

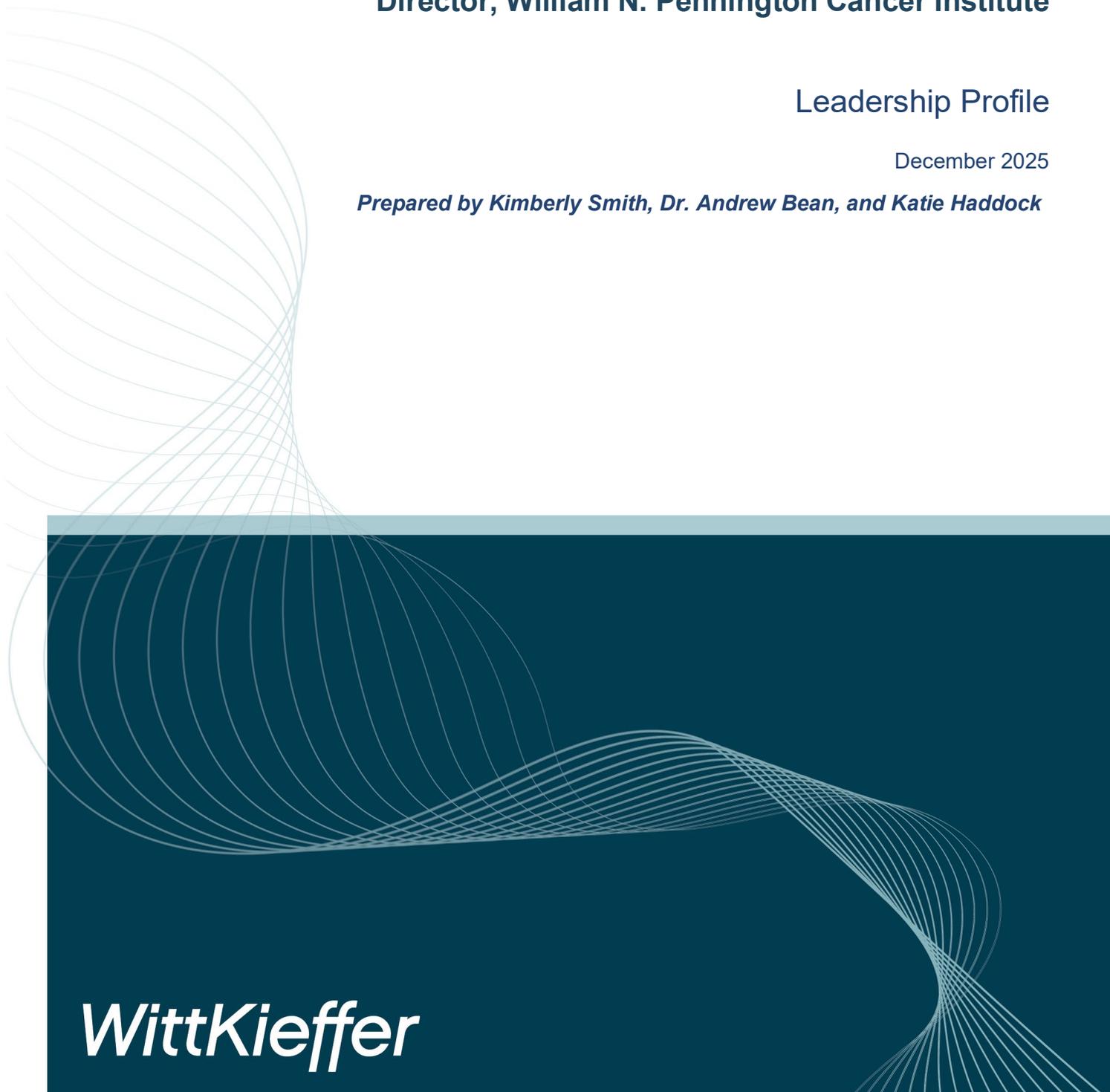


Director, William N. Pennington Cancer Institute

Leadership Profile

December 2025

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A large, decorative graphic consisting of numerous thin, light blue lines that curve and overlap to form a sense of motion and depth. The lines originate from the left side of the page and sweep across towards the right, creating a dynamic, wave-like pattern. This graphic is layered over a dark teal background that occupies the bottom half of the page.

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The Opportunity

Renown Health seeks an innovative and entrepreneurial physician leader to serve as Director of the William N. Pennington Cancer Institute (PCI) and as a thought leader and faculty member at University of Nevada, Reno School of Medicine (UNR Med). This is an exceptional opportunity to lead a high-quality, patient-centered cancer institute through a significant phase of growth, within Nevada's only not-for-profit, locally governed, integrated, academic health system. The Director will play a pivotal role in shaping the future of PCI, guiding its clinical, research, and educational missions, in its affiliation with academic partner (UNR Med) and positioning the Institute for eventual pursuit of NCI designation.

