are training the next generation of physician leaders, educators, and investigators.

Current fellowship programs include:

- 12 Gastroenterology Fellows
- 12 Pulmonary and Critical Care Medicine Fellows
- 4 Nephrology Fellows and 2 Combined Nephrology-Critical Care Fellows
- 4 Rheumatology Fellows
- 4 Endocrinology Fellows
- 4 Combined Infectious Disease-Critical Care Fellows

Through a strong culture of teaching, mentorship, and professional development, the Department provides a dynamic environment where trainees, faculty, and clinical leaders work together to advance excellence in patient care and academic medicine. The Department is currently planning the expansion of Fellowship Programs in Endocrinology, Rheumatology, and Pulmonary Critical Care, and the launch of a new Transplant Hepatology Fellowship.

Research and Innovation

The Department of Medicine supports a growing and increasingly impactful research enterprise spanning clinical, translational, outcomes, and population health research. Faculty are actively engaged in investigator-initiated studies, industry-sponsored clinical trials, collaborative research initiatives, and quality improvement programs that drive innovation and improve patient outcomes.

Supported by funding from industry partners, foundations, federal and institutional sources, the Department's research efforts foster scientific discovery, promote faculty scholarship, and accelerate the translation of emerging evidence into clinical practice. The Department holds a number of patents and is supported in part through royalty streams from successful commercialization of diagnostic testing. This commitment to research strengthens AHN's academic mission while creating opportunities for faculty and trainees to contribute to advancements that shape the future of healthcare.

A Platform for Academic and Clinical Leadership

As AHN continues to grow its academic reputation and clinical excellence, the Department of Medicine is uniquely positioned to expand its impact across patient care, education, research, and population health. With strong institutional support, a collaborative, multidisciplinary culture, and an expanding regional footprint, the Department offers an exceptional platform for leaders seeking to shape strategy, develop talent, drive innovation, and improve the health of the communities it serves.

More information about the department can be found [here](#).

Allegheny Health Network

Allegheny Health Network (AHN) is one of the nation's leading integrated academic health systems and the primary healthcare provider for Western Pennsylvania. As part of Highmark Health, AHN combines the resources and innovation of a national health enterprise with a strong commitment to local communities, serving patients across Pennsylvania, New York, Ohio, and West Virginia.

Headquartered in Pittsburgh, AHN encompasses a growing network of hospitals, outpatient centers, cancer institutes, ambulatory surgery centers, physician practices, and Health + Wellness Pavilions. More than 3,000 physicians, residents, and fellows, together with over 22,000 employees, are united around a mission to provide exceptional, patient-centered care while advancing the future of medicine.

At the heart of the network is Allegheny General Hospital (AGH), a nationally recognized academic medical center and tertiary/quaternary referral destination. AHN continues to make significant investments in clinical innovation, research, technology, and infrastructure, including a transformational redevelopment of the AGH campus that will further expand its capabilities in cardiovascular care, emergency medicine, and complex specialty services.

AHN is equally committed to its academic mission. The network is home to one of the largest non-university graduate medical education programs in the United States, supporting more than 500 residents and fellows across numerous specialties. Through strong affiliations with regional medical schools and a robust research enterprise, AHN fosters an environment where education, discovery, and clinical excellence are deeply integrated.

The organization is distinguished by its collaborative culture, physician leadership, and commitment to innovation. AHN leaders have the opportunity to shape strategy across a dynamic and growing health system while improving health outcomes for the diverse communities it serves. With a focus on clinical excellence, health equity, operational performance, and population health, AHN is uniquely positioned to redefine healthcare delivery across the region.

More information about AHN can be found [here](#).

Mission, Vision, and Values

Mission

Working as an integrated system within Highmark Health, employees at all of AHN's care sites, including hospitals, Health + Wellness Pavilions, primary and specialty care offices, and more, are committed to improving health and promoting wellness in our communities, one person at a time.

To create a remarkable health experience, freeing people to be their best.

Vision

A world where everyone embraces health.

Values

People matter Every person contributes to our success. We strive for an inclusive culture, regarding people as professionals, and respecting individual differences while focusing on the collective whole.

Stewardship Working to improve the health of the communities we serve and wisely managing the assets which have been entrusted to our care.

