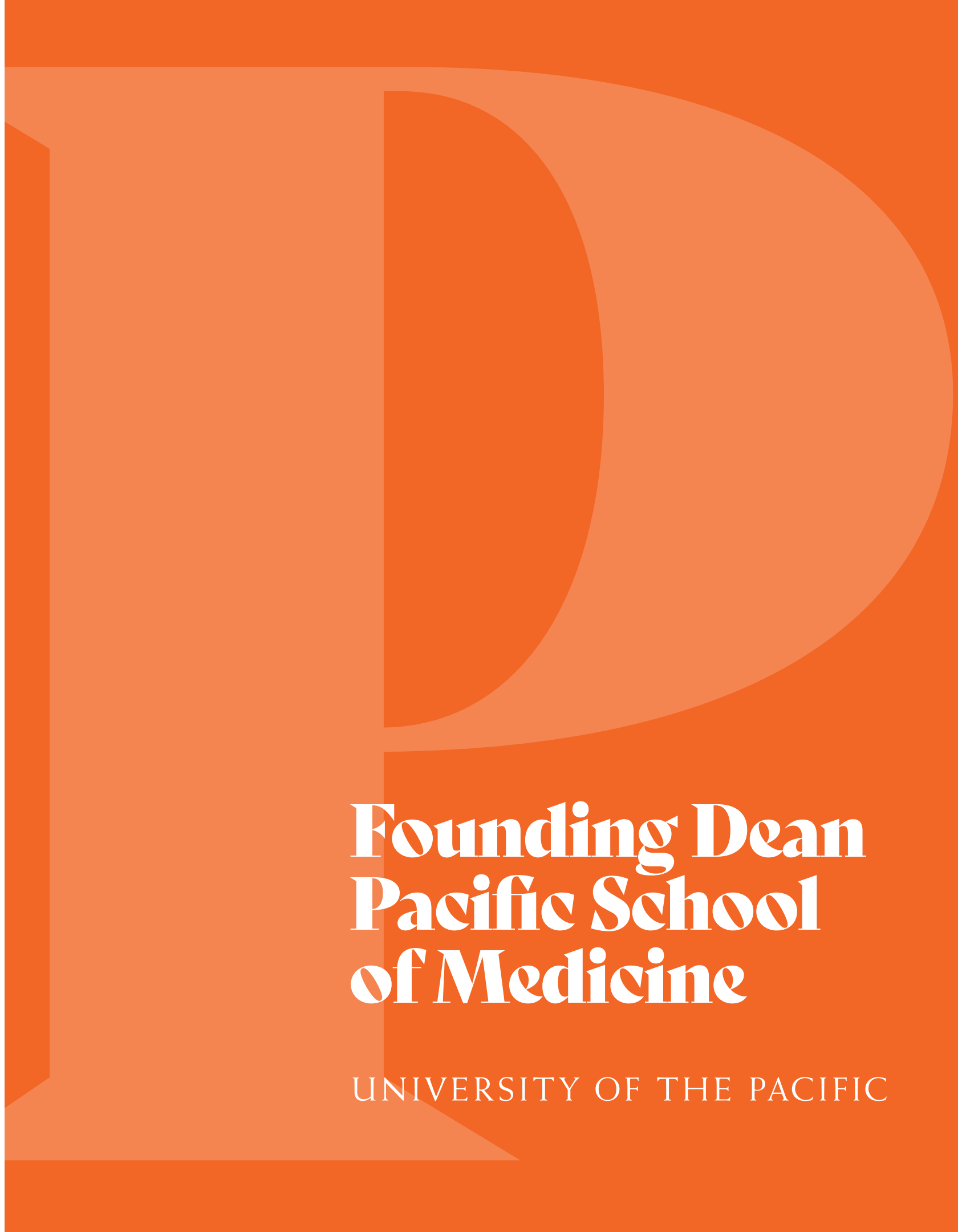




Founding Dean Pacific School of Medicine

UNIVERSITY OF THE PACIFIC



The Opportunity

University of the Pacific, founded 175 years ago as California's first college, is launching a School of Medicine, a transformational initiative to address the severe and growing physician shortages across the Central Valley and other areas suffering from dangerous health care disparities.

