



Memorial Sloan Kettering
Cancer Center



Weill Cornell Medicine

Director, Center of Comparative Medicine and Pathology

Leadership Profile

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Prepared by Jillian Williams, Kerry A Quealy, Mercedes Vance

WittKieffer

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The Opportunity

Memorial Sloan Kettering Cancer Center (MSK), Weill Cornell Medical College (WCM) and the Hospital for Special Surgery (HSS) invite applications for the position of Director and Attending Veterinarian (D/AV) of their multi-institutional Center of Comparative Medicine and Pathology (CCMP). In this pivotal position, and as an employee of Memorial Sloan Kettering Cancer Center, the successful candidate will oversee a multi-institutional, interdisciplinary center dedicated to providing comprehensive support for animal research, training specialists in laboratory animal medicine and comparative pathology, and conducting and advancing basic and translational research. This well accomplished leader will uphold public trust by providing oversight for CCMP to support the innovative research at MSK, WCM and HSS through adhering to all relevant laws, regulations, and ethical standards. This role is critical for advancing scientific discovery while maintaining ethical, humane and compliant animal care and use.

The CCMP includes the Research Animal Resource Center (RARC), the Laboratory of Comparative Pathology (LCP), and an Administrative, Financial, and Information Services (AFIS) unit, employing approximately 260 staff and maintaining an annual operating budget of approximately \$39 million. The CCMP is academically focused and dedicated to providing comprehensive animal research support, training specialists in laboratory animal medicine and comparative pathology, and advancing basic and translational research through both collaborative and independent investigation.

The D/AV will play a pivotal role in advancing animal care and research partnerships. This position serves as a key nexus for research collaborations between MSK, WCM, HSS and other institutions, ensuring coordination in animal care and use. The D/AV will also engage in strategic planning and implementation to enhance animal research functions, efficiency and facilities within the comprehensive, multi-institutional animal care and use program. Maintaining strong ties with institutional leadership across the organizations will be required to ensure alignment with various initiatives and to ensure compliance with policies and procedures related to animal research. Additionally, the D/AV will be accountable for the budget management, finances, and operations of the CCMP. This multifaceted role combines leadership, compliance, and operational excellence to uphold MSK, WCM and HSS's commitment to scientific advancement and animal welfare.

This role has joint reporting and shared accountability to senior research leadership at Memorial Sloan Kettering Cancer Center and Weill Cornell Medicine, reflecting the shared governance of the Center. While Memorial Sloan Kettering Cancer Center serves as the employer of record, the Director is required to work closely with leadership at both institutions and operate within an integrated, multi-institutional framework.

The D/AV who will best succeed at MSK, WCM, and HSS is highly visible, strategic, innovative, and a collegial team builder. This individual will be an outstanding communicator with a strong commitment to research, experience in navigating complex academic environments, and a penchant for building relationships that influence and engage others. This position represents a truly outstanding opportunity to advance the CCMP, a program with a clear track record of research achievement and operational excellence.

Candidates must hold a DVM or equivalent advanced degree in veterinary medicine and board certification in Laboratory Animal Medicine (e.g., ACLAM or ECLAM). Additionally, they must have significant experience (at least 10-15 years) in the management of a large, complex animal care and use program in an academic, governmental or biopharmaceutical setting, and proven expertise in regulatory compliance standards such as AAALAC, USDA, and PHS. The successful candidate will also be eligible for academic appointments at MSK and WCM.

Center of Comparative Medicine and Pathology

[CCMP](#) is an academically driven, interdisciplinary center serving [MSK](#), [WCM](#) and [HSS](#). Its mission encompasses supporting animal-based research, training specialists in laboratory animal medicine and in comparative and genomic pathology and advancing and conducting basic, translational and collaborative science. CCMP is the central hub for academic programs and services that facilitate the development, characterization, care, and use of animal models.

