



Wake Forest University
School of Medicine



Vice Dean for Undergraduate Medical Education and Vice Chief Academic Officer

LEADERSHIP PROFILE

JANUARY 2026

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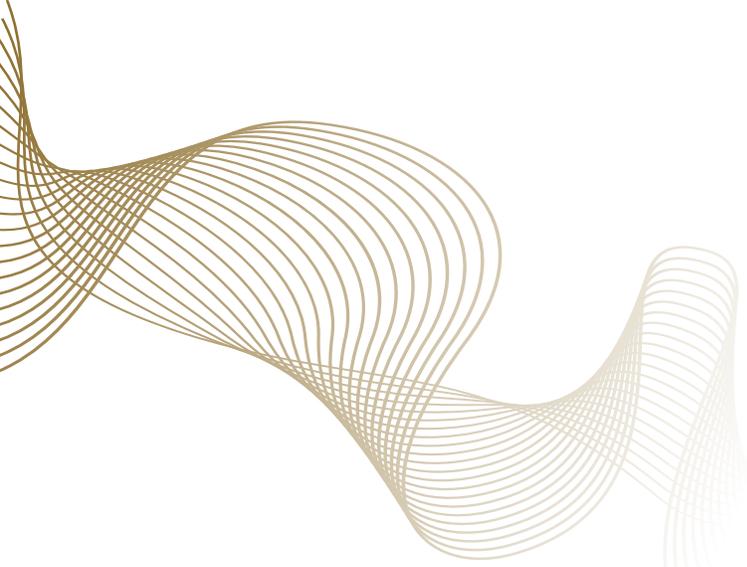


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CONTENTS

- 01** The Opportunity
- 03** Organization Overview
- 06** Position Summary
- 07** Opportunities and Expectations for Leadership
- 09** Goals and Objectives
- 11** Candidate Qualifications
- 13** The Community
- 16** Timeline
- 17** Procedure for Candidacy



THE OPPORTUNITY

Wake Forest University School of Medicine (WFUSM) seeks a visionary academic leader to serve as Vice Dean of Undergraduate Medical Education (UME) and Vice Chief Academic Officer (CAO). The Vice Dean/Vice CAO will guide the MD program's strategic direction and operational excellence across its two campuses in Winston-Salem and Charlotte, advancing a personalized, forward-looking curriculum (Wake Ready) that integrates basic, clinical, and health systems science with early patient exposure.

WFUSM is a nationally recognized, research-intensive institution with deep roots and excellence in biomedical innovation, patient care, and professional training. Established in 1902, it now educates nearly 1,900 students and fellows, including M.D., M.D./Ph.D., allied health, and graduate trainees, through over 3,000 primary faculty across its Winston-Salem campus and its newly inaugurated four-year regional campus in Charlotte, North Carolina. WFUSM consistently ranks in the top third of U.S. medical schools for NIH-funded research and is accredited by LCME, reflecting its enduring commitment to educational excellence and rigorous scholarship.

Advocate Health, formed in late 2022 through the union of Advocate Aurora Health and Atrium Health, is now the third-largest nonprofit integrated health system in the nation. Headquartered in Charlotte, North Carolina, Advocate Health spans six states, operates 69 hospitals and over 1,000 care sites employing approximately 155,000 teammates, and cares for nearly 6 million unique patients annually. Its "Advocate Way" cultural framework and Rewire 2030 strategy center on redefining how care is delivered through clinical and team excellence, health equity, innovation, workforce development, research, and environmental stewardship. As the academic core of Advocate Health, the position offers the Vice Dean/Vice CAO strategic influence over system-wide clinical partnerships, interprofessional education, and healthcare innovation.

The Vice Dean/Vice CAO will join a highly dedicated faculty and staff committed to student success and educational excellence. WFUSM students are academically exceptional and deeply engaged, and the faculty pride themselves on collaboration and adaptability. The Charlotte campus welcomed its inaugural class in 2025 and operates in a state-of-the-art facility within The Pearl innovation district, offering a unique opportunity to shape the future of medical education in a rapidly evolving environment.

The recruitment for this role comes at a time of extraordinary growth. WFUSM has implemented the Wake Ready curriculum, introducing a three-year M.D. pathway and new online programs, while ensuring LCME accreditation standards are met across both campuses. The Vice Dean/Vice CAO will lead efforts to harmonize educational experiences and outcomes across distinct instructional models and foster faculty development.