The Pacific School of Medicine will be California's first M.D.-granting institution outside of the state's largest population centers in Southern California, the Bay Area and Greater Sacramento.

Located on the university's historic Stockton Campus, the new School of Medicine will focus on educating a new cadre of doctors for vastly underserved areas. The regions located south of the Bay Area and Greater Sacramento and north of Los Angeles—the San Joaquin Valley, southern Foothills, Central Coast and eastern Sierra—all fall well below the bare minimum standards for primary care physicians per capita, while California's biggest metropolitan areas—home to the state's 13 M.D.-granting schools—meet the recommended physician-to-population ratio.

Pacific will be only the 36th U.S. university to have schools of medicine, pharmacy, dentistry and health sciences. Drawing on its existing strengths in health sciences, as well as bioengineering, business, law, communications, the humanities and more, the founding dean will help orchestrate the development of a truly multidisciplinary curriculum modeled on 21st-century, patient-centric teaching and focused on producing practice-ready physi-

cians. Along with ensuring the school's successful launch and accreditation, the founding dean will work in close collaboration with Dignity Health St. Joseph's Medical Center, fellow deans and other community health care partners to build exceptional clinical learning environments for students, residents and faculty.

This is a career defining role for a servant leader who thrives at the intersection of academic vision, program building, collaboration and community partnership. The founding dean will join a university with the ambitious goal of becoming the best student-centered comprehensive university in the nation. President Christopher Callahan, Provost Gretchen Edwalds-Gilbert and the Pacific community invite inquiries from and recommendations of candidates who are forward-looking, energetic and eager to shape the future of medical education in the region and beyond.

The successful candidate will be an innovative and inspirational medical education leader passionate about the opportunity to lead a new school focused on training outstanding physicians who will serve our communities. The founding dean will lead the LCME accreditation process, the recruitment of top-flight faculty and the creation of a modern medical school curriculum that embraces a patient-centric design focused on team learning, multidisciplinary education, the application of emerging technologies and early clinical experiences.

Organization Overview

University of the Pacific School of Medicine plans to welcome its first cohort in fall 2030, pending accreditation approval, with the school eventually growing to 400 students by 2037. A defining feature of the school is its mission-driven approach to health care workforce development. Pacific's vision is to create a pathway of physicians from and for the community, who are trained locally, remain connected to the region and ultimately practice in communities where shortages are most acute.

This initiative builds upon Pacific's long-standing commitment and strong reputation for excellence in health professions education. The university already operates major professional programs in dentistry, pharmacy, audiology, speech-language pathology, nursing, physician assistant, physical therapy, occupational therapy, clinical nutrition, social work and other health sciences disciplines. The addition of a medical school is intended to complement these existing programs and further strengthen Pacific's role in educating health care professionals across Northern California.

A cornerstone of the project is Pacific's strategic partnership with Dignity Health St. Joseph's Medical Center in Stockton. Under the planned arrangement, the hospital will serve as the School of Medicine's primary clinical partner, offering essential experiential learning opportunities for medical students. Third- and fourth-year students are expected to complete clinical rotations at St. Joseph's Medical Center and affiliated regional health care facilities. Through this partnership, students will gain firsthand experience caring for diverse patient populations while developing a deeper understanding of the health care challenges unique to California's Central Valley.

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The university has already begun building momentum through philanthropic support. Pacific has launched a \$150 million fundraising campaign to support establishment of the School of Medicine and secured more than \$25 million in early commitments from major donors before the public announcement of the initiative. Early supporters include the Stockton-based Cortopassi Family Foundation and Pacific Regent Tony Chan and Virginia Chan. These contributions are intended to support planning, facilities development, curriculum design and other foundational investments necessary to successfully launch the school.