The CCMP includes the Research Animal Resource Center (RARC), the Laboratory of Comparative Pathology (LCP), and the Administrative, Financial, and Information Services (AFIS) unit, employing over 260 staff and maintaining an annual operating budget of approximately \$39 million. The Center manages a population of more than 290,000 animals, most of which are genetically engineered mouse models, housed in 9 facilities in New York (Manhattan) and Westchester Counties, as well as in Doha, Qatar, and offers advanced technologies that enable researchers to fully leverage mouse and other animal models to advance basic science and deepen the understanding and treatment of disease.

The Center maintains an academic focus and is committed to delivering comprehensive support for animal-based research, training experts in laboratory animal medicine and comparative pathology, and conducting and promoting basic, translational and collaborative research initiatives. The animal care and use program is fully compliant with the Federal Animal Welfare Act, the PHS Policy on Humane Care and Use of Laboratory Animals, and New York State Department of Health regulations, and it is also accredited by AAALAC International. The program stands out for its significant investment in animal care and commitment to ensuring that all associated research is carried out to the highest possible standard. This dedication creates strong opportunities for advancing research infrastructure, fostering collaborations, and supporting academic training.

There are ten veterinary specialists in the program, all are considered faculty and have academic appointments. Additional details about the CCMP include:

	Memorial Sloan Kettering	Weill Cornell Medical College	Total
Facilities	2	7	9
Square Footage (net) <i>*including administrative space, Westchester and Doha not included</i>	~90,000	~69,000	~159,000
Number of Cages	~32,900	~28,900	~61,800
Animal Census	~140,000	~143,000	~283,000
Active Protocols	164	382	546

PIs being supported	132	230	362
Next AALAC Accreditation	First Trimester 2026	Third Trimester 2027	-
Budget	~\$21M	~\$18M	~\$39M

Educational Programs

CCMP offers advanced postgraduate training in laboratory animal medicine and science, as well as in comparative and genomic pathology. Depending on the specific program, trainees complete their work at MSK, The Rockefeller University, and/or WCM. CCMP oversees two main training pathways: the [Tri-Institutional Training Program in Laboratory Animal Medicine & Science](#) and the [Fellowship in Comparative & Genomic Pathology](#).

Recent Research Collaborations

Collaborative research is undertaken directly with the various MSK and WCM laboratories that develop and utilize animal models. Examples of current collaborations include the following:

- describing and characterizing a new model of dyskeratosis congenita based on the disruption of mouse telomerase and Pot1b proteins
- unveiling the function of various genes in the NMR complex (Nbs1, Mre11, and Rad 50) responsible for double-stranded DNA repair
- characterizing the biological role of the newly identified antiapoptotic gene, septin 4, in the development of hepatic cancer
- testing new anti-prostate cancer drugs using novel mouse models containing the TMPRSS2-ERG fusion protein and an activated AKT pathway
- evaluating the global conditional disruption of the Abi1/Hssh3bp1 gene on prostatic and other neoplasms in a genetically engineered mouse model
- studying the impact of curcumin on mammary and intestinal neoplasia in ENU-induced mouse cancer models

Recent Independent Research Activities

- characterizing the pathophysiology of a novel murine chaphamaparvovirus MKPV in immunocompetent and immunocompromised mouse strains
- exploring the use of a non-pathogenic *Corynebacterium bovis* isolate to protect against clinical disease associated with pathogenic *C. bovis* strains
- identifying a novel murine astrovirus and demonstrating that highly immunodeficient mouse strains are resistant to infection by this virus

- demonstrating the reemergence of *Chlamydia muris*, its global prevalence, and its ability to confound murine models of gastrointestinal disease and cancer
- defining the pathology associated with CAR T cell therapy in NSG and NSG-related strains

Memorial Sloan Kettering Cancer Center

For more than 135 years, MSK has been devoted to exceptional patient care, innovative research, and outstanding educational programs. MSK is home to more than 22,000 physicians, scientists, nurses, and staff united by a relentless dedication to conquering cancer. Today, MSK is one of 72 National Cancer Institute (NCI)-designated comprehensive Cancer Centers, with state-of-the-art science flourishing side by side with clinical studies and treatment.