Renown Health, headquartered in Reno, Nevada, is the region's largest healthcare network, serving more than one million residents across Nevada and northeast California. With over 8,000 employees, Renown encompasses two acute care hospitals, a children's hospital, a rehabilitation hospital, a trauma center, a medical group and urgent care network, and Hometown Health, the state's only locally owned not-for-profit insurance company. Renown is nationally recognized for quality and safety, with accolades including Healthgrades Top 250 Hospital, U.S. News & World Report Best Hospital, and the Beacon Award for Excellence. In 2021, Renown entered into a landmark 50-year affiliation with UNR Med, creating Nevada's first academic health system to advance innovation, research, medical education, and clinical trials.

The University of Nevada, Reno School of Medicine (UNR Med), Nevada's first medical school, is a research-intensive, community based medical school with a statewide vision for A Healthy Nevada. Established in 1969, UNR Med is improving the health and well-being of all Nevadans and their communities through excellence in student education, postgraduate training and clinical care, research with local, national and global impact, and a culture of respect and inclusion.

The William N. Pennington Cancer Institute has been a cornerstone of cancer care in Northern Nevada for over 20 years. PCI delivers multidisciplinary, patient-centered oncology services across multiple sites, including Renown Regional Medical Center and the newly opened Conrad Breast Center. With 30 physicians, 15 advanced practice providers, 40 infusion chairs, three linear accelerators, and advanced radiation therapy technologies, PCI treats approximately 2,500 diagnostic cases and 15,000 patient visits annually. It is the only Commission on Cancer-accredited cancer center in northern Nevada, serving a vast 100,000-square-mile catchment area. Renown has committed \$160 million to expand PCI's capacity, enhance its care model, and strengthen its research portfolio in partnership with UNR Med.

The Director will provide strategic and operational leadership for PCI, overseeing clinical programs, research initiatives, and faculty development. They will be charged with building a seamlessly integrated, multidisciplinary cancer program, expanding clinical trials and translational research, and fostering collaboration with UNR Med to advance academic and scientific discovery. The Director will serve as the face of PCI, representing the Institute to donors, legislators, patients, and the broader community, while cultivating a culture of excellence, innovation, and inclusivity. They will embrace and enhance the affiliation between Renown and UNR Med and play a pivotal role in teaching students, residents, and fellows, as well as in collaborative research with UNR Med investigators.

The successful candidate will bring a record of progressive leadership in cancer care, with experience building integrated multidisciplinary programs and advancing robust research portfolios. They will possess strong clinical and academic credentials, an executive presence, and the ability to inspire teams across a complex, matrixed organization. With a passion for building and leading diverse teams, the next Director will be a collaborative leader with the vision and skill to elevate PCI as a regional and national leader in oncology. An MD/DO degree is required, and completion of a postgraduate medical education in an ACGME-approved residency program with current Board Certification in an oncology specialty, as well as eligibility for licensure in the State of Nevada. The Director will possess an academic track record that merits appointment at the rank of Associate Professor or above at UNR Med.

Organization Overview

Renown Health



Renown Health is the region’s largest, locally governed, not-for-profit integrated healthcare network serving more than 1 million residents of Nevada and northeast California. With a diverse workforce of more than 8,000 employees, Renown is comprised of a trauma center, two acute care hospitals, a children’s hospital, a rehabilitation hospital, a medical group and urgent care network, and the locally owned not-for-profit insurance company, Hometown Health. Specialty services include cancer care, neurology, pediatrics, heart care, and women’s health. Additionally, Renown is the only Level II adult and pediatric trauma center and comprehensive stroke center in the area. Telehealth services offer patients in rural areas access to specialists closer to home.

Among the awards and recognitions recently received, Renown Regional was named a Top 250 hospital (Healthgrades), a Best Hospital (USNWR), and a Beacon Award for Excellence facility (American

Association of Critical Care Nurses). Additionally, Renown has earned The Joint Commission’s Gold Seal of Approval for Hospital Accreditation for emergency management, environment of care, infection prevention/control, leadership, and medication management.