The founding of the School of Medicine has historical significance for the university. Pacific played a pioneering role in medical education more than 165 years ago. In 1858, less than a decade after the university's founding, Pacific established what became the first medical school west of Missouri, in San Francisco. At a time when there were fewer than 50 medical

schools in the United States, Pacific helped expand access to medical education in the western region of the country. This campus grew and, in 1908, was purchased by Stanford University to become the Stanford University School of Medicine. University leaders view the new School of Medicine as a return to its medical school roots to continue that legacy and respond to contemporary health care challenges.

The project has garnered strong support from leaders across government, health care, business and higher education. Endorsements include California Gov. Gavin Newsom, U.S. Sen. Adam Schiff, Rep. Josh Harder, local elected officials, health care executives and members of Pacific's Board of Regents. Supporters consistently emphasize the urgent need for additional physicians in the Central Valley, the importance of expanding health care access in rural and underserved communities, and the opportunity to educate and retain health care professionals with strong ties to the region.





CALIFORNIA'S PRIVATE UNIVERSITY OF CHOICE

University of the Pacific

University of the Pacific, California's first and oldest university, has nearly 7,000 students in more than 160 undergraduate, graduate and professional academic programs across its three Northern California campuses in Stockton, Sacramento and San Francisco. For 175 years Pacific has provided a personalized education grounded in close faculty mentorship, hands-on learning and opportunities for students to apply their knowledge in the real world.

Today, Pacific is experiencing historic momentum, with record enrollment, fundraising, research activity and financial strength. The Wall Street Journal ranks Pacific No. 85 among all U.S. colleges and universities, and the university was named one of America's 75 "Dream Schools" by author Jeff Selingo for exemplifying academic excellence, experiential learning, accessibility, affordability and exceptional student outcomes.

Pacific alumni rank among the top 2% nationally in career earnings, according to Georgetown University's Center on Education and the Workforce. The Carnegie Foundation for the Advancement of Teaching and the American Council on Education also placed Pacific in the highest category—Higher Access, Higher Earnings—in their first classification measuring both alumni earnings and access for students from all economic backgrounds.

Pacific places a premium on the social mobility of its students. The Wall Street Journal ranks Pacific No. 36 nationally in social mobility, and it is the nation's top private university designated by the U.S. Department of Education as both a Hispanic-Serving Institution and Asian American and Native American Pacific Islander-Serving Institution.

Through health and legal clinics, the Center for Business and Policy Research, Community Involvement Program, College Corps and other initiatives, students, faculty and staff contribute thousands of hours annually to the communities surrounding Pacific's three campuses and beyond, earning Pacific the Carnegie Community Engagement Classification.

Pacific's nine schools and colleges include the Arthur A. Dugoni School of Dentistry, Benerd College (education), College of the Pacific (liberal arts), Conservatory of Music, Eberhardt School of Business, McGeorge School of Law, School of Engineering and Computer Science, School of Health Sciences and Thomas J. Long School of Pharmacy.

#85

Among all U.S. Colleges and Universities
(The Wall Street Journal)

2%

In career earnings
(Georgetown University Center on Education and the Workforce)

#36

Nationally in Social Mobility
(The Wall Street Journal)

For 175 years Pacific has provided a personalized education grounded in close faculty mentorship, hands-on learning and opportunities for students to apply their knowledge in the real world.

ABOUT PACIFIC

University of the Pacific's three Northern California campuses in Stockton, Sacramento and San Francisco connect students to academic, professional and cultural opportunities in three of the most diverse and dynamic cities in the nation.

STOCKTON

Pacific's 175-acre Stockton Campus is home to undergraduate, graduate and professional programs. The campus has a large undergraduate residential population with robust activities, events, arts, entertainment and recreation as well as 21 NCAA Division I athletic programs. The campus is widely recognized as one of the most beautiful college campuses in the West.

SACRAMENTO

The Sacramento Campus, located just three miles from the California State Capitol, spans approximately 15 acres and offers graduate and professional programs in health sciences, law, policy and education. It is also home to the Pacific Health Care Collaborative, which includes an international dentistry program.

SAN FRANCISCO

Located in the bustling South of Market area in downtown San Francisco, the campus offers a gateway to one of the country's most vibrant cities and provides graduate and professional students opportunities to impact the community through hands-on clinical experiences. The campus is home to the top-rated Arthur A. Dugoni School of Dentistry and graduate programs in audiology and music therapy.