The Vice Dean of Undergraduate Medical Education and Vice Chief Academic Officer will be an accomplished academic leader with a demonstrated record of innovation and excellence in medical education. The ideal candidate will hold an M.D. or M.D./Ph.D., and be eligible for faculty appointment at the rank of Professor. They will bring substantial experience in curriculum design and implementation, LCME accreditation processes, and continuous quality improvement within an M.D. program. Success in leading complex academic operations, preferably across multiple campuses or distributed learning environments, is essential. The Vice Dean/Vice CAO should have a history of fostering faculty development, advancing education scholarship, and promoting learner-centered strategies that enhance student success and wellbeing. Strong collaborative skills, the ability to navigate resource allocation challenges, and experience partnering with health systems or enterprise-level organizations will be critical.



ORGANIZATION OVERVIEW

Undergraduate Medical Education at WFUSM

Wake Forest University School of Medicine's Undergraduate Medical Education (UME) program delivers a modern, learner-centered M.D. curriculum designed to prepare physicians for a rapidly evolving healthcare landscape. The program operates across two campuses, Winston-Salem and Charlotte, under a single LCME accreditation, offering distinct instructional models while maintaining common educational outcomes.

Curriculum Innovation – Wake Ready

The M.D. program is anchored in the Wake Ready curriculum, which integrates foundational sciences, clinical reasoning, and health systems science from the outset. Students experience early patient exposure, longitudinal ultrasound training, and competency-based assessment throughout their education. The curriculum emphasizes active learning through small-group sessions, simulation, and case-based instruction, fostering critical thinking and adaptability.

Two-Campus Model

- Winston-Salem Campus: Located in the Bowman Gray Center for Medical Education, this campus offers an integrated approach combining didactics, simulation, and collaborative learning.
- Charlotte Campus: Opened in 2025, Charlotte features a problem-based learning model supported by advanced simulation and digital anatomy labs. This campus welcomed its inaugural class in July 2025, marking a significant milestone in WFUSM's expansion.

Distinctive Features

- Early Clinical Immersion and bedside learning.
- Longitudinal threads in ultrasound, health equity, and patient safety.
- Simulation-based education and cutting-edge technology integration.
- Continuous Quality Improvement processes to ensure LCME compliance and curricular excellence.



Governance and Collaboration

The UME program is overseen by the Undergraduate Medical Education Curriculum Committee (UMECC), which includes faculty and student representatives. Course directors and campus leaders collaborate regularly to ensure alignment across campuses, while reviewing resource allocation, faculty development, and workload distribution.

Strategic Growth

WFUSM is introducing a three-year M.D. pathway and exploring new online programs, expanding access and flexibility for learners. These initiatives, combined with the two-campus model, position WFUSM as a leader in innovative medical education.

Graduates of the UME program emerge as highly skilled, adaptable physicians, equipped to lead in team-based care, scholarly inquiry, and health equity, reflecting WFUSM's mission to advance health through education, research, and service.