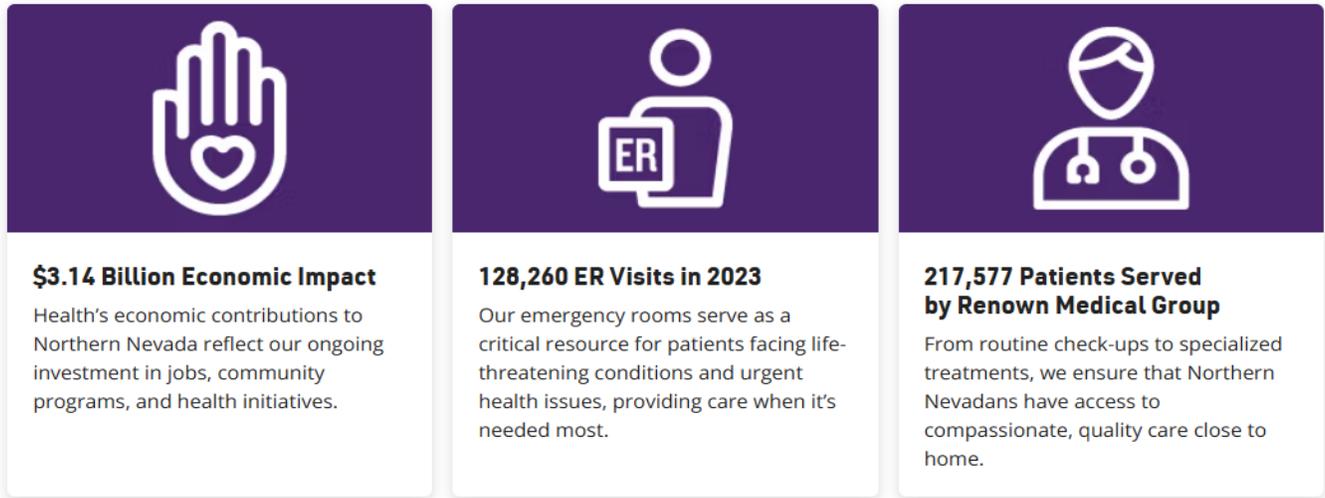
Mission: Established in 1864 as Nevada’s first hospital, Renown proudly serves the community as the only not-for-profit academic health system, committed to saving lives, nurturing minds, and caring for all people.

Vision: Create a healthy future through exceptional care and discovery

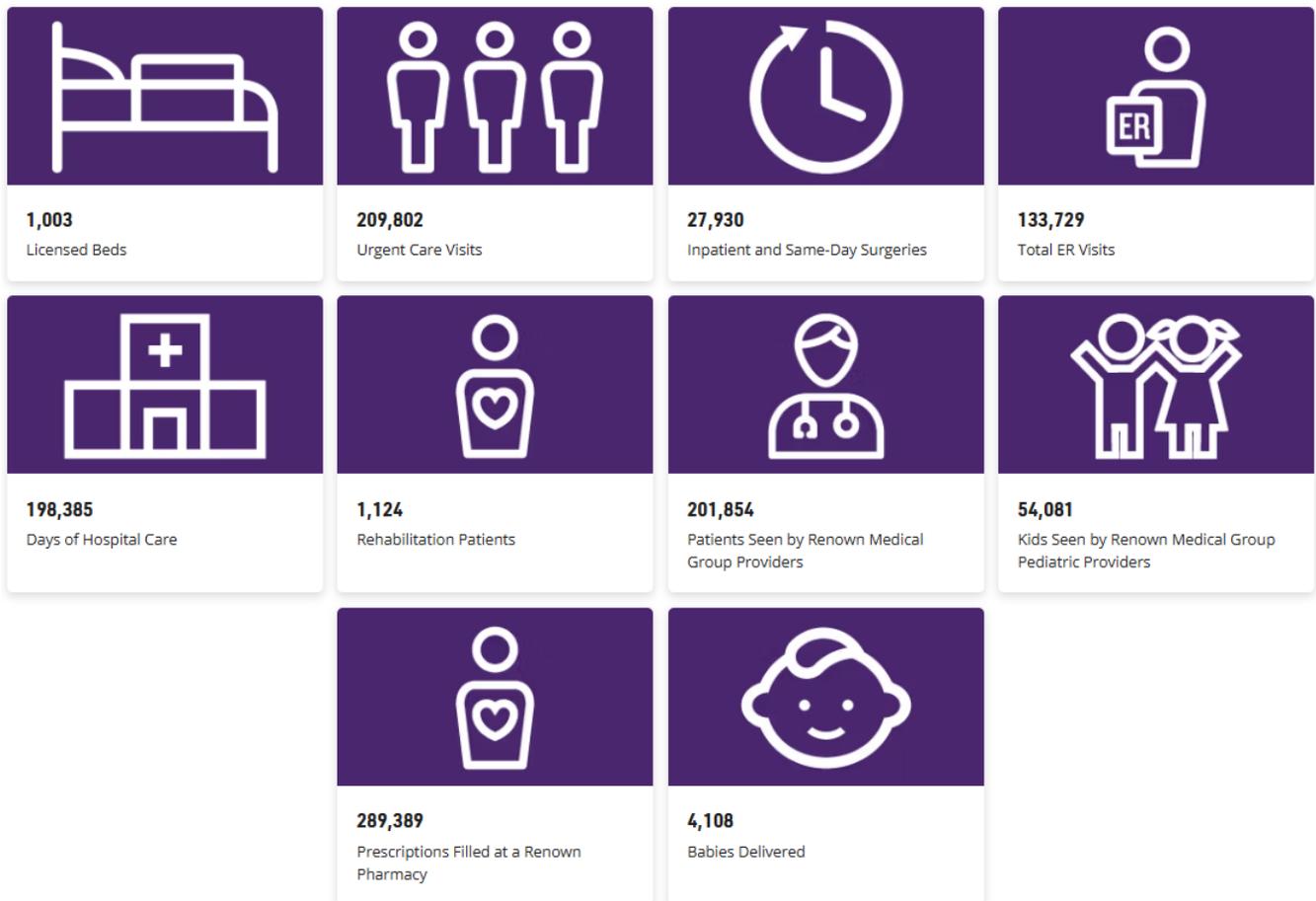
Values: People First, Compassion, Integrity, Collaboration, Excellence