STOCKTON THE COMMUNITY

Stockton is one of California's fastest-growing communities and currently the state's 11th largest city. Located a short drive from the state capital of Sacramento and the wineries of Lodi to the north, the city also offers easy access to premier destinations, including the San Francisco Bay Area, Napa, Yosemite and Lake Tahoe.

Downtown Stockton features professional sports and entertainment venues, including a baseball stadium and a 10,000-seat arena that hosts sporting events, concerts and community gatherings. The Haggin Museum houses a notable collection of 19th- and 20th-century

works by major American and European artists, while the Stockton Symphony and Stockton Opera provide regular performances. Major touring acts can be seen in one of several venues, including the beautifully renovated Bob Hope Theatre in downtown Stockton. Located along the waterways of the California Delta, a vast estuary of rivers, wetlands and wildlife habitats, Stockton offers abundant opportunities for boating, fishing and outdoor recreation. The city is also within easy driving distance of the Gallo Center for the Arts in Modesto and the Mondavi Center for the Arts in Davis.



Governance and Leadership

President Christopher Callahan became Pacific's 26th president on July 1, 2020. He leads the university's strategic vision across all three campuses with a focus on student success, innovation, experiential learning, accessibility and community engagement. Callahan set the ambitious goal of Pacific becoming the best student-centered comprehensive university in the nation, while preparing students to make a meaningful impact in their careers, communities and beyond.

Gretchen Edwalds-Gilbert serves as provost and executive vice president for Academic Affairs. As

Pacific's chief academic officer, she oversees the university's nine schools and colleges and is responsible for academic programs, research, accreditation, university libraries, institutional research, the registrar, education abroad and international student academic services across all three campuses.

Pacific is governed by a Board of Regents, which oversees the institution's mission, academic quality, financial health and long-term strategic direction. The board appoints the university president and ensures that Pacific remains committed to academic freedom and institutional integrity.

DIGNITY HEALTH ST. JOSEPH'S MEDICAL CENTER

Dignity Health St. Joseph's Medical Center is a not-for-profit, fully accredited, regional hospital specializing in cardiovascular care, comprehensive cancer services and women and children's services. St. Joseph's is committed to delivering compassionate, high-quality, affordable health care services with special attention to the poor and underserved. As a sponsoring institution for graduate medical education, St. Joseph's supports rapidly growing educational programs for both resident physicians and medical students. In addition to being nationally recognized as a quality leader, St. Joseph's is consistently chosen as the "most preferred hospital" by local consumers. St. Joseph's is the largest hospital, as well as one of the largest private employers in San Joaquin County. Founded in 1899 by Fr. William O'Connor and administered by the Dominican Sisters of San Rafael, St. Joseph's continues to lead the region in medical innovation. St. Joseph's is a member of Dignity Health/CommonSpirit Health, a nonprofit Catholic health system with care sites across 21 states dedicated to advancing health for all people.

Already the largest medical center in San Joaquin County with 355 beds, nearly 900 physicians, and more than 2,300 employees, the hospital broke ground last month on a massive, nearly \$800 million expansion. A new state-of-the-art, five-story patient care tower will add 120 general acute care beds, 24 intensive care unit beds, a 10-room surgical suite, a new emergency room and two helipads to the medical center. St. Joseph's is also a regional STEMI, Stroke and ROSC receiving center.

With the expansion, St. Joseph's Medical Center will be one of the largest hospitals in California outside of the Greater Los Angeles region, the Bay Area and Greater Sacramento.

The new tower is expected to be open by 2030, the same year Pacific hopes to welcome its inaugural cohort of medical students, pending accreditation approvals. The university plans to eventually grow the medical school to 400 students in a new 100,000-square-foot medical education complex on the historic Stockton Campus.