Trust Earning trust by delivering on our commitments and leading by example.

Integrity Committing to the highest standards encompassing every aspect of our behavior including high moral character, respect, honesty, and personal responsibility.

Customer-focused collaboration Because no one person has all the answers, we actively seek to collaborate to achieve the right outcomes for our customers.

Courage Empowering each other to act in a principled manner and to take appropriate risks to do what is right to fulfill our mission.

Innovation Committing to continuous learning and exploring new, better, and creative ways to achieve our vision.

Excellence Being accountable for consistently exceeding the expectations of those we serve.

Locations

AHN has developed an extensive regional network designed to provide care close to where patients live throughout Western Pennsylvania and surrounding communities. The system includes hospitals, neighborhood hospitals, health and wellness pavilions, outpatient centers, urgent care sites, surgery centers, diagnostic facilities, specialty institutes, and telehealth services.

Hospitals and Acute Care Facilities

AHN's hospital network includes major tertiary, community, and specialty hospitals:

- Allegheny General Hospital (Pittsburgh)
- Allegheny Valley Hospital
- Canonsburg Hospital
- Forbes Hospital
- AHN Grove City
- Jefferson Hospital
- Saint Vincent Hospital (Erie)
- West Penn Hospital
- Westfield Memorial Hospital
- Wexford Hospital

In addition, AHN operates several neighborhood hospitals that provide emergency and short-stay inpatient services, including Brentwood, Harmar, Hempfield, and McCandless Neighborhood Hospitals.

Health + Wellness Pavilions

AHN has invested heavily in Health + Wellness Pavilions, which consolidate multiple outpatient services under one roof to create a more convenient and patient-centered experience. These facilities provide access to physician practices, imaging, laboratory services, rehabilitation, specialty care, and express care services.

Primary Care and Outpatient Network

The network includes numerous primary care and specialty outpatient locations designed to provide routine, preventive, and specialty care closer to patients' homes. These sites support continuity of care throughout the AHN service region and serve as key access points for referrals to specialty and hospital-based services.

Urgent, Express, and Emergency Care

AHN offers multiple urgent and express care locations for treatment of minor illnesses and injuries, supported by on-site imaging and diagnostic capabilities. For higher-acuity needs, emergency departments across the health system provide comprehensive emergency care, with digital tools available to monitor wait times and facilitate patient check-in.

Specialty Institutes and Advanced Care Centers

The locations network includes specialty centers such as the AHN Cancer Institute, which serves as a hub for advanced cancer treatment, research, and multidisciplinary care. Patients also have access to specialized services throughout the system's hospitals and outpatient facilities.

Diagnostic, Surgical, and Virtual Care Services

AHN's footprint encompasses outpatient surgery centers and diagnostic testing facilities located throughout the region, improving access to advanced testing and surgical procedures. The organization also offers telehealth and virtual video visits, enabling patients to receive care remotely when in-person visits are not necessary.

Highmark Health

With approximately 44,000 employees nationwide, Highmark Health is among the largest integrated health financing and delivery systems in the country. Its portfolio includes Highmark's Blue-branded health plans, Allegheny Health Network (AHN), and a range of complementary businesses spanning dental, stop-loss and reinsurance, technology, data analytics, and digital health solutions. Through this diversified platform, the organization is uniquely positioned to align payer and provider perspectives while advancing a more connected, proactive, and personalized approach to care.

Central to Highmark Health's strategy is its Living Health model, which seeks to transform the healthcare experience by integrating coverage, care delivery, and technology to better anticipate patient needs, improve access, and support healthier communities. By leveraging clinical innovation, advanced analytics, and coordinated care models, Highmark Health is working to create a healthcare system that is simpler, more equitable, and more responsive to the evolving needs of consumers and providers alike.

As the parent organization of Allegheny Health Network, Highmark Health continues to make significant investments in clinical excellence, research, digital transformation, and community health. The organization's scale, resources, and long-term commitment to innovation provide leaders with the opportunity to shape the future of healthcare while improving the health and well-being of the populations and communities they serve.

More information about Highmark Health can be found [here](#).