History and Milestones

MSK Cancer Center was founded in 1884 as New York Cancer Hospital on Manhattan's Upper West Side by a group that included John J. Astor and his wife, Charlotte. In 1899, the name was changed to General Memorial Hospital for the Treatment of Cancer and Allied Diseases. In 1916, the word "General" was dropped and the new name became Memorial Hospital for the Treatment of Cancer and Allied Diseases.

In 1936, the hospital began a move to its present location on York Avenue, on land donated by John D. Rockefeller, Jr., and the new [Memorial Hospital](#) opened in 1939. The building, which was reconstructed between 1970 and 1973, stands on the site today.

In the 1940s, two former General Motors executives, Alfred P. Sloan and Charles F. Kettering, joined forces to establish the [Sloan Kettering Institute \(SKI\)](#), which has since become one of the nation's leading biomedical research institutions. Built adjacent to Memorial Hospital, SKI was formally dedicated in 1948.

In 1960, a new corporate entity - Memorial Sloan Kettering Cancer Center - was formed to coordinate and guide the overall policy for Memorial Hospital and the Sloan Kettering Institute, and in 1980 these entities were unified into a single institution, with a single president and CEO.

Over the years, MSK has continued to expand its outpatient [facilities and services](#) to meet the growing needs of patients, physicians, and researchers.

[Learn more about MSK's history in the organization's timeline.](#)

Patient Care

One of the world's most respected comprehensive centers devoted exclusively to cancer, Memorial Sloan Kettering has ranked as one of the top two hospitals for cancer care in the country for more than 30 years (*U.S. News & World Report*) and among the nation's top [pediatric hospitals](#) for cancer care.

[Patient care](#) is a team effort at Memorial Sloan Kettering, where more than a dozen multidisciplinary [cancer care teams](#) combine the expertise and experience of numerous specialists to ensure the best possible treatment. Patients are treated by as many different experts as are needed for their particular type of disease, including surgeons, medical oncologists, radiation oncologists, radiologists, pathologists, psychiatrists, and nurses.

MSK physicians have an extraordinary depth and breadth of experience in diagnosing and treating all forms of the disease, from the most common to the rarest. Each year, they treat more than 400 different subtypes of cancer. This level of specialization can have dramatic effects on a patient's chances for a cure or control of their cancer.

Research

MSK researchers have led the way in developing new methods for diagnosing and treating cancer. MSK maintains one of the world's most dynamic programs of [cancer research](#), with more than 120 research laboratories that are focused on better understanding every type of the disease. MSK is also home to more than

28 [state-of-the-art core facilities](#), which provide its research community with the latest research technology and a wide range of expert services.

The extraordinary patient care that MSK provides benefits from its innovative programs in basic, translational, and clinical research. In fact, to date the [US Food and Drug Administration has approved 11 drugs developed in MSK labs](#) for marketing — a success rate unmatched by any other cancer center.

Research at the [Sloan Kettering Institute](#) (SKI) - MSK's basic research arm - is dedicated to understanding the biology of cancer through eight major research programs. Investigators at SKI collaborate with Memorial Hospital physician-scientists - a partnership that helps speed important research findings from the laboratory to the patient.

[Memorial Hospital's extensive research program](#) includes areas that focus on basic laboratory research, translational research that bridges discoveries made in the laboratory and those made in the clinic, and mathematical and computational research directed at analyzing and interpreting biomedical data.

MSK also conducts one of the largest [clinical research](#) programs in the world. Through these studies, physicians and scientists on MSK's disease-focused research teams translate basic science findings into new treatment advances. In addition, MSK actively initiates and participates in [clinical trials](#) to identify more effective cancer therapies. In 2023, MSK physicians will be pursuing more than 1800 clinical research protocols with over 5000 therapeutic accruals and 17,000 nontherapeutic accruals annually.

MSK researchers collaborate [internally](#) and [externally](#) to bring together laboratory investigators and clinicians from different disciplines to advance the current understanding of tumor biology and explore new ways to cure, control, and prevent disease.

Education and Training

[Education](#) is a vital part of Memorial Sloan Kettering's mission. MSK training programs prepare the next generation of physicians, scientists, and other healthcare professionals for leadership roles in life sciences and medicine, especially as related to cancer.