GRADUATE MEDICAL EDUCATION

St. Joseph's has made graduate medical education a central component of its strategy to address physician shortages and improve access to health care throughout the San Joaquin Valley. Through a significant expansion of its residency training programs, St. Joseph's is a leading regional teaching hospital, supporting 236 residents, including 77 first-year residents and 17 fellows across a range of specialties, and continues to expand. The graduate medical education programs are designed to provide educational excellence while building a sustainable pipeline of physicians who are trained locally and are more likely to remain in the region to practice after completing their education.

The educational infrastructure includes advanced technology such as the DaVinci Xi Surgical System, which supports minimally invasive procedures across multiple specialties and serves as an important teaching platform for surgical residents. Currently accredited graduate medical education programs include anesthesiology, emergency medicine, family medicine, internal medicine, neurology, orthopedic surgery, psychiatry and urology, as well as a transitional year residency. Fellowship programs include cardiovascular disease, child and adolescent psychiatry and critical care medicine. Planned and developing residency specialties include obstetrics and gynecology, and fellowships in interventional cardiology, gastroenterology, vascular neurology, orthopedics/spine, geriatrics, palliative care/hospice medicine, infectious disease and interventional radiology, reflecting St. Joseph's commitment to developing comprehensive specialty training opportunities within the region.

Given the planned School of Medicine and its strategic partnership with Dignity Health St. Joseph's Medical Center, the hospital's established and expanding graduate medical education infrastructure provides a strong foundation for future clinical training opportunities and supports the broader goal of increasing the number of physicians serving California's Central Valley.

With the expansion, St. Joseph's Medical Center will be one of the largest hospitals in California outside of the Greater Los Angeles region, the Bay Area and Greater Sacramento.



Position Summary

REPORTING RELATIONSHIPS

The dean reports directly to the provost and executive vice president for Academic Affairs and provides effective oversight of the overall performance of the School of Medicine. The dean will also work closely with the president, university leadership, fellow deans and clinical partner leadership, including the director of academic affairs for Dignity Health St. Joseph's Medical Center.

The dean will be responsible for the implementation and quality of the medical education program, its development and expansion consistent with the School of Medicine's mission, ensuring the adequacy of faculty to achieve the goals of the medical education program and functional integration of all programmatic components.

RESPONSIBILITIES

- **Strategic Leadership & Vision**
Enact the school's mission, values and academic philosophy, ensuring alignment with Pacific's student-centered ethos and commitment to innovation. Advance the school's distinct identity regionally and nationally.
- **Academic & Accreditation Leadership** Lead the LCME accreditation process, building the governance, policies and infrastructure required for successful approval and long-term compliance. Design a forward-thinking curriculum that integrates early clinical exposure, applied and team-based learning, early community-based training, emerging technologies, multidisciplinary education, emotional intelligence and cultural competence. The curriculum will embrace patient-centric, 21st century models advanced by the American Association of Medical Colleges. Be responsible for designing, implementing, managing and ensuring the quality of the school's educational program.
- **Operational & Financial Leadership**
Oversee the school's administrative and financial framework, including budgeting, staffing, facilities planning and resource allocation. Partner closely with university leadership to secure investments that support growth, accreditation and long-term sustainability. Collaborate with Pacific leadership on philanthropic engagement, building a robust base of external support for programs and capital needs.
- **Fostering Culture** Establish a culture of excellence and effective governance

between and among the university leadership, medical school administration, faculty, students and the community. Create an environment that promotes student, faculty, staff and leadership wellness and resilience.

- **Clinical Partnerships & Community Engagement** Build and strengthen clinical partnerships with health systems, hospitals, clinics and community organizations, particularly the primary clinical partner, Dignity Health St. Joseph's Medical Center. Serve as a visible ambassador for the school, cultivating trust and collaboration with regional stakeholders.
- **Regional Impact & Mission Alignment** Champion community-responsive medical education, preparing graduates who are committed to serving the community. Position the school as a catalyst for regional transformation, strengthening the health workforce and contributing to economic development.
- **Health Equity** Demonstrate inclusiveness and commitment to health equity to foster a diverse and inclusive environment in every aspect of the school. Advance health equity in the Central Valley, shaping programs that address physician shortages, chronic disease burdens and disparities in access.
- **Start-Up and Ongoing Strategic Planning** Be accountable for and lead the implementation and start-up phase of the School of Medicine. Develop and oversee a compelling strategic plan consistent with the school's mission.