Renown Health is committed to serving the people of Nevada and northeast California, not only through its world-class healthcare services but by investing directly in the well-being of its community. As a not-for-profit healthcare provider, Renown reinvests every dollar earned back into programs that promote better health, reduce disparities,

and improve access to care for everyone. Renown's impact is felt far and wide across the region, helping to shape a healthier, stronger future for all.



Renown By the Numbers (2024)



Renown Regional Medical Center

[Renown Regional Medical Center](#), with 826 licensed beds, is Renown Health's flagship hospital and the only Level II trauma center between Sacramento, California, and Salt Lake City, Utah. Renown Regional facilitates the area's only dedicated children's hospital, [Renown Children's Hospital](#). Funded by a large philanthropic project, in 2012 Renown Regional Medical Center opened a new pediatric floor, featuring a state-of-the-art PICU and NICU. The hospital provides three helipads for aerial transport.

Renown South Meadows Medical Center

[Renown South Meadows Medical Center](#), a 115-bed hospital located in South Reno, Nevada, offers 24/7 emergency care and a comprehensive range of medical and surgical services, including heart care, joint replacement, and specialty care. Recent expansions of Renown South Meadows include a new Specialty Care Center with new operating rooms, cardiac and interventional radiology labs, and the new Conrad Breast Center, which includes breast imaging, surgical oncology, medical oncology, infusion therapy, and on-site pharmacists.

Renown Rehabilitation Hospital

[Renown Rehabilitation Hospital](#), with 62 licensed beds, is the region's only hospital with certification by the Commission on Accreditation of Rehabilitation Facilities and is conveniently located one block east of Renown Regional Medical Center. The hospital is certified for:

- Comprehensive integrated inpatient rehabilitation program
- Stroke specialty program
- Medical rehabilitation case management
- Brain injury specialty program

University of Nevada, Reno School of Medicine

[University of Nevada, Reno School of Medicine](#) (UNR Med) is a community-based, research-intensive medical school focused on educating medical professionals, conducting research, and serving Nevada's diverse populations, emphasizing rural health and innovation. Building upon its 56-year history as the State's first medical school and celebrating the 50-year affiliation with Renown Health that created the first and only integrated academic medical system in Nevada, UNR Med continues to grow both its programs and innovative health initiatives and remains dedicated to the pursuit of "A Healthy Nevada."

Education at UNR Med offers outstanding training for the next generation of health care providers. With programs in undergraduate medical education, physician assistant studies, speech pathology and audiology, and graduate medical education, as well as a combined M.D./Ph.D. program, UNR Med learners experience integrated academic medicine with real world applications.

The biomedical sciences departments at UNR Med have a long history of excellence and are led by faculty who have made impactful discoveries in their respective fields. With an emphasis on translational and clinical research, investigators at UNR Med contribute to global scientific advancement. Innovative research performed by UNR scientists has led to novel discoveries and the development of infectious disease diagnostics and novel therapeutics for diseases such as muscular dystrophy and cardiac arrhythmias.

For more information, access [UNR Med's Annual Report](#).

Renown Partnership with UNR Med

In 2021, Renown and UNR Med entered into a 50-year clinical affiliation agreement, forming the first academic health system in Nevada. The historic partnership was created to facilitate innovation, research, medical education, and grant funding for public health and clinical trials. Additionally, the new medical enterprise will support integration and alignment initiatives that improve access and affordability of care, as well as enhance the recruitment of specialty and subspecialty providers and programs to the region. Renown and UNR Med are aligned in their vision for the future and share a strategic pillar to build and integrated academic health center.

Affiliation Goals

Expanding Access to Clinical Care

The Renown/UNR Med affiliation will create advanced care options that are not otherwise available in the region, such as renal transplant, ECMO, and cellular therapy. New clinical programs will expand access to highly skilled, compassionate practitioners in the region, offering new training opportunities for medical students and resident physicians. Additionally, they will provide new avenues for scientific discovery through clinical research.