MSK [educational collaborations](#) with [The Rockefeller University](#), [Cornell University](#), and [Weill Cornell Medical College](#) offer PhD programs in chemical biology, computational biology and medicine, and the medical sciences. MSK also partners with WCM and The Rockefeller University to offer an MD/PhD program for aspiring physician-scientists.

In 2004, MSK established a PhD program in cancer biology through the [Louis V. Gerstner, Jr. Graduate School of Biomedical Sciences](#) at MSK. This novel program, which offers a PhD degree in cancer biology and enrolled its first class in 2006, trains gifted basic laboratory scientists to work in research areas directly relevant to cancer and other human diseases. The first graduates [completed the program in 2012](#).

MSK also offers [postgraduate clinical fellowships](#) to train physicians who seek special expertise in a particular type of cancer, as well as [postgraduate research fellowships](#) that provide physicians and scientists with advanced laboratory research training. With faculty appointments at WCM, MSK clinical staff members train residents and medical students as well.

Additional information may be obtained by visiting [Memorial Sloan Kettering Cancer Center](#).

Weill Cornell Medicine

WCM is a leading academic medical institution with a strong mission to care, discover and teach. On both a local and global scale, it is dedicated to enhancing human health by providing exemplary and individualized patient care, making groundbreaking biomedical discoveries, and educating generations of exceptional doctors and scientists. From its inception in 1898, Weill Cornell Medicine, known at the time as Cornell University Medical College, has been committed to educational innovation.

History and Milestones

In 1913, WCM became affiliated with the New York Hospital, now [NewYork-Presbyterian Hospital](#), and in 1932 the two institutions opened a joint campus on Manhattan's Upper East Side. This location is the current site of [NewYork-Presbyterian | Weill Cornell Medical Center](#), one of the nation's top academic medical centers offering innovative and evidence-based clinical services across the spectrum of disease.

WCM's powerful network of collaborators includes its parent university, [Cornell University](#), as well as NewYork-Presbyterian, Memorial Sloan Kettering Cancer Center, [The Rockefeller University](#) and [Hospital for Special Surgery](#). Building on its commitment to education and to biomedical research, in 1952 WCM established its [Graduate School of Medical Sciences](#). Strong collaborations between WCM, the Sloan Kettering Institute and the Rockefeller University were cemented with a number of Tri-Institutional initiatives including the flagship Tri-Institutional M.D.- Ph.D Program in 1991.

Clinical and Educational Excellence

Weill Cornell Medicine is divided into 24 basic science and patient care departments that focus on the sciences underlying clinical medicine and/or encompass the study, treatment, and prevention of human diseases. Medicine is constantly changing, but WCM's compassionate, superior patient care is constant. Their goal is to combine this exceptional care with exceptional research and education. WCM is among the nation's top-ranked medical and graduate schools, striving for excellence in its education of the world's future healthcare leaders. Research by faculty and graduate students is collaborative, groundbreaking and patient focused.

Weill Cornell Medicine aspires to attain the highest levels of excellence in clinical medicine, biomedical research, and education. Unparalleled growth over the past two decades has brought WCM to a point where they are able to improve healthcare more than ever before.

As a community, WCM shares a commitment to care, discover, and teach:

- WCM strives to provide patients with the most innovative and compassionate care by their incredible doctors, every single day.
- WCM seeks to make the fundamental discoveries that underlie advances in medicine.
- WCM is driven to improve the health of communities both locally and globally through groundbreaking translational and clinical research.

WCM aims to train the next generation of physicians and scientists who will lead the way in shaping medicine and healthcare for the future. Today, Weill Cornell Medicine has an unprecedented opportunity to increase momentum and accelerate growth across their three-part mission.

Research

Scientists at WCM confront many of the most pressing health challenges of the 21st century, including cancer, cardiovascular and metabolic disorders, neurodegenerative diseases such as Parkinson's and Alzheimer's,

pediatric illnesses, and infectious diseases - particularly those that heavily affect the developing world. Their work drives scientific progress by rapidly translating laboratory discoveries into clinical advances.

