

# UW Medicine

**Chief Data Officer**

Leadership Profile

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**WittKieffer**

## Contents

<b>The Opportunity</b>	<b>01</b>
<b>Organization Overview</b>	<b>02</b>
<b>Position Summary</b>	<b>07</b>
<b>Goals and Objectives</b>	<b>09</b>
<b>Candidate Qualifications</b>	<b>10</b>
<b>The Community</b>	<b>12</b>
<b>Procedure for Candidacy</b>	<b>13</b>

## The Opportunity

The University of Washington seeks a distinguished leader to both serve as its Chief Data Officer (CDO) in UW Medicine Information Technology services and to serve as a core faculty in the Department of Biomedical Informatics and Medical Education (BIME) at the University of Washington (UW). The faculty rank is Professor Without Tenure or Associate Professor Without Tenure levels. This is an exceptional opportunity for a faculty research leader with operational experience to join a world-renowned medical school and academic health system to make a significant impact by leading the future direction of IT in support of clinical care, education and research. Guided by a compelling mission focused on improving the health of the public, UW Medicine is a vibrant and progressive organization that includes one of the top academic medical centers and medical schools and biomedical research programs in the country (top public institution in the country in terms of federal funding).

The CDO serves as the senior executive leader responsible for shaping and advancing UW Medicine's enterprise strategy for analytics, data governance and integration. Reporting to the Chair of BIME for scholarship and education, with a dual reporting line to the UW Medicine Chief Information Officer (CIO), this role ensures that UW Medicine's extensive data assets are fully leveraged to drive strategic decision-making, operational excellence, patient-centered innovation, research, and education. The CDO also has a dotted line reporting to both the President, UW Medicine Hospitals & Clinics and Executive Vice Dean, UW School of Medicine. As the institutional leader for data, the CDO defines the vision for a data-driven organization, ensuring that actionable insights directly support UW Medicine's mission to improve the health of the public.

The CDO oversees the healthcare data and analytics group within UW Medicine IT Services, providing executive and technical leadership for data warehousing, reporting, decision support, AI/ML systems, and advanced analytics capabilities. The CDO works in close partnership with the CIO, executive leadership, faculty, and clinical and research stakeholders, including the Chief Research Information Officer (CRIO), to ensure that investments in analytics and data deliver measurable improvements in quality, safety, performance, and discovery.

The successful candidate will be an experienced leader who will provide strategic leadership and operational excellence for research information services working in a complex academic health system. The CDO will be an energetic leader who is engaging and can communicate effectively. This position requires the ability to plan and execute strategic initiatives. The CDO must be able to develop strong, trusting relationships and work collaboratively with a diverse group of constituents across UW Medicine. This position requires relocation to the Seattle metro. A track record of grant funding is required.

The University of Washington has multiple professorial tracks, and this offer is for a professorial title in the "without tenure due to reasons of funding" (WOT) track. The majority of School of Medicine faculty hired in the professorial track are hired under the WOT designation. Faculty appointed WOT have the same rights, responsibilities, and obligations as tenure-track and tenured faculty members at those ranks. However, faculty appointed as WOT do not hold tenure because all or part of their annual University-administered salary is derived from sources other than regularly appropriated state funds.

*The base salary range for this position will be \$16,284 to \$43,750 per month (195K-525K annually), commensurate with experience and qualifications.*

## Organization Overview

### University of Washington

Founded in 1861, the University of Washington has been a hub for learning, innovation, problem solving, and community building. Driven by a mission to serve the greater good, students, faculty, and staff tackle today's most pressing challenges with courage and creativity, making a difference across Washington state — and around the world. Cherry blossoms in the Quad and sunsets on Rainier Vista bring that breathtaking Pacific Northwest beauty to the UW campus, which is a quintessential part of Seattle's vibrant history as well as its promising future as the fastest-growing city in the United States.

The campus offers diverse opportunities for students to engage, explore, and learn. As home of the Burke Museum of Natural History and Culture, Husky Athletics, Meany Hall for the Performing Arts, the Henry Art Gallery, UW Medical Center and more, the Seattle campus attracts thousands of community members and visitors throughout the year.

Located a few miles from downtown, UW is at the heart of Seattle's vitality. As a residential campus, thousands of students call the UW "home." Adjacent to campus, the U-District is an eclectic mix of historic sites and a rapidly developing tech sector that the University is fostering through support of startups and a strong partnership with the City of Seattle and neighborhood. This has led the UW to become the most innovative public university in the world with a commitment and imperative for using these activities for the public good.