Engaging Learning Experiences

UNR is a top-tier university based on the quality of its students, faculty, research, and degree programs. The UNR undergraduate medical curricula provides an integrated community-focused education while ACGME-accredited residency and fellowship programs provide strong postgraduate training. UNR faculty who are educating the next generation of care providers in Nevada are also practicing physicians providing exceptional patient care. Some of the nation's most accomplished medical educators, clinicians, and scientific investigators are drawn to UNR Med because they share a dedication to advancing health care and a shared vision of "A Healthy Nevada."

Unmatched Research Opportunities

The University of Nevada, Reno is ranked as a Carnegie® R1 institution, "very high research activity", which is reserved for America's top 130 doctoral-granting research universities. UNR has particular research strengths in muscular dystrophy diagnostics and therapeutics, smooth muscle biology, cardiac arrhythmias, and infectious disease diagnostics. UNR medical school is ranked among the top 100 US medical schools in NIH research funding. UNR has developed an expanded focus on cancer research, resulting in part from the integration of UNR with Renown, and in alignment with their [Strategic Plan 2024-2029](#).

Healthy Nevada Project

The [Healthy Nevada Project](#), created by the Renown Institute for Health Innovation (IHI) and partnered with Helix INC. (a leading population genomics company), is a research study offering no-cost genetic screening to residents of Nevada. This study aims to create a robust set of data—genomics, medical, and environmental—that enables researchers at Renown Health and UNR Med, to advance the standard of care in Nevada and the nation. Participants in this study are given insights about their genetic ancestry and the potential influence of their DNA on certain wellness traits. Specifically, they look at the genes associated with three conditions:

- Familial Hypercholesterolemia (FH) – increases risk for heart disease
- Hereditary Breast and Ovarian Cancer Syndrome (HBOC) – increases risk of certain cancers including breast, ovarian, prostate and pancreatic cancers
- Lynch Syndrome (LS) – raises the risk for colon, endometrial and other cancers

Partnership with Kaiser Permanente

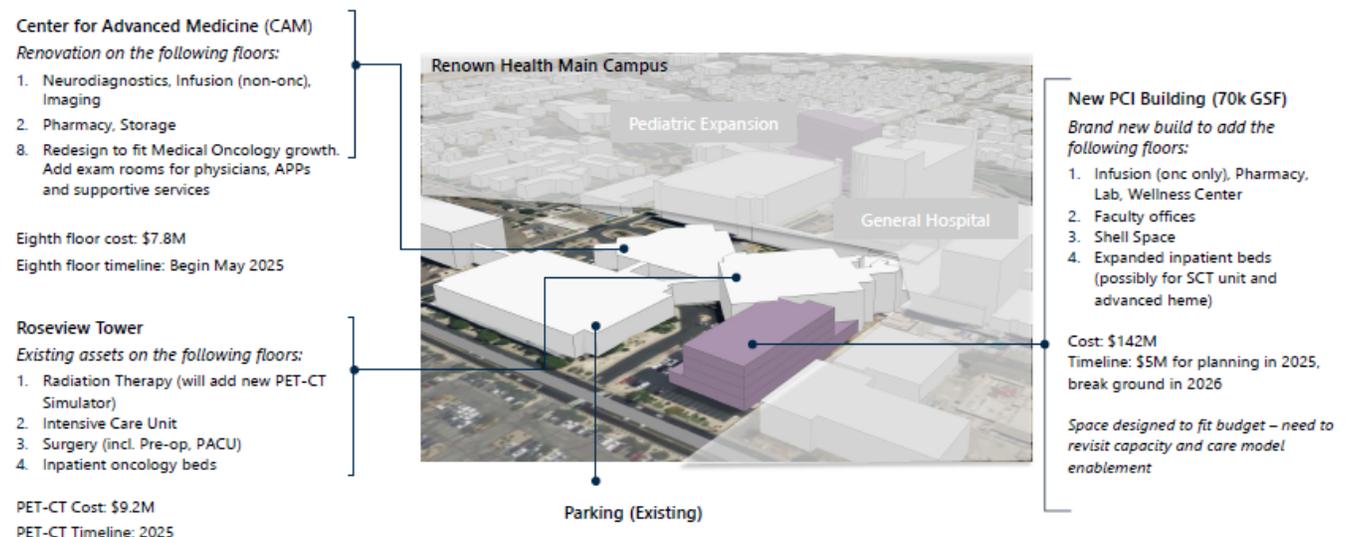
Renown Health and Kaiser Permanente have recently formed a partnership and joint venture to launch Kaiser Permanente Nevada in early 2026 (pending regulatory approval), bringing Kaiser's integrated care model to Northern Nevada by co-owning a new health plan and outpatient system, acquiring a majority stake in Renown's Hometown Health insurance, and expanding access to affordable, comprehensive care with new clinics and existing Renown facilities, focusing on value-based care.