Wake Forest University School of Medicine

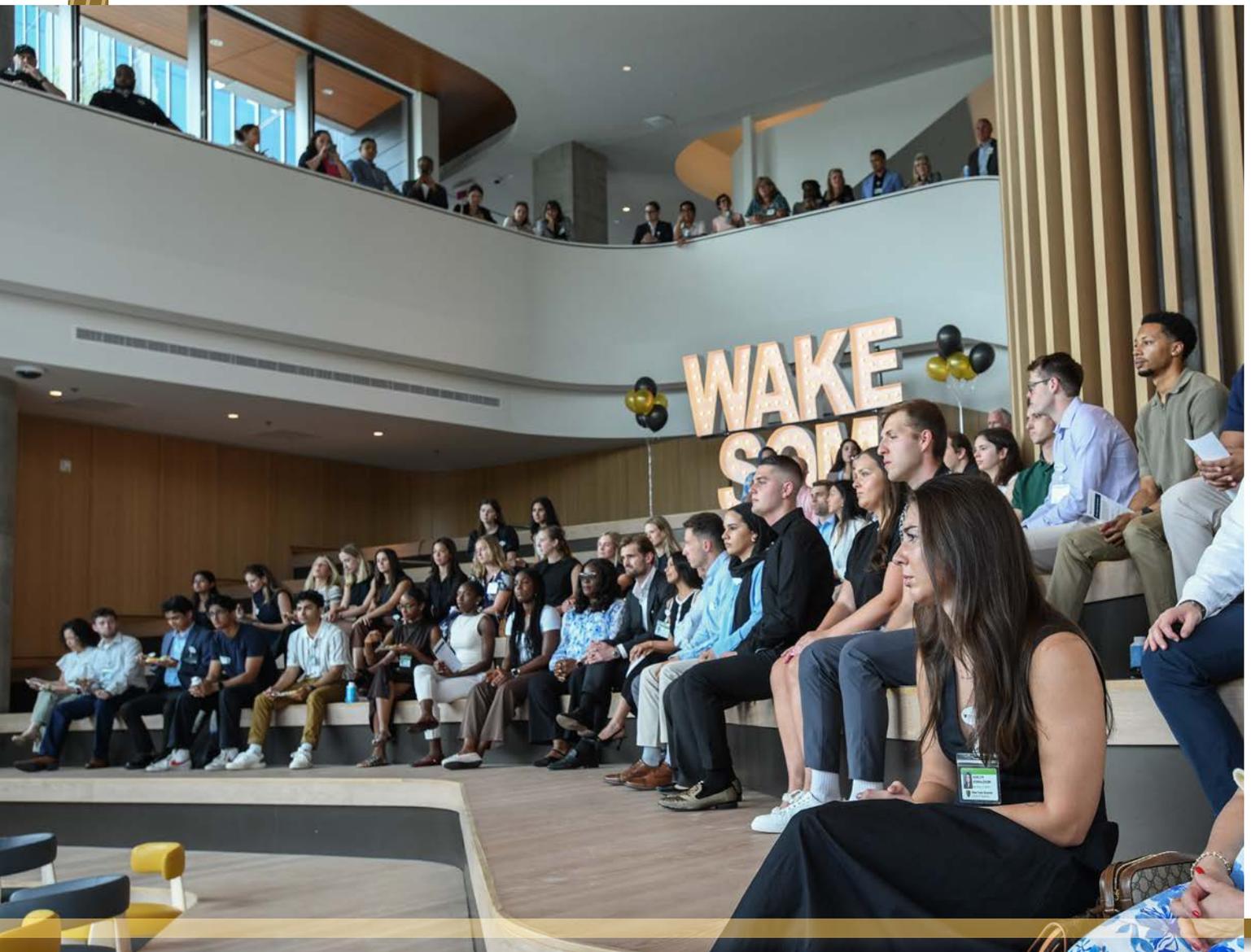
Wake Forest University School of Medicine, the academic core of Advocate Health, prepares the next generation of healthcare leaders through cutting-edge education, research, and patient care. Founded in 1902, the school is among the nation's most selective medical programs and offers M.D., PA Studies, D.N.P., Nurse Anesthesia, and biomedical graduate degrees. With nearly 3,000 primary faculty, 1,900 learners, and 100+ GME programs, it integrates education and research directly into clinical settings to improve health outcomes today, not just in the future.

The school is home to 10 institutes and research centers focused on areas such as Alzheimer's prevention, cancer, cardiovascular disease, diabetes, neurosciences, regenerative medicine, and health equity. Its culture of innovation is supported by state-of-the-art facilities like the Center for Experiential and Applied Learning (CEAL) and community initiatives such as the Delivering Equal Access to Care (DEAC) Clinic, a student-run free clinic for uninsured adults.

Through its academic learning health system, Wake Forest advances discovery, fosters compassionate care, and trains professionals committed to lifelong learning and service, elevating hope and advancing healing for all.

Advocate Health

Advocate Health is the third-largest nonprofit, integrated health system in the United States, created from the combination of Advocate Aurora Health and Atrium Health. Providing care under the names Advocate Health Care in Illinois; Atrium Health in the Carolinas, Georgia, and Alabama; and Aurora Health Care in Wisconsin, Advocate Health is a national leader in clinical innovation, health outcomes, consumer experience, and value-based care. Headquartered in Charlotte, North Carolina, Advocate Health services nearly 6 million patients and is engaged in hundreds of clinical trials and research studies, with Wake Forest University School of Medicine serving as the academic core of the enterprise. It is nationally recognized for its expertise in cardiology, neurosciences, oncology, pediatrics, and rehabilitation, as well as organ transplants, burn treatments, and specialized musculoskeletal programs. Advocate Health employs 162,000 teammates across 69 hospitals and over 1,000 care locations, and offers one of the nation's largest graduate medical education programs with over 2,000 residents and fellows across more than 240 programs. Committed to providing equitable care for all, Advocate Health provides more than \$6 billion in annual community benefits.