Position Summary

Reporting Relationships

The Chair of Medicine directly reports to the Chief Medical Officer of Allegheny Health Network and President of Allegheny Clinic, [Dr. Bethany Casagranda](#). This leader will work closely with other Department Chairs, Hospital Chief Medical Officers, and other key leaders. Direct reports include the department's division leaders and Vice Chairs, amongst others.

Position Description

- Overseeing all divisions within the Department of Medicine, the Chair holds accountability for the sustained expansion and evolution of the department in its clinical, education, and research endeavors.
- Working with gifted faculty and a patient-centric mission, the Chair will augment and develop the department on the foundation of high-level patient care, a diverse and leading-edge range of clinical services, meeting and exceeding national standards while engaging faculty, residents, fellows, and clinical and ancillary staff.
- The department will function to prioritize exceptional customer service and superior quality as its key principles. The Chair is tasked with establishing a powerful vision for a modern medicine department that continually advances its clinical capabilities and regional expansion while fostering a culture that encourages consistent innovation, teamwork, and unity.
- The Chair will be accountable for the fiscal and operational performance of the department. They will work with the division leaders and administrative leaders to solidify the department's financial health and operational effectiveness, enhancing clinical, educational, and research programs. Acting in the best interests of the department and AHN, the Chair will encourage collaborations amongst clinical departments and other associated clinical entities.
- The Chair is expected to offer strategic vision and practical leadership while fostering a conducive atmosphere and sense of community that backs the department's physicians, staff, and trainees. This environment will result in the recruitment, retention, development, and support of diverse, superior clinical and educational physicians and staff.
- Serving as the educational leader for the department, the Chair will foster a supportive and inclusive environment for all trainees within the department: medical students, graduate students, residents, and fellows. The Chair will also ensure successful ACGME accreditation for the residency and fellowship programs. By promoting an exceptional educational environment with balanced service and education, the Chair will aid in recruiting diverse, top-tier residents and fellows.

Goals and Objectives

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

Strategic Vision, Leadership & Organizational Influence

- Establish credibility as a respected clinician, educator, communicator, and enterprise leader across AHN and the broader healthcare community.
- Serve as the principal advocate and ambassador for the Department, promoting its mission, achievements, and strategic priorities internally and externally.
- Develop a deep understanding of AHN's academic, clinical, and operational environment while building strong partnerships with system executives, department chairs, service line leaders, and faculty.
- Create and articulate a compelling, unified vision and strategic plan for the Department that advances clinical excellence, research, education, faculty development, and regional growth.

Clinical Growth, Access & Program Development

- Lead the continued expansion of the Department's clinical footprint, strengthening care delivery models, outreach programs, and partnerships throughout Western Pennsylvania.
- Conduct a comprehensive assessment of physician and advanced practice provider workforce needs to support organizational growth, improve patient access, and meet evolving community demand.
- Develop and execute strategies that enhance clinical capabilities and expand the Department's regional impact in collaboration with other service lines and departments.
- Identify opportunities to advance health equity and address social determinants of health, ensuring equitable access to high-quality care across diverse patient populations.

Academic Excellence & Talent Development

- Build upon the Department's reputation as a premier destination for medical education and training.
- Ensure residency and fellowship programs continue to exceed accreditation standards while providing innovative, forward-looking educational experiences.
- Foster an environment that supports faculty development, academic achievement, research productivity, and mentorship across all career stages.

Operational Excellence, Quality & Financial Stewardship

- Evaluate and optimize clinical operations to improve efficiency, patient access, provider productivity, and financial performance.
- Champion a culture of quality, patient safety, customer service, and continuous improvement throughout the Department.
- Advance evidence-based medical management strategies that deliver exceptional clinical outcomes while ensuring responsible stewardship of resources.

- Partner with system leadership to balance growth, quality, operational performance, and financial sustainability across the Department.

Candidate Qualifications

Education/Certification

- An accomplished physician leader (MD, DO, MD/PhD, or equivalent degree).
- Currently board certified in Medicine or one of the Medicine subspecialties, meeting requirements for medical licensure in the state of Pennsylvania.