- **Faculty Appointment and Promotion**
Ensure the establishment of faculty bylaws and governance policies of the medical school faculty. Make appointments, reappointments, non-reappointments and promotions of faculty and other academic staff in a manner consistent with university policies and on advice of appropriate school committees.
- **Faculty Development** Advise and collaborate with the leadership to promote clinical education and clinical faculty development to foster excellence in care and education delivery for the School of Medicine.
- **Research & Scholarly Development**
Establish the school's research goals, identifying priority areas that align with regional health needs and Pacific's institutional strengths. Build infrastructure for faculty and student scholarship, including partnerships, core facilities and collaborative research programs. Promote innovation and translational impact, encouraging interdisciplinary work across Pacific's professional schools.
- **Fundraising** Blending strategic vision with relationship-based fundraising engagement, cultivating major donors and aligning institutional priorities with philanthropic interest. Securing transformative gifts that advance the school's mission and long term sustainability

Candidate Qualifications

EDUCATION/TRAINING

- M.D., M.D/PhD or international equivalent degree.
- Board Certification in the candidate's specialty/discipline as applicable.

EXPERIENCE, KNOWLEDGE AND SKILLS

- A record of nationally recognized achievement in medical education, clinical and research pursuits that would warrant appointment as a full professor.
- At least ten years of demonstrated leadership in medical school leadership and experience with LCME accreditation.
- Demonstrated achievement in faculty and staff recruitment, development and retention.
- A broad understanding of national health policy and future challenges to health care specific to academic medicine.
- Strong fiscal skills and proven experience with budgets.
- Knowledge of current efforts and best practices to transform medical education using innovative curricula, technologies and teaching/learning methodologies.
- Familiarity, understanding and appreciation of the use of technology in an academic medical setting and/or integrated delivery system.
- Ability to leverage experience and bring new perspectives, insights and skills while fitting into the university culture and business/organizational model.
- Comfort with and ability to navigate complex political, community and institutional landscapes.

PERSONAL QUALITIES AND ATTRIBUTES

- | | |
|---|---|
| • The successful candidate will be a relationship-based and data-driven leader. Specifically, deans at Pacific are: | • Collaborative |
| • High energy | • Able to eschew bureaucracy, silos and turf-protection |
| • Positive and optimistic | • Design, experiment and innovate—question the status quo |
| • Forward-looking | • Look outward for context and solutions |
| • Accountable | • Act with a sense of urgency |
| • Transparent | • Are arrogantly ambitious for the institution |
| • Driven intrinsically by excellence, autonomy and purpose | |



Timeline

- Important dates for this search are outlined below:
- For fullest consideration, all applications are due by September 30, 2026.
- Paper presentation of qualified candidates to the search committee: October 6, 2026
- Round one interview dates: October 13-15, 2026
- Anticipated campus visits: early/mid-November 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 the university with this recruitment, preferably via e-mail, to:

Jeff Schroetlin, Senior Partner
Though the office of Cody Burke
cburke@wittkieffer.com or (630) 575-6161

The budgeted annual salary that University of the Pacific reasonably expects to pay for the Dean of the School of Medicine is between \$700,000 and \$850,000. This considers a wide range of factors that are considered in making compensation decisions, including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. Salary offers are determined based on final candidate qualifications and experience.

University of the Pacific is an affirmative action and equal opportunity employer dedicated to workforce diversity. In compliance with applicable law and its own policy, Pacific is committed to recruiting and retaining a diverse faculty and staff and does not discriminate in its hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, military and veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability. The university will provide reasonable accommodations to individuals with a disability.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of the Pacific documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

UNIVERSITY OF THE
PACIFIC

Sacramento Campus | 3200 Fifth Avenue, Sacramento, California 95817

San Francisco Campus | 155 Fifth Street, San Francisco, California 94103

Stockton Campus | 3601 Pacific Avenue, Stockton, California 95211

▶ [Pacific.edu](https://pacific.edu)