POSITION SUMMARY

Reporting directly to the Chief Academic Officer and [Dean, L. Ebony Boulware, M.D., M.P.H.](#), the Vice Dean of Undergraduate Medical Education (UME) and Vice Chief Academic Officer provides strategic leadership and oversight for all aspects of the M.D. program at WFUSM. This role is responsible for ensuring the delivery of a high-quality, innovative curriculum that aligns with the School's mission to educate compassionate, skilled physicians and advance health through discovery and service. The Vice Dean/Vice CAO collaborates with faculty, staff, and institutional leaders to integrate educational excellence with clinical and research priorities across multiple campuses in Winston-Salem and Charlotte.

Key responsibilities include guiding curriculum development and assessment, maintaining LCME accreditation standards, fostering faculty engagement and development, and promoting student success and wellbeing. The Vice Dean/Vice CAO champions diversity, equity, and inclusion within the educational environment and ensures that UME initiatives reflect the School's strategic vision for innovation, community engagement, and interprofessional collaboration. This position plays a critical role in shaping the future of medical education at WFUSM, preparing graduates to lead in a rapidly evolving healthcare landscape.

Direct Reports

- Senior Associate Dean, Admissions
- Senior Associate Dean, Curricular Affairs
- Senior Associate Dean, Student Affairs
- Assistant Dean, Admissions
- Assistant Dean, Curricular Innovation
- Associate Dean, Pre-Clerkship (Charlotte)
- Associate Dean, Pre-Clerkship (Winston-Salem)
- Associate Dean, Longitudinal
- Associate Dean, Clinical Education (Charlotte)
- Associate Dean, Clinical Education (Winston-Salem)
- Associate Dean, Student Affairs (Charlotte)
- Associate Dean, Student Affairs (Winston-Salem)



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The following expectations have been identified for the successful Vice Dean for Undergraduate Medical Education and Vice Chief Academic Officer candidate:

Strong Leadership

- Exercise leadership and management responsibility to ensure the efficient delivery of services that meet the needs of learners, faculty, patients, employees, and the community.

Strategy and Growth

- Provide direction and leadership in the development of strategy, leveraging organizational strengths and relationships to execute on key operating and financial metrics, and educational program growth.

Strategic Leadership & Vision

- Lead the strategic direction of UME in alignment with the M.D. program's 2024–2029 Strategic Plan (innovation, community engagement, people/wellbeing, national visibility), translating goals into measurable outcomes across campuses.
- Advance educational excellence and national visibility through scholarly innovation, faculty development, and data-informed decision-making.

Curriculum & Assessment

- Oversee the design, integration, and continuous improvement of the Wake Ready curriculum, ensuring seamless integration of basic, clinical, and health systems science, early patient contact, and longitudinal ultrasound.
- Ensure robust assessment and program evaluation systems including competency-based assessment and CQI processes, and lead LCME self-study and continuous quality improvement efforts.

Two-Campus Academic Operations

- Provide academic and operational oversight for Winston-Salem and Charlotte campuses, aligning instructional models to common outcomes and optimizing the learner experience across settings.
- Partner with campus leadership to harmonize policies, academic standards, and student support.

Partnerships & Enterprise Alignment

- Collaborate with Advocate Health leadership, graduate medical education, and clinical service lines to expand clinical learning environments, interprofessional education, and pipeline programs.
- Engage health system and innovation partners at The Pearl (Charlotte) to leverage simulation, digital anatomy, and advanced technologies that enrich pre-clerkship and clerkship learning.

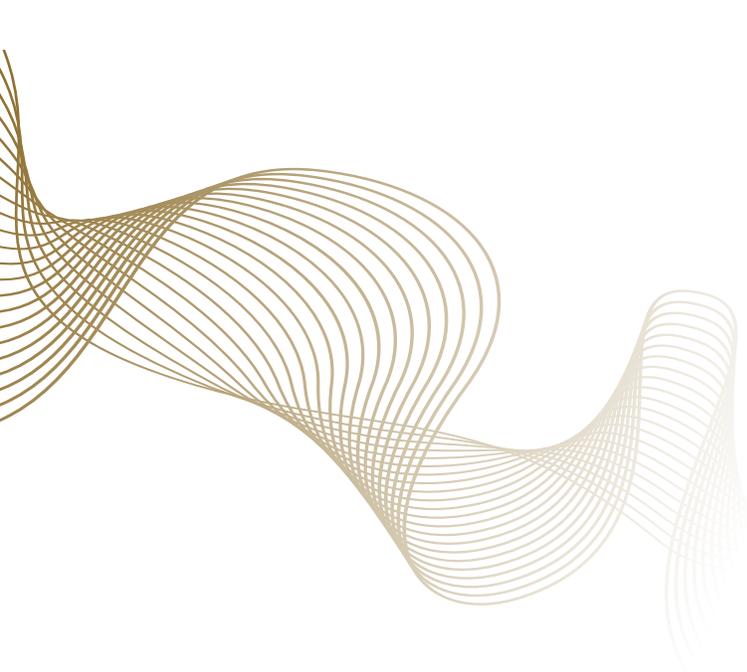
Student Experience, Equity, and Wellbeing