William N. Pennington Cancer Institute

The William N. Pennington Cancer Institute (PCI), an integral part of Renown Health for over 20 years, serves as a leader in cancer care for Nevada and the surrounding region. Known for its state-of-the-art facilities, multidisciplinary care teams, and patient-centered approach, the Institute consistently sets a high standard in oncology services. Services are provided at the PCI main site, within Renown Regional Medical Center, and the new Conrad Breast Center, which opened in May of 2025. Funded mainly through a private donation of \$5 million, the Conrad Breast Center offers a comprehensive range of services, including breast imaging, surgical oncology, medical oncology, infusion therapy, and on-site pharmacy services, and is located within Renown South Meadows Medical Center. Imaging and diagnostics take place at seven Imaging locations and three mammography locations. Renown and the PCI operate 40 infusion chairs, three linear accelerators, and are purchasing their second PET CT, and offer advanced radiation therapy services including IMRT, IGRT, SBRT, SRS, 3D-CRT, and Brachytherapy. With approximately 30 physicians and 15 advanced practice providers, the PCI team treats approximately 2,500 diagnostic cases and a total of 15,000 patient visits annually.

The PCI is the only Commission on Cancer-accredited cancer center in Northern Nevada, with the closest being in Sacramento to the West and Las Vegas to the South. Thus, the PCI serves a large, mostly rural catchment area of 100,000 square miles. There is no NCI-designated cancer center in the state of Nevada. Due to the ever-growing need for high-quality cancer care close to home, Renown and PCI began executing an aggressive growth strategy for the future. In the coming years, Renown plans to invest \$160 million to expand PCI capacity, add capabilities, and enhance the care model. Leveraging and enhancing its affiliation with UNR Med, Renown aims to expand its clinical and research capabilities, with the goal of launching an NCI designation-focused plan.

Current Capital Expansion Plan



In working toward these goals, the PCI has developed a well-functioning and profitable clinical trials office. Clinical research at Renown is well organized with a growing portfolio of open trials and active PIs. They have seen a

steady increase of open trials, earlier phase research, patient accruals, participating PIs, and a positive operating margin on the research portfolio. Basic and translational cancer research is a development area for UNR, and they are reorienting toward a more cancer-focused portfolio.

Position Summary

The Director, William N. Pennington Cancer Institute (Director), will serve as a pivotal architect in shaping the strategic direction of the PCI and elevating its reputation as a regional, academically affiliated cancer center. This role requires a visionary leader with the ambition and capacity to develop a long-term plan with the ultimate goal of achieving NCI designation. The Director will strengthen the relationship between Renown/PCI and UNR Med to facilitate integration and collaboration, enabling productive research. They will foster a seamlessly integrated, multidisciplinary clinical program that ensures timely access to high-quality, patient-centered cancer care across the large region served by the PCI.

Reporting Relationships

This Director reports directly to the Chief Executive Officer of Renown Medical Group and in a dotted line fashion to the Renown Health System Chief Academic Officer / Dean of UNR School of Medicine. The Director will lead in a dyad partnership with the Vice President of Oncology.

Responsibilities

PCI's Director is responsible for:

Leadership / Management

- Provide clear leadership and management to oncology providers, researchers, and staff within PCI and UNR Med, fostering a culture centered on clinical excellence, scientific discovery, growth, and expansion.
- Lead recruitment strategies to attract outstanding clinical and research talent, supporting the Institute's growth. Participate actively in evaluating qualifications, credentials, and professional performance.
- Guide strategic planning efforts that expand PCI's reach and increase patient access for individuals living in Nevada and Northeast California.
- Enhance bidirectional communication with communities in the center's catchment areas.
- Identify opportunities, emerging technologies, and rising talent to advance PCI's pursuit of exceptional clinical quality and patient outcomes.
- Encourage the development and adoption of innovative clinical trials, therapies, and models of care that distinguish PCI regionally and nationally.

Integration

- Serve as the touchpoint between PCI and UNR Med to facilitate communication and collaboration on educational activities and research initiatives focused on cancer.
- Create synergies across the Renown system to integrate oncology services with other service lines, ensuring alignment throughout the organization.
- Promote a collaborative environment within the PCI and across the health system and University that encourages teamwork, interdisciplinary excellence, and innovative approaches to care delivery

Clinical Services

- Monitor both local and broader healthcare markets to ensure PCI maintains a strong competitive edge and continues delivering modern, high-quality clinical services.
- Oversee all clinical and research operations of the PCI, ensuring protocols, practices, and standards are consistently applied and upheld.

- Ensure that clinical operations reflect the latest evidence-based practices and are integrated with academic and research goals.
- Advance quality improvement initiatives focused on clinical outcomes, service delivery, timeliness, and patient quality of life.
- Maintain an active clinical practice.