## Vision

The University of Washington educates a diverse student body to become responsible global citizens and future leaders through a challenging learning environment informed by cutting-edge scholarship.

Discovery is at the heart of the University. The University of Washington discovers timely solutions to the world's most complex problems and enriches the lives of people throughout our community, the state of Washington, the nation, and the world.

## UW Medicine

UW Medicine is internationally known for its work to improve the health of the public by advancing medical knowledge, providing outstanding primary and specialty medical care, conducting innovative research, and preparing for tomorrow's physicians, scientists, and other health professionals. UW Medicine adheres to the principles of patients are first, with a longstanding focus on patient and family-centered care and on continuous improvement to the service culture, including an environment that is consistently respectful, compassionate, timely, personalized, inclusive of families, efficient, coordinated, informative and innovative in support of their care.

UW Medicine is one of the largest academic medical centers in the nation. The UW School of Medicine is second in the nation in total federal research grants and contracts with \$1.3 billion in total revenue according to the Association of American Medical Colleges. UW Medicine includes three acute care hospitals operating on three campuses (UW Medical Center with two campuses), and Harborview Medical Center, plus UW Primary Care, UW Physicians, UW School of Medicine, and Airlift Northwest. UW Medicine includes 37,000 employees, and the hospitals of UW Medicine admit more than 64,000 patients each year and the organization provides outpatient care to more than 2.2 million patients a year in its primary and specialty care clinics.

Nearly 37,000 caring professionals come together each day at UW Medicine with a singular mission: to improve the health of the public. Our family of healthcare providers, researchers, faculty and staff includes:

Airlift Northwest

Harborview Medical Center

UW Medical Center - Montlake

UW Medical Center - Northwest

UW Primary Care

UW Physicians

UW School of Medicine

UW Medicine's mission is to improve the health of the public by advancing medical knowledge, providing outstanding primary and specialty care to the people of the region, and preparing tomorrow's physicians, scientists and other health professionals. UW Medicine owns or operates Harborview Medical Center (HMC), UW Medical Center (UWMC), UW Medicine Primary Care Clinics, UW Physicians, UW School of Medicine, Airlift Northwest, and other owned, operated or affiliated entities as appropriate.

## Mission

UW Medicine has a single mission: To improve the health of the public. The 37,000 members of our community advance this mission through the excellence of their work in patient care, medical education and research.

## Vision

UW Medicine will provide: a care experience for patients and their families that helps them achieve their personal goals for wellness and disease management; an educational environment for health professionals, students and

trainees that prepares them for leadership in their professional careers; and a research enterprise for scientists that enables them to advance medical knowledge and clinical innovations with groundbreaking discoveries.

### Values

We treat people with respect and compassion.

We embrace diversity, equity and inclusion.

We encourage collaboration and teamwork.

We promote innovation.

We expect excellence.

Additional information about UW Medicine can be obtained by visiting <https://www.uwmedicine.org/>

## Department of Biomedical Informatics and Medical Education

The Department (BIME) is engaged in training, research, and the practice of biomedical informatics and medical education across the breadth of health sciences and healthcare. BIME consists of 25 core faculty and 50 extended faculty representing 27 departments across the university. BIME has a very active research program with faculty and students involved in about 100 research grants. BIME faculty play key practice roles in research and clinical computing and in medical education and evaluation.

### Department Mission, Vision, and Values

We are engaged in training, research, and the practice of biomedical informatics and medical education across the breadth of health sciences and health care. Our **vision** is to unleash the potential for information to improve biomedicine, health and medical education. Our **mission** is to use biomedical and health data, knowledge and information to improve health and education through *research, education and praxis*. Our **values** are to actively foster a supportive collaborative culture of excellence for faculty, staff, and students with emphasis on mentorship, camaraderie, [equity, diversity and inclusion](#), and bridging disciplines.

### Division of Medical Education and Evaluation

The UW Division of Medical Education and Evaluation provides service in educational areas central to health professions education including faculty and course evaluation, construction and scoring of exams, curriculum development, implementation of innovative educational methodologies such as standardized patients and web-based simulated patients, and faculty development.