- Champion a learner-centered culture that supports wellbeing, belonging, and equitable outcomes; partner with Student Affairs to strengthen mentorship, advancement, and support services.

Faculty Development & Academic Workforce

- Invest in faculty development for teaching, assessment, coaching, and education scholarship; promote recognition and advancement of faculty educators across campuses.





GOALS AND OBJECTIVES

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

Curriculum Leadership

- Deliver a cutting-edge, integrated M.D. curriculum aligned with LCME standards.
- Expand experiential learning through simulation, clinical immersion, and interprofessional education.
- Champion cutting-edge teaching strategies and leverage digital platforms to create experiences that reflect the future of medicine.

Student Success & Wellbeing

- Strengthen advising and mentoring programs across all phases.
- Implement curricular initiatives that foster a culture of well-being.
- Utilize data-driven insights to monitor performance metrics and continuously enhance student outcomes and satisfaction.

Accreditation & Quality Assurance

- Maintain full LCME compliance and lead accreditation reviews.
- Develop data-driven processes for curriculum evaluation and continuous improvement.
- Establish responsive feedback systems for students and faculty.

Faculty Development & Engagement

- Design and deliver impactful faculty development programs focused on teaching excellence, innovation, and learner engagement.
- Recognize and reward faculty contributions to UME and educational scholarship.

Strategic Partnerships & System Integration

- Align UME initiatives with the Advocate Health academic learning health system; optimize clinical placements and to ensure all learners receive outstanding experiences.
- Coordinate educational experiences across multiple campuses to ensure consistency and excellence in all learning environments.
- Strengthen partnerships with hospitals and community clinics to expand clinical opportunities and reinforce community engagement.
- Lead central teamwork within the Academic Alliance and collaborate effectively with partners.

Innovation & National Visibility

- Lead transformative initiatives by piloting cutting-edge technologies and pioneering educational models that enhance the learner experience and position WFUSM as a leader in medical education.
- Elevate institutional reputation by sharing best practices through high-impact publications, national presentations, and active engagement in academic leadership forums.





CANDIDATE QUALIFICATIONS

Education/Certification

- M.D. or M.D./Ph.D. from an accredited institution with credentials meriting appointment at Professor (any track) at WFUSM.
- Board certification and eligibility to obtain and maintain a North Carolina medical license as well as appropriate credentialing in their chosen specialty.

Experience

- Proven leadership in medical education, ideally as a senior academic leader (e.g., Associate/ Vice Dean or equivalent) with substantial responsibility for Undergraduate Medical Education (UME) programs.
- Experienced academic medicine leader capable of guiding major activities and strategic direction of the School, supporting career development, and overseeing curriculum design, learner experience, and key issues affecting medical students.
- Demonstrated success in fostering innovation and continuous improvement in educational programs within an LCME-accredited environment.
- Experience managing educational programs across multiple campuses or within distributed learning environments, ensuring consistency, quality, and collaboration across sites.

Leadership Skills and Competencies

Distinguished Educator & Academic Leader

- Recognized for excellence in teaching and a strong record of educational innovation, awards, and scholarly contributions to medical education.

Strategic Visionary & Change Leader

- Demonstrated ability to evaluate and enhance educational structures, curricula, partnerships, and technologies to position WFUSM as a national leader in contemporary medical education.

Accreditation & Regulatory Expertise

- Extensive experience with LCME accreditation processes and a thorough understanding of compliance standards for medical education programs, ensuring continuous quality and institutional excellence.

Innovator in Emerging Educational Models

- Proven success in developing and implementing non-traditional learning modalities, including online and hybrid, that align with the School's mission and expand educational reach.