Research

- Drive the growth and refinement of oncology research initiatives within PCI and UNR Med. Expand the level and impact of basic, translational, and clinical cancer research, including research responsive to the priorities of Nevada communities, supporting the PCI's mission and growth objectives.
- Guide the ongoing expansion of PCI's clinical trial portfolio.
- Provide direction to and further development of the UNR/Renown biobank.
- Serve as mentor and advisor to clinical and research leaders within PCI, supporting their professional growth and leadership development.

Financial/regulatory

- Partner with the Vice President of Oncology to oversee the PCI's budget, ensuring fiscal responsibility and adherence to organizational financial standards.
- Ensure full compliance with all applicable regulatory requirements.
- Engage meaningfully with Renown and PCI's philanthropic community to support continued growth and advancement.

Goals and Objectives

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

- Conduct a thorough assessment of the structure and operations of the PCI and define a plan in line with current strategic plans to achieve growth and expansion goals.
- Continue to enhance the relationship between PCI and UNR Med to align objectives and foster effective communication.
- Develop and ensure ongoing productive research collaborations to support cross-institutional goals and overall clinical and scientific discovery within oncology.
- Implement a leadership structure for the PCI to best achieve efficient, effective operations, support growth, and align with UNR Med's structure and function.
- Guide the Institute into alignment and development of multidisciplinary, disease-focused teams.
- Create and execute a thoughtful plan for recruitment of top-notch clinical and research faculty and staff, aligned with long-term goals and objectives of the PCI and UNR Med.
- Create a plan for new facilities, in partnership with Renown and UNR Med leadership, to house and support future research and clinical endeavors.
- Increase patient access and reduce out-migration of cancer patients, allowing all cancer patients in the region the ability to obtain high quality, local care.
- Establish themselves as a trusted and respected leader and clinician, with internal and external constituents.
- Create a culture of transparency and accountability, ensuring all members of the PCI embrace and are working toward common goals.

Candidate Qualifications

Education/Certification

- M.D., D.O., M.D./Ph.D. or equivalent degree.
- Board certification in an Oncology discipline and licensure or eligibility for licensure in the state of Nevada.
- Possess academic accomplishments that merit appointment at the rank of Associate Professor or above at UNR Med.

Knowledge and Work Experience

- Progressive administrative leadership experience in an academically affiliated cancer center, with previous experience within an NCI-designated Cancer Center.
- Proven ability to design and implement strategic growth plans, with deep knowledge of clinical operations, organizational management, and financial oversight in the oncology space.
- Experience understanding the unique needs of a rural population and developing clinical programs and delivery systems to address them.
- Steadfast dedication to advancing an organization's mission and growth objectives.
- Established history of identifying, recruiting, and mentoring talent, supporting faculty and trainees in their growth and career development.
- Comprehensive operational expertise in managing regional cancer care programs, including disease-specific initiatives and patient-centered service models.
- Familiarity with external research funding processes and demonstrated capacity to mentor both clinical and laboratory investigators to help them secure research support.
- Ability to grow revenue and attract external funding through philanthropic efforts.
- A demonstrated record of building strong teams, both within and across disciplines. Evidence of support for interdisciplinary research and clinical program development.
- Strong advocate for employees, with a focus on fostering safe environments, promoting wellness, and driving quality improvement.
- Thorough knowledge of federal and state compliance standards, ensuring adherence across all aspects of clinical and administrative practice.
- Recognized success in cultivating a diverse and inclusive workforce, with a consistent record of recruiting and developing faculty and trainees from varied backgrounds.
- Experienced in building clinical partnerships and designing sustainable business models to expand cancer care services across multiple sites.

Leadership Skills and Competencies

- Entrepreneurial and passionate about building.

- Adaptable and flexible, with the ability to quickly pivot to fit different situations, settings, or teams.
- Collaborative and able to bring together disparate groups surrounding a unified vision and direction.
- Highly effective communicator with strong interpersonal skills that foster trust and connection.
- Charismatic, dynamic, and persuasive.
- Established history of building durable, healthy, and mutually beneficial relationships both inside and outside of an organization.
- Strategic thinker and problem-solver who recognizes opportunities to elevate the reputation of a multidisciplinary cancer center at both regional and national levels.
- Skilled mentor and motivator, known for cultivating high-performing teams and guiding individuals through professional growth and organizational change.
- Deeply committed to advancing equity and inclusion across all aspects of leadership and practice.
- Experienced in navigating complex, matrixed organizations with multiple reporting structures and stakeholders.

The Community

Reno, Nevada

The quality of life is tough to beat as area residents enjoy the benefits of an affordable mid-size city with a small-town atmosphere, as well as its culture, amenities, and lifestyle. To many, Reno is a terrific place to live, work, and raise a family. Recently, Outside magazine ranked Reno the #1 [happiest place to live](#).