### Division of Biomedical and Health Informatics

The UW Division of Biomedical and Health Informatics is a nationally renowned program in biomedical and health informatics that stresses the importance of teaching, research and service and the synergies across these areas. The faculty who founded the Division in 1997 had engaged in cutting edge grant funded biomedical research and postdoctoral training since the early 1980's. The division was created as a home for these researchers and their growing service activities in UW Medicine information technology translating research into operational systems (the Gene Clinics knowledge base of genetics testing, the UW Medicine telemedicine program, the UW Medicine digital library/clinician toolkit, and the MINDscape web based EHR among others). Built on this foundation of bi-directional synergy between foundational research, applied research and operational informatics systems, starting in 2001 BIME built a range of informatics training programs to create the current 3-way synergy between biomedical and health informatics research, practice and education which is common to clinical departments but rare in biomedical research departments. This success builds on the key operational role BIME faculty play in UW Medicine Information Technology Services.

## Biomedical and Health Informatics Educational Programs

The research focused Graduate Program (partially funded by an NLM training grant) offers a full-time research focused M.S. program, Ph.D. program, and a Postdoctoral fellowship program that all prepare students for careers in research, teaching and information management in academia, within healthcare organizations, and in the healthcare computing industry. We have a total of 50-60 graduate students (5-10 MS, rest PhD) and 4-6 postdoctoral trainees enrolled in any given year.

In collaboration with UW's School of Nursing, BIME offers a fully online (full or part time) Master of Science in Clinical Informatics & Patient-Centered Technologies (CIPCT) targeted at early to mid-career working healthcare providers (physicians, nurses, pharmacists, etc.). We have about 50 total CIPCT students enrolled in any given year.

The ACGME-accredited Clinical Informatics Fellowship program builds on the CIPCT program and additionally provides 2 years of experience-based learning that prepares physicians for clinical board certification. The experience-based learning includes in each year four hands on rotations (inpatient EHR, outpatient EHR, priority projects, and enterprise rotation which includes analytics, locally developed systems and security). In addition, there are weekly didactics on topics related to the rotations as well as Toyota Lean and AI including generative AI and LLMs. We have 6 fellows enrolled each year (3 1st year and 3 2nd year).

Finally, there is an undergraduate transcriptable option in Biomedical and Health Informatics in collaboration with the Information School and their undergraduate information science degree. Each year 40-50 undergraduates graduate with this transcriptable option.

## Biomedical and Health Informatics Research Program

The research portfolio crosses a broad range of disciplines in many departments and schools, focusing on using biomedical information to improve health. Members of faculty, graduate students, and postdoctoral fellows have opportunities for collaboration with almost every discipline in the underlying foundational methods areas (computer science, computational linguistics, applied math, biostatistics) and the application domains (all the clinical departments and their specialties, subspecialties). Faculty and student research interests range from foundational to applied, and some faculty take their applied work and put it into practice via tight collaborations with clinical computing and research computing environments (e.g. in collaboration with the CRIO, the CTSA and the research IT team).

Foundational research in the Department includes data modeling, data management, data visualization, data security/privacy, data integration, knowledge representation and ontologies, computable knowledge resources, information design, inference, machine learning, data mining, modeling uncertainty in data and knowledge, information workflow, people and organizational issues, observational/fieldwork methodologies, natural language processing and text mining. Application areas range from translational bioinformatics to clinical research informatics to clinical informatics including consumer health informatics and population or public health informatics. Many research projects bridge foundational and applied research.

Additional information about BIME can be obtained by visiting <https://bime.uw.edu/>

## Biomedical and Health Informatics Service/Practice Activity

Biomedical and Health Informatics core and extended faculty play key operational and leadership roles in UW Medicine Information Technology Services. Core faculty serve as Chief Research Information Officer (1) and Chief Data Officer (2). A core faculty (3) also leads the clinical informatics fellowship overseeing 5-6 clinical informatics fellows who are funded by the health system to deliver clinical informatics services to the UW

Medicine community. The Chief Medical Information Officer and their faculty physician reports are adjunct/affiliate faculty in BIME. In addition to these 3 leadership positions (1), (2), (3) there are 8 faculty who have 20% each operational roles in the areas of analytics (including AI, GenAI, LLM work), clinical/translational research support, and operational clinical informatics. Finally, the BIME Department Chair helps coordinate all this service activity by being a member of the UW Medicine CIO's executive leaders' group (COO, CAO, CISO, CTO, CDO, CRIO), the Clinical Department Chairs group, and the Biomedical Research Chairs group.