Operational & Financial Stewardship

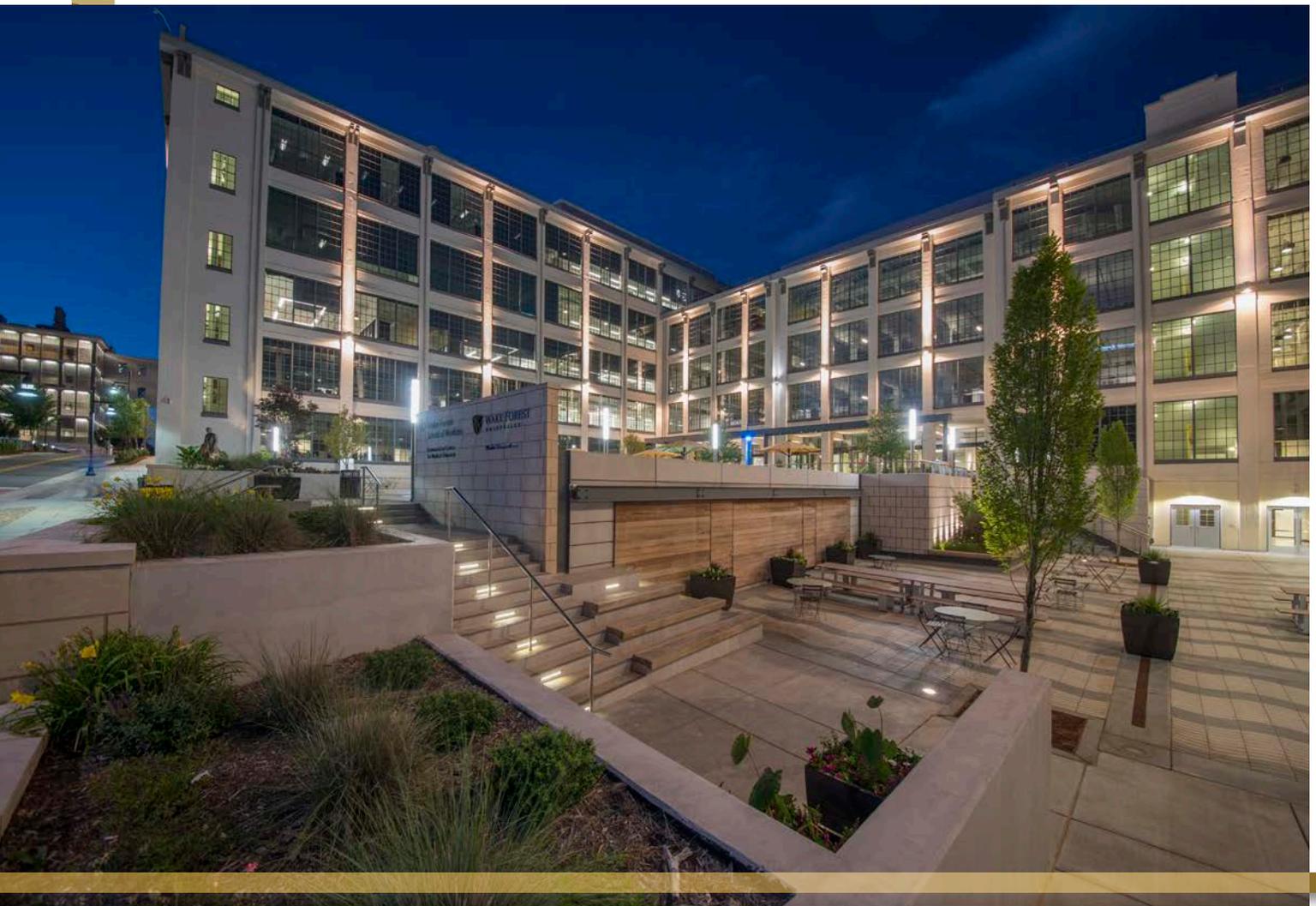
- Strong financial acumen with experience in educational program budgeting, funding models, financial aid strategies, and philanthropic engagement to sustain and grow academic programs.

Advancement & Alumni Engagement

- Track record of partnering with development teams to cultivate alumni relationships and secure philanthropic support for educational priorities and institutional advancement.

Commitment to Wake Forest's Educational Values & Legacy

- An appreciation for the distinctive culture and history of WFUSM, coupled with the vision to integrate innovative tools and methodologies that advance the School's reputation for excellence in medical education. The successful candidate will honor the institution's traditions while driving progress to meet the evolving needs of learners and the healthcare system.