With a population of over 260,000 and a regional population of over 530,000, Reno has been named one of the most livable mid-sized cities in the country. It is the largest city in Northern Nevada and the county seat of Washoe County. The city is situated in a high desert, nestled at the foot of the Sierra Nevada Mountains in an area known as the Truckee Meadows, approximately 50 miles from Lake Tahoe. What began as a small community built to serve westward travelers in the mid-1800s has evolved into a bustling city that serves as the gateway to northern Nevada. Reno has been nicknamed “The Biggest Little City in the World”, with a unique quality of life that contributes to the city’s economic vitality. The breathtaking Reno-Sparks-Lake Tahoe area offers a pro-business climate, excellent quality of life, and world-class recreation amenities.

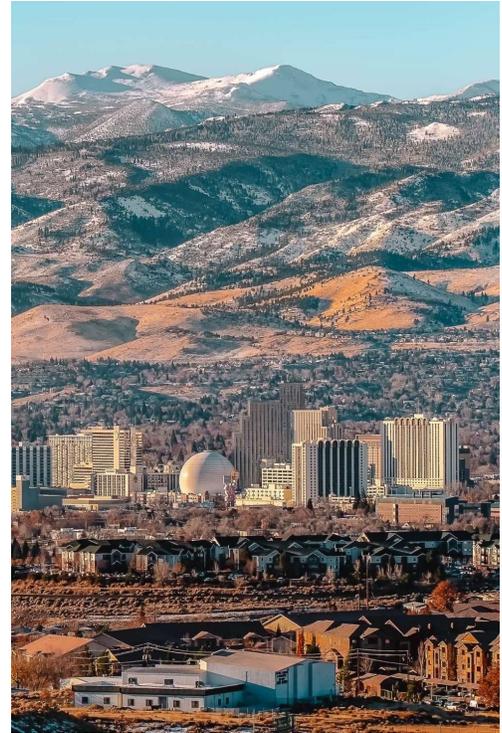
While Reno’s economy was centered on gaming and entertainment for most of the 20th century, it has diversified into a much broader base, including healthcare, clean energy, entrepreneurial startups, technology-based industries, and the expansion of distribution, warehousing, and manufacturing facilities. Nevada does not have a corporate or personal income tax.

Reno and the surrounding areas offer a wide variety of housing options, providing a tremendous choice in determining the type of community one lives in. There are many desirable neighborhoods throughout the area within short commuting distance to Renown. In addition to highways, the city is served by bus and rail systems, as well as Reno-Tahoe International Airport, the second busiest commercial airport in the state.

The area is home to outstanding institutions of higher learning, including the University of Nevada, Reno, the internationally recognized Desert Research Institute, and Truckee Meadows Community College. There are numerous public, charter, and private school options in the area.

At an altitude of 4,500 feet, the Reno area offers four distinct seasons with few extremes. Average temperatures range from winter lows in the 20s to summer highs in the 90s. Low humidity characterizes the area, making the cool days seem less cold and the warm days less hot. Rain is scarce (fewer than eight inches on average annually), as are cloudy days. Snow, however, is a certainty (averaging 22-23 inches per year), although it tends to melt by late afternoon in the valleys. The sun shines 300 days a year, providing warm days, cool nights, and blue skies.

Lake Tahoe, one of the most spectacular lakes in the world and the largest Alpine Lake in North America, is a short 45-minute drive from downtown Reno. Surrounded by forests and peaks, the lake is 22 miles long and 12 miles wide. Thirty-five miles north of Reno, Pyramid Lake is home to a world-famous fishery and thousands of



white pelicans that dot Anaho Island—a rocky peak several hundred acres in size. [Truckee](#), just beyond the border of Reno, offers modern shops, galleries, and quaint inns.

Reno is home to a variety of recreation activities, both seasonal and year-round. There is world-class skiing at over 18 ski resorts, 30 gorgeous golf courses, and limitless outdoor recreational opportunities. Spectacular Lake Tahoe and the largest concentration of ski facilities in the world are within a fifty-mile radius. Biking, hiking,



boating/kayaking, camping, hunting, fishing, and mountain climbing are activities that Reno residents and visitors enjoy.

A diverse arts and cultural community make the region come alive with activity, featuring the Nevada Museum of Art, theater and performing arts, and other special events.

Reno boasts a vibrant college sports scene, featuring the University of Nevada's Wolf Pack, particularly its football and basketball teams. The city is home to the minor league baseball Triple-A affiliate of the Arizona Diamondbacks. The Reno Bighorns, an expansion team of the NBA

Development League, play at the Reno Events Center.

For more information, please visit:

<http://www.cityofreno.com/>

<http://www.reno.com/>

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled. Please direct all nominations and applications to the WittKieffer team listed below through the office of Katie Haddock via email at khaddock@wittkieffer.com.

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Renown Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

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