## Position Summary

The Department of Biomedical Informatics and Medical Education (BIME) at the University of Washington (UW) is looking for a full-time faculty at the Professor Without Tenure (Job Code 0111) or Associate Professor Without Tenure levels. The new faculty will serve as Chief Data Officer (CDO) and join our current faculty and students in growing both the scholarship and practice/service aspects of our informatics data, analytics and related AI programs. The effort will be distributed across the following areas: ~40% FTE maintaining an independent research program and ~ 60% FTE serving as CDO for UW Medicine. Optional Clinical Practice is available (up to 10%): candidates would be appointed to the appropriate clinical department, such as Medicine, Surgery, Family Medicine, Pediatrics, or other appropriate clinical department, with a joint appointment in BIME. This faculty position works closely with eleven other BIME faculty members who also engage in operational roles within UW Medicine IT Services (UWM ITS) in areas of clinical informatics, analytics, and clinical/translational research informatics.

**Scholarship, Practice and Teaching Context:** University of Washington faculty engage in teaching, research and service. Overall, the position is envisioned as ~60% FTE practice of data/analytics/AI and ~40% FTE between grant funded scholarship. Teaching roles are envisioned to include guest lectures and seminars, as well as advising biomedical informatics graduate students and postdocs.

Research and practice activities will build on existing data, analytics, text mining and AI scholarship and practice in the context of a) UWM ITS infrastructure which includes the Epic Cogito analytics stack, participation in Epic Cosmos and a 30+ year longitudinal UW Medicine Enterprise Data Warehouse which is updated daily (tiered bronze, silver, gold type architecture), b) the UWM federated analytics model (20+ UWM ITS analysts, 80+ UWM affiliated developers), c) the analytics infrastructure and data services team (~70 FTE), d) the UW CTSA (the Institute of Translational Health Sciences) and UWM Research IT groups, e) our clinical computing operations group (UW Medicine Information Technology Services, UWM ITS), the Institute for Medical Data Science, g) the ongoing research and educational programs in the BIME department.

**Chief Data Officer Role:** The Chief Data Officer (CDO) serves as the senior executive leader responsible for advancing UW Medicine's enterprise analytics, data governance, data integration and artificial intelligence strategy. This role ensures that UW Medicine's extensive data assets are leveraged to drive strategic decision-making, operational excellence, patient-centered innovation, research, and education. As the institutional leader for data and AI, the CDO defines the vision for a data-driven organization, ensuring that actionable insights directly support UW Medicine's mission of improving the health of the public. The CDO oversees the healthcare data and analytics group within UW Medicine IT Services, providing executive and technical leadership for data warehousing, reporting, decision support, AI/ML systems, and advanced analytics capabilities. The CDO manages a high-performing analytics organization of approximately 70 FTEs, including the Director of Analytics, managers, and technical leadership staff. The position partners closely with the CIO, executive leadership, faculty, and clinical and research stakeholders (including the Chief Research Information Officer) to ensure that analytics and AI investments yield measurable improvements in quality, safety, performance, and discovery.

## Reporting Relationships

- The CDO reports a) academically to the Chair of Biomedical Informatics and Medical Education (BIME) and b) operationally to the Chief Information Officer (CIO) with dotted-line accountability to the UW Medicine and School of Medicine executive leadership (i. President, UW Medicine Hospitals & Clinics, ii. Executive Vice Dean, UW School of Medicine).

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## Responsibilities

### Strategic Responsibilities

- **Enterprise Analytics Leadership:** Shape and execute an enterprise-wide strategy for data, analytics, and AI using or supporting that anticipates organizational needs, enables evidence-based decision-making, and aligns with UW Medicine's mission and strategic plan. Enable UW Medicine to easily generate and use trusted data to improve health via actionable information.
- **Stakeholder Value Creation:** Serve as the primary executive partner to clinical, research, operational, and educational leaders to identify key performance questions, deliver analytic insights, and translate data into measurable institutional impact. Establish clear frameworks for analytics prioritization, governance, and performance measurement.
- **Strategic Planning:** Lead the development of the next multi-year strategic plan for data, analytics, and AI (particularly as used by and depending on analytics), integrating governance and technology modernization to strengthen UW Medicine's position as a national leader in healthcare analytics.
- **Innovation & Advanced Analytics:** Guide the design, deployment and evaluation of advanced analytics, machine learning, and related generative AI capabilities that enhance clinical and operational decision-making, population health management, clinical/translational research, and education. Participate in Innovation Core executive governance.
- **Collaboration & External Engagement:** Foster partnerships around analytics for clinical care, operations, research and education across UW Medicine entities (Harborview, UW Medical Center Montlake and Northwest, UW Primary Care, UW Physicians, School of Medicine, Airlift Northwest, and other affiliates) and external clinical and research partners. Enable secure, compliant, ethical data sharing for participation in multi-institutional analytics and analytics related AI collaborations.