THE COMMUNITY

Winston-Salem, North Carolina

Winston-Salem, North Carolina, known as the “City of Arts and Innovation,” is home to Wake Forest University and offers a distinctive blend of historic charm and modern vitality. Located in Forsyth County, the city combines a welcoming, small-town feel with the amenities of a larger metropolitan area. Winston-Salem is recognized for its strengths in the arts, medicine, health care research, education, and commerce.

Anchored by Wake Forest University and Atrium Health Wake Forest Baptist, Winston-Salem is a hub for research and innovation. Its academic and healthcare institutions drive advancements in medicine, biotechnology, and education. The city also hosts Winston-Salem State University and the University of North Carolina School of the Arts, contributing to its cultural and intellectual vibrancy. Nearby cities such as Raleigh, Durham, and Chapel Hill are about two hours east, providing access to additional academic and research institutions.





Downtown Winston-Salem is a lively district filled with galleries, museums, performance spaces, and a thriving arts community complemented by restaurants, sidewalk cafés, and boutique shops. The city hosts the RiverRun International Film Festival, one of the Southeast’s premier film festivals, and offers year-round cultural programming.

Nestled in northwestern North Carolina, Winston-Salem provides easy access to the Blue Ridge Mountains and Atlantic beaches. Residents enjoy hiking, rafting, kayaking, fishing, skiing, and other outdoor activities. Within the city, more than 3,500 acres of parks, 25 miles of greenways, and numerous recreation centers and golf courses provide ample opportunities for an active lifestyle. A moderate climate allows for year-round outdoor enjoyment.

Winston-Salem’s central location ensures convenient travel. The city is served by major highways and is just 30 minutes from Piedmont Triad International Airport, offering connections to domestic and international destinations.

Combining affordability with a high quality of life, Winston-Salem is known for its collaborative spirit, strong healthcare systems, and cultural richness. With its balance of innovation, history, and hospitality, the city offers an exceptional environment for families, professionals, and students alike.

Charlotte, North Carolina

Families and companies are attracted to the thriving Charlotte region. Booming with economic and commercial activity, Charlotte has all the advantages of one of the nation’s most rapidly growing metropolitan areas.

Charlotte is a financial powerhouse renowned for its vibrant banking sector; it is the second-largest financial center in the nation, behind only New York. The city offers a high-quality business environment and serves as headquarters for many major national and international companies. D&B Hoover’s lists nearly 4,000 companies with facilities in Charlotte-Mecklenburg and with more than \$1 million in revenue. In addition, more than half of the Fortune 500 companies have facilities in the Charlotte area. It is also a manufacturing center of the Carolinas: every major manufacturing sector is represented, including industrial machinery and metal-working industries, along with computer and electronic products and bio-medical facilities. Under its state constitution, North Carolina must operate all levels of state and local governments with balanced operating budgets (i.e., annual expenditures cannot exceed revenues). This sound fiscal management by government officials assures a high level of public services at a reasonable tax rate.

Charlotte-Mecklenburg’s cultural community is alive and thriving with arts, science, and history. The greater Charlotte community appreciates that diverse cultural offerings are key to providing a rich and stimulating quality of life, complementing children’s overall education, and contributing to its outstanding reputation.

Transportation Hub: Charlotte is served by an excellent state and federal highway network, including major north-south and east-west interstate arteries and a modern international airport hub. The airport’s aircraft activity ranks it the world’s seventh-most active air transportation center. The Charlotte region is also the center of the country’s most extensive consolidated rail system.

Superior Education: Serving 133,600 students, the Charlotte-Mecklenburg school system is the largest in the Carolinas and the 23rd-largest in the nation, with a strong network of nationally recognized private schools. The Charlotte area has an outstanding system of higher education. More than

35 colleges and universities serve more than 179,695 students. The University of North Carolina at Charlotte is the largest institution of higher education in the Charlotte region, and Central Piedmont Community College is one of the top five two-year institutions in the country.

National Presence, World-Class Entertainment and Leisure: Charlotte is home to the NFL's Carolina Panthers, the NBA's Charlotte Hornets, Minor League Baseball's Charlotte Knights, multiple offices of NASCAR teams, and the NASCAR Hall of Fame. For those who love to be active amidst natural splendor, the beach is just a few hours away, and the North Carolina mountains boast several ski and snowboarding areas; whitewater rafting, rock climbing, backpacking, camping, and mountain biking trips are possible almost year-round.