Pioneering [Departments](#), [Centers and Institutes](#) drive cross-disciplinary biomedical research aimed at advancing patient care. Scientists are accelerating discovery by using precision medicine and other cutting-edge research approaches to reveal the molecular foundations of disease, with a strong emphasis on rapidly translating laboratory breakthroughs into clinical practice. Working alongside collaborators at seven affiliated hospitals and research institutes, these teams pursue high-impact research designed to deepen understanding of the human body and reduce the burden of disease.

Research and innovation priorities for WCM will continue to emphasize broadening funding streams to include industry and other non-federal sources; improving the utilization and efficiency of core facilities, with particular growth in data science resources; expanding collaborative opportunities with [Weill Cornell Medicine - Qatar](#), [Cornell Tech](#), [Cornell's Ithaca Campus](#), [Columbia](#), and additional partner institutions; strengthening the mentoring, training, and career development of physician-scientists; supporting strategic faculty recruitment; and refining institutional structures to promote greater synergy across programs

A small sample of the life changing research that is being conducted includes:

[Whole-Genome Sequencing May Optimize PARP Inhibitor Use](#)

[Pain-Sensing Neurons Kick-Start Immune Responses](#)

[Cornell-Developed Particles Supercharge Cancer Immunotherapy](#)

[B Cells Transiently Unlock Their Plasticity, Risking Lymphoma Development](#)

[Microbiome May Aid in Successful Pregnancies | Research | Weill Cornell Medicine](#)

Education and Training

Weill Cornell Medicine educational programs are among the most selective in the nation, with unique international partnerships and comprehensive student services. WCM delivers a world-class education in medicine, science, and research—bringing together rigorous academics, hands-on clinical training, and groundbreaking discovery in New York City and beyond. Core programs are housed in the [Medical College](#), [Graduate School of Medical Sciences](#) and the [Tri-Institutional MD-PhD Program](#)

Facts & Figures from 2024-2025 include:

- 3.58 million annual patient encounters
- 181 sites throughout New York
- 1,895 physicians
- \$306.2M in NIH funding
- 1,316 NIH awards
- 403 active interventional studies
- 3,374 published peer-reviewed journal articles

Additional information may be obtained by visiting [Weill Cornell Medicine](#).

Position Summary

Responsibilities

Leadership and Oversight: Provide visionary leadership and management for the CCMP, ensuring alignment of its activities with the research missions of MSK, WCM, and their collaborators. Oversee operational divisions and foster collaboration across institutional and interdisciplinary teams.

Animal Care: Supervise the ethical and humane care of approximately 290,000 animals daily housed in 9 facilities in Manhattan and Westchester County, as well as Doha, Qatar. Ensure adherence to the highest standards of animal welfare and scientific rigor.

Program Development and Compliance: Design, implement, and oversee programs, policies and procedures that ensure the highest standards of animal care, animal use, and research integrity.

Compliance and Accreditation: Maintain full compliance with federal, state, and institutional regulations, and AAALAC International accreditation.

Training and Development: Promote professional development and the education and training of specialists in laboratory animal medicine and comparative pathology. Foster a culture of continuous learning and ethical research practices.

Research Collaboration: Facilitate high-quality research by collaborating with investigators and ensuring all animal studies are conducted and interpreted to the highest ethical and scientific standards.

Financial and Administrative Oversight: Partner with leadership across institutions to collaboratively manage the CCMP's annual operating budget. Ensure effective allocation of resources to support the program's mission and strategic goals. Develop and implement financial strategies that promote sustainability, efficiency, and innovation while adhering to the highest standards of transparency and accountability. Regularly report financial performance and program outcomes to institutional stakeholders, fostering trust and alignment with the research priorities of all three institutions.

Goals and Objectives

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

Develop and Implement a Comprehensive Strategic Plan

The D/AV will establish a clear, forward-looking strategic plan that aligns with the scientific priorities of both MSK, WCM and HSS. This plan should address modernization of facilities, integration of advanced technologies, and long-term resource allocation. By setting measurable objectives and timelines, the D/AV will provide a roadmap for operational excellence and position the program to support cutting-edge research.