### Operational Responsibilities

- **Analytics Program Oversight:** Lead major analytics and infrastructure programs, including Epic Cogito, Cosmos, the Enterprise Data Warehouse (DAWG), data archiving, cloud modernization initiatives, and customer service improvements.
- **Population Health Analytics:** Enable analytics for health equity, community health outreach, and population health initiatives through curated data sets.
- **Enterprise Data Stewardship, Governance & Compliance:** Chair or co-chair enterprise data governance and AI oversight committees. Serve as the accountable authority for institutional data integrity, quality, standardization, interoperability, and compliance. Ensure data accuracy, security, and privacy. Ensure that all analytics and AI activities align with institutional policy, federal regulations, and ethical standards (e.g. HIPAA, FERPA). Champion ethical AI through transparency frameworks.
- **Team & Talent Development:** Build and sustain a high-performing analytics organization that attracts and retains top data, AI, customer service, and engineering talent. Foster a collaborative, mission-driven culture of innovation, learning, and accountability.
- **Fiscal Management:** Develop and manage capital and operating budgets for analytics and analytics related AI programs. Direct investments in data platforms, analytic tools, and workforce development to maximize institutional ROI.

## Goals and Objectives

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

- Develop personal and professional credibility, gain respect, and build trust internally and externally with multidisciplinary stakeholders and leaders. Promote a culture of accessibility and integrate into the UW Medicine culture and quickly become seen as an engaged as well as a trusted collaborator by faculty members and administrative leaders from across the enterprise.
- Build trust, credibility and strong relationships with operational, research and clinical leaders across the health system to identify and address their data and analytics needs.
- Perform an overall assessment of the current data enterprise including resources, technology, structure and staff. Lead the development of the next multi-year strategic plan for data and analytics.
- Develop standards, principles and governance as it relates to data usage, access and intelligence.
- Establish clear frameworks for analytics prioritization, governance, and performance measurement.
- Create a culture that energizes and is supportive of staff and offers career growth and development opportunities to aid in the recruitment, development and retention of highly skilled and diverse team members.

## Candidate Qualifications

### Education/Certification

- Candidates must have a PhD (or foreign equivalent) in biomedical informatics or another relevant discipline (e.g. Data Science, Computer Science). An MD (or foreign equivalent) with relevant significant formal biomedical informatics-related training, scholarship, and practice is also acceptable. This position is not eligible for visa sponsorship.

### Knowledge and Work Experience

- Candidates must have a grant funded research portfolio relevant broadly to data science, analytics and/or artificial intelligence. Examples of relevant research areas include one or more of the following (but are not limited to): data science, database research, data integration, data modelling, data visualization, knowledge representation, advanced machine learning and data analytics approaches, artificial intelligence, generative AI, large language models, “big data”, eScience
- Candidates must also have at least 5 years of documented experience with the practice of data, analytics and/or operational AI related to analytics (e.g. management of large-scale, enterprise data warehouses, data governance and security, delivery of data services for operations and research, operational AI systems, generative AI, large language models). This experience should include working across academic, research and operational sides of a health care system and communicating with a wide range of leadership and stakeholders in data and analytics (health system, researchers, educators).
- Candidates must have at least 2 years of documented leadership experience in operational data, analytics and/or operational analytics related AI in support of the clinical, research and educational missions of an academic medical center and school of medicine (e.g. Chief Data Officer, Chief Analytics Officer).

### Preferred Qualifications

- Ideally, candidates will have 10 years of demonstrated research IT leadership (e.g. Chief Data Officer, Chief Analytics Officer, Chief AI Officer).
- Highly desirable is expertise in biomedical data science, machine learning, biomedical artificial intelligence, and/or large language models and generative AI systems (particularly those needing or supporting analytics).
- Ideally candidates will demonstrate having led a team to develop and deliver necessary and forward-thinking research IT services.
- Other welcomed attributes include non-informatics research experience, strong computing expertise, and a track record of multidisciplinary collaboration.
- Experience teaching informatics and/or data science and/or health AI to diverse audiences, including graduate students and an interest in educational theories are welcomed attributes.
- Experience mentoring and/or teaching MS, PhD and postdoc students in the biomedical informatics and/or data science and/or health AI domain is a welcomed attribute.