For comprehensive information on the Charlotte area, please visit: <https://www.charlotteareachamber.com/>.





TIMELINE

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

Paper presentation of qualified candidates to Search Committee: Week of March 9, 2026

Round One interviews: Week of March 23, 2026

Round Two interviews: March & April 2026

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



PROCEDURE FOR CANDIDACY

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 applications, nominations and inquiries to the WittKieffer consultants assisting Wake Forest University School of Medicine with this recruitment, preferably via e-mail, to arittgers@wittkieffer.com or by phone at (757) 743-7515.

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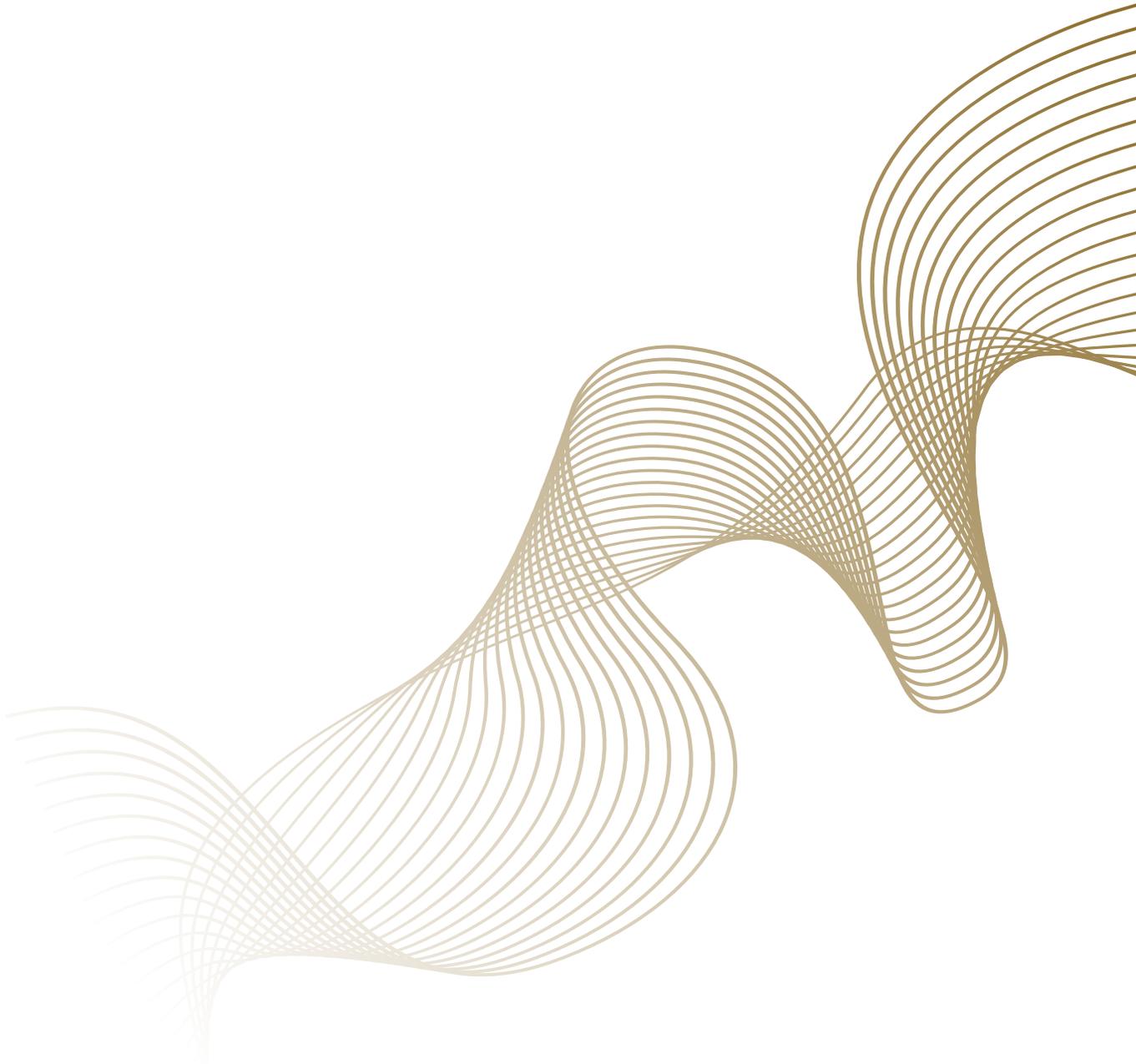
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