Knowledge and Work Experience

- A minimum of 10 years' experience as a departmental chair, division chief, program director, or equivalent clinical leadership role in a health system, academic medical center, or equally complex environment.
- Accomplished clinician associated with an academic stature that will enhance credibility across the health system.
- Demonstrated success in creating, executing, and monitoring strategic plans to achieve established goals for a group of clinical educators.
- Experience building clinical and educational programs of excellence.
- Understanding and managing finances with the ability to navigate complex budgets.
- Ability to recruit, mentor, and retain providers, service line leaders, advanced care providers, and staff.
- Experience leading in a matrixed organization, reaching across the enterprise and working collaboratively with numerous constituencies.
- The ability to create a high-energy, results-oriented work environment that encourages colleagues and staff to value each other's contributions.

Leadership Skills and Competencies

- **A transformational, entrepreneurial, and strategic leader** who can establish an inspiring vision for the Department's future and who is committed to growing and developing providers, staff, and trainees, achieving prestige through the success of the department and its members rather than through their own clinical and research work.
- **An accomplished clinician** who is highly deserving of the clinical respect of their peers.
- **A competent manager** with business skills who knows how to achieve challenging performance goals in complex, evolving environments, including balancing their own strengths and weaknesses with complementary associates.
- **A driver** of results, even under challenging circumstances; leads and drives high performance (financial operations, quality/safety, satisfaction, etc.), change, and innovation through people and accountability structures.
- **An emotionally intelligent leader** who has the ability to listen deeply, read a room, hold difficult conversations with grace, and build across differences. The same empathy extends outward- informing how the department engages with patients, community partners, and vulnerable populations.

- **A mentor and advocate** with strong coaching skills to nurture the development of providers into accomplished clinicians and teachers and of trainees and staff to develop and advance their careers in medicine.
- **An effective communicator** with strong interpersonal skills who is an empathetic, respectful listener and who can create and nurture an atmosphere that allows individuals to be proactive within the context of a departmental plan.
- **An innovator** who advances new ideas and transformation. Creates and fosters an environment that encourages innovation, transformation, and calculated risk-taking; demonstrates unwavering commitment to improvement.
- **A mission-centric leader** who is genuinely passionate about the practice of medicine, the education of the next generation, and the health of the communities AHN serves.
- **A diplomat** who demonstrates a collaborative approach in working closely with members of the department at AHN, other AHN departments, leadership throughout AHN, and outside organizations and individuals.
- **A skilled negotiator** who recognizes the importance of partnerships, builds relationships (internally and externally), and works collaboratively with others (individuals and organizations) to meet shared goals.
- **An individual of the highest integrity** with high levels of energy, maturity, and flexibility, and a reputation for fairness and idealism.

The Community

Pittsburgh, Pennsylvania

Pittsburgh is a welcoming, mid-sized city known for its approachable character, scenic setting, and strong sense of community. Its rivers, hills, neighborhoods, and public spaces contribute to a distinctive quality of life that appeals to residents, visitors, students, and professionals alike.



The city has continued to evolve from its industrial roots into a center for innovation, education, healthcare, technology, and culture. Today, Pittsburgh offers a diverse economy, respected institutions, and a collaborative civic spirit, while maintaining the accessibility and authenticity often associated with a smaller community.

Outdoor recreation and environmental stewardship are important parts of the region's identity. Riverfront trails, parks, green spaces, and nearby natural areas provide opportunities for walking, biking, gathering, and enjoying the outdoors throughout the year. Continued investment in public spaces has helped make the city more connected, livable, and visually distinctive.

Pittsburgh also offers a wide range of cultural, recreational, and neighborhood experiences, including architecture, public art, local dining, museums, sports, and community events. With its combination of natural beauty, urban amenities, and an unpretentious atmosphere, the city provides an engaging and comfortable place to live, work, and visit.

Additional information on Pittsburgh can be found [here](#).

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include a CV/resume and a letter of interest as separate documents. The letter of interest is a two- to three-page cover letter detailing your experience and key achievements related to this position and your thoughts on how you see yourself contributing to the initiatives and responsibilities described in this position specification. Materials will be reviewed immediately and will continue to be reviewed until the position is filled.

Please direct all applications, nominations, and inquiries to Rachel Polhemus, Aaron Mitra, and Cody Burke, preferably via e-mail at cburke@wittkieffer.com.

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