## Leadership Skills and Competencies

- Excellent interpersonal, written and oral communication skills.
- The ability to confidently present information at various leadership levels across UW Medicine.
- Ability to lead through ambiguity in a dynamic and growing research community.
- Demonstrated strategic thinking abilities and an enterprise-wide perspective with an ability to effectively negotiate and drive consensus in an academic setting.
- Strong training in research methods includes substantial experience enabling research with ability to translate information into knowledge across a variety of stakeholder groups that include faculty, staff, leadership and external partners.
- Ability to forge strong, long-lasting relationships throughout multiple levels across UW Medicine.
- Excellent organization and problem-solving skills.
- Ability to broker optimal solutions in the face of varying and contrary opinions – excellent people and collaborative skills.

## The Community

### Seattle, Washington

What do biotech, Jimi Hendrix, and Starbucks have in common? All are linked to the Emerald City: a thriving urban hub, technology hotspot, and cultural and philanthropic center that continues to attract the nation's — and the world's — best and brightest.

Seattle's success is tied integrally to the UW. Thousands of UW alumni and friends — including the iconic Bill Gates Sr., aerospace trailblazer William E. Boeing, former U.S. Secretary of the Interior Sally Jewell, Costco co-founder Jeffrey H. Brotman, and the 2024 Gates Volunteer Service Award recipients, Clyde and Sherrelle Walker — have partnered with the UW to develop the business, industrial, and creative legacy of the Puget Sound region. And as the gateway to the Pacific Rim, Seattle has a unique history of expanding that legacy across Asia through relationships with businesses, organizations, and educational partners.



As the home of “global locals” such as Amazon, Microsoft, Boeing, Costco, Starbucks, and Alaska Airlines, the Seattle area offers residents and visitors a vibrant, innovative, and fast-paced environment. UW's Foster School of Business regularly engages local executives to speak on campus, as well as mentor and collaborate with students and faculty on everything from leadership to startups. Given the unique concentration on technology and biotechnology there are major Seattle area hubs for Facebook, Google, and Apple.

More than 1,500 independent philanthropic foundations operate here, anchoring the region's strong culture of giving and civic duty. Seattle rooted giants in the field include the Gates Foundation, the Washington Research Foundation, PATH, the Marguerite Casey Foundation, and the Paul G. Allen Family Foundation.

From shimmering Lake Washington to the picturesque summit of Mount Rainier, the Puget Sound region offers stunning natural scenery at every turn, fueling Seattle's vibrant outdoor culture. The city is home to 200 miles of shoreline and nearly 500 city parks, with abundant opportunities for running, hiking, cycling, boating, and other adventures.

## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest.

Please direct all nominations and applications to Hillary Ross, Zachary Durst, Scott Dethloff through the WittKieffer Candidate Portal by clicking [here](#). Candidates can also find this portal via the WittKieffer website at [www.wittkieffer.com](http://www.wittkieffer.com) and selecting the "Become a Candidate" button.

Any candidates that move forward beyond the initial phases of the search will be required to submit a full application packet to UW Medicine to include CV, Personal Statement, Teaching Statement, Diversity Statement and Contact References.

<p><b>Hillary Ross</b>  <b>Senior Partner, Information Technology Practice</b>                  (630) 575-6116</p>	<p><b>Zach Durst</b>  <b>Principal, Information Technology Practice</b>                  (630) 575-6956</p>	<p><b>Scott Dethloff</b>  <b>Senior Associate, Information Technology Practice</b>                  630-575-6176</p>
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*The University of Washington is committed to fostering an inclusive, respectful and welcoming community for all. As an equal opportunity employer, the University considers applicants for employment without regard to race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status consistent with UW Executive Order No. 81*

[https://urldefense.com/v3/ https://policy.uw.edu/directory/po/executive-orders/eo-81-prohibiting-discrimination-harassment-and-sexual-misconduct/ !!GTF8f0q2V2sp! C-PVusuqMLoQfhdCvY4P60YqGw-Drh-i8hSTEYbdmO1-4rKV11DDJ7GJ33ZLkEs3LMtipyzDVIE2Bn7w\\$](https://urldefense.com/v3/https://policy.uw.edu/directory/po/executive-orders/eo-81-prohibiting-discrimination-harassment-and-sexual-misconduct/!!GTF8f0q2V2sp!C-PVusuqMLoQfhdCvY4P60YqGw-Drh-i8hSTEYbdmO1-4rKV11DDJ7GJ33ZLkEs3LMtipyzDVIE2Bn7w$)

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