Strengthen Institutional Collaboration and Operational Integration

Given the complexity of managing a multi-institutional program, the D/AV must foster seamless collaboration between MSK, WCM, and HSS. This includes harmonizing policies, providing communication channels, regular reporting of operations and finances, and ensuring shared systems for data, compliance, and resource management. Continuing to build trust and transparency across teams will be critical, ensuring that the program continues to operate as a unified entity.

Advocate for Capital Investments and Modernization

The D/AV should champion the case for capital investments, leveraging data and strategic priorities to secure funding from both institutions. This includes upgrading infrastructure, introducing smart cage technology, and enhancing IT capabilities for data reporting and forecasting. These improvements will not only increase efficiency but also drive continuous improvement to achieve exceptional scientific outcomes.

Sustain and Continue to Build a High-Performing Team and Culture

The D/AV will inherit a large, diverse team with varying roles and responsibilities. In addition to maintaining morale and ensuring psychological safety, the D/AV must cultivate a culture of accountability and scientific rigor that supports high-quality research outcomes, anticipate potential staffing shortages proactively and foster professional development to sustain operational excellence and advance the program's mission.

Candidate Qualifications

Education/Certification

- A DVM or equivalent advanced degree in veterinary medicine and board certification in Laboratory Animal Medicine (e.g., ACLAM or ECLAM).

Knowledge and Work Experience

- Significant experience (at least 10 years) in the management of a large, complex animal care and use program in an academic, governmental or biopharmaceutical setting.
- Proven expertise in regulatory compliance standards such as AAALAC, USDA, and PHS.

Leadership Skills and Competencies

- Proven Leadership in Animal Resources. Experience managing large-scale, complex animal research programs across multiple institutions. Ability to navigate the complexities of multi-institutional research programs.
- Forward-thinking leader who can develop a strategic plan for the program. Strong advocate for resources, funding, and modernization of facilities and equipment.
- High scientific caliber, able to engage with investigators and understand research priorities. Comfort collaborating with PIs and supporting grant success for internal projects.
- Skilled in financial management, compliance, and process optimization. Familiarity with advanced systems (e.g., EMR, census, protocol management).
- Strong support for clinical and anatomic pathology. Understanding of husbandry operations, disease control, and biosecurity.
- High emotional intelligence; able to manage diverse teams and personalities. Effective communicator and translator between investigators and staff. Exceptional interpersonal, communication, and organizational skills to engage effectively with diverse stakeholders.
- Ability to manage complexity across two institutions with different HR, IT, and financial systems. Values diversity, academic culture, and training programs.
- Demonstrated commitment to animal welfare, ethical research practices, and fostering a collaborative and inclusive environment.
- Track record of innovation in laboratory animal science and fostering research excellence.

Faculty Appointment

- The Director will be appointed to a faculty position at Memorial Sloan Kettering and Weill Cornell Medicine, with the rank and track determined by qualifications and experience. Faculty responsibilities may include teaching, mentoring, and contributing to the academic missions of MSK and WCM.

Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants supporting this search: Kerry Quealy, Mercedes Vance, and Jillian Williams via e-mail, to MSK-Director-CCMP@wittkieffer.com.

The base salary range for this position is \$250,000 to \$450,000. The salary of the finalist selected for this role will be determined based on various factors, including but not limited to scope of role, level of experience, education, accomplishments, internal equity, and budget, and will be subject to Fair Market Value evaluation. The base compensation range listed is a good faith determination of potential base compensation at the time of this job advertisement and may be modified in the future.

MSK is an equal opportunity and affirmative action employer committed to diversity and inclusion in all aspects of recruiting and employment. All qualified individuals are encouraged to apply and will receive consideration without regard to race, color, gender, gender identity or expression, sexual orientation, national origin, age, religion, creed, disability, veteran status, or any other factor which cannot lawfully be used as a basis for an employment decision.

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

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