



Associate Vice President for Animal Resources

Leadership Profile

UAB The University of
Alabama at Birmingham.

Table of Contents

[The Opportunity](#)2

[The University](#)4

[The Community](#)11

[The Role](#)12

[Procedure for Candidacy](#)15



The Opportunity

The [University of Alabama at Birmingham](#) (UAB) seeks a dynamic, distinguished executive to serve as its next Associate Vice President (AVP) for Animal Resources and Attending Veterinarian. The AVP will provide visionary leadership and strategic oversight for UAB's [Animal Resources Program](#) (ARP). This role is critical in ensuring the highest standards of animal care and use in research, maintaining rigorous regulatory compliance, and fostering a collaborative and innovative research environment.

UAB is an internationally renowned public doctoral research university and academic health center. UAB's reach stretches across classes, cultures, and continents into inner-city classrooms, rural clinics, and far corners of the globe. UAB currently is experiencing major and sustained investment and growth due to its exceptional research faculty and its culture of collaboration. Through concerted and strategic investments in its clinical and research enterprise, UAB has undergone an amazing transformation in the past five years and has strengthened its status and reputation as a leader in biomedical discovery, education, innovation, and patient care. UAB has earned national recognition among top employers in higher education through the [Great Colleges to Work For](#)® program — receiving the prestigious Honor Roll distinction for the first time.

The current university strategic plan, [Forging Ahead](#), incorporates UAB's [Research Strategic Initiative](#), aimed at expanding the university's research enterprise to enrich the lives of those it serves through transformative healing, empowerment, and enduring societal impact. A key objective of this initiative is to elevate the institution's research profile even higher, positioning UAB among the nation's leading research institutions. This ambitious growth will reinforce the university's role as a driver of innovation and a catalyst for improving the human experience. The ARP will play a vital role in helping UAB realize this goal.

The ARP provides care for all animals required in research and teaching programs at UAB and affiliated hospitals. Operating under the administrative authority of the President of UAB, the ARP is directly managed by the AVP for Animal Resources, and reports to the UAB [Vice President for Research](#). The ARP oversees over 200,000 square feet of space designated for use or care of laboratory animals, distributed among 11 buildings on campus. Approximately 100 team members in ARP are dedicated to the care of research animals including non-human primates, ferrets, swine, zebrafish and rodents. Over \$215M of research is being performed in partnership with the ARP.

The AVP will play a pivotal role in advancing animal care, implementing a vision for the ARP that melds with university goals and positive research collaborations. The AVP also will assume the critical responsibility of University Attending Veterinarian. In this capacity, they champion ethical practices, support research missions, and uphold the trust placed in UAB's scientific endeavors.

The ideal candidate is a highly visible, strategic, collegial team builder, an outstanding communicator and excellent listener, and an individual who is facile in a complex academic environment. This leader will build relationships, influence, and engage others. This represents an exciting opportunity for a leader in this field to advance and improve animal resources for a university with a clear track record of demonstrating its commitment to investing in and advancing this important work. The AVP will contribute to the critical research discovery and creative effort impacting local and global communities in the areas of basic, applied, and translational research to contribute to society in a meaningful way.

A DVM or equivalent advanced degree from an accredited institution in veterinary medicine, and eligibility for licensure in the state of Alabama is required. Ten years of experience in laboratory animal medicine and animal care program management, board certification by the American College of Laboratory Animal Medicine (ACLAM) or an equivalent organization, and USDA veterinary accreditation are preferred qualifications.

Animal Resources Program

Animal research conducted at the University of Alabama at Birmingham holds accreditation from AAALAC, is officially registered as a research facility with the United States Department of Agriculture (USDA) and maintains an active Assurance of Compliance with the Public Health Service Office of Laboratory Animal Welfare (OLAW).

The Animal Resources Program (ARP) serves as the dedicated unit responsible for the care of all animals used in research and educational activities at the University of Alabama at Birmingham (UAB) and its affiliated hospitals. Operating under the administrative oversight of the UAB President, the ARP consists of approximately 100 staff members and interacts with hundreds of faculty and staff throughout the university. The Associate Vice President, Animal Resources Program (this position) reports to the Vice President for Research. The program manages over 200,000 square feet of space allocated for the housing and care of laboratory animals, spread across 11 buildings on campus. Species that are cared for by the ARP include non-human primates, ferrets, swine, zebrafish, and rodents.

The ARP provides a range of services, including:

- Animal procurement
- Daily care
- Quarantine, testing, health surveillance, and veterinary medical care
- Provision of facilities and personnel for procedures such as surgery, radiography, postoperative care, necropsy, and diet preparation
- Assuring compliance with animal use laws and policies
- Lead and assist teaching programs that use animals
- Advise and partner as requested with research projects and protocol development



The University

Since becoming an autonomous campus of the University of Alabama System in 1969, the University of Alabama at Birmingham (UAB) has grown into a world-renowned research university and academic medical center, occupying more than 100 city blocks in Alabama's largest metropolitan area. With its culture of intense collaboration and longtime partnership with its community and state, UAB continues to impact lives locally and globally in all four pillars of its mission: Education; Research, Innovation & Economic Development; Patient Care; and Community Engagement.

The total operating budget for UAB and UAB Hospital in FY26 is \$6B, and the state appropriations budget for FY26 is \$421M. The university has an Aa2 rating from Moody's and an AA+ rating from S&P. Research expenditures for UAB in FY24 exceeded \$866M.

Vision, Mission & Values

UAB continues building an even bolder future through its strategic plan, [Forging Ahead](#) (2024-2028), which outlines the university's vision, mission, values, institutional goals and objectives, and metrics for gauging progress towards those goals.

VISION

UAB is a world-class research university and academic health system committed to understanding and improving the human experience.

MISSION

UAB enriches society and improves health and well-being through transformational educational experiences, groundbreaking research, innovation and entrepreneurship, community engagement, and world-class patient care while serving our UAB, local and global communities.

VALUES: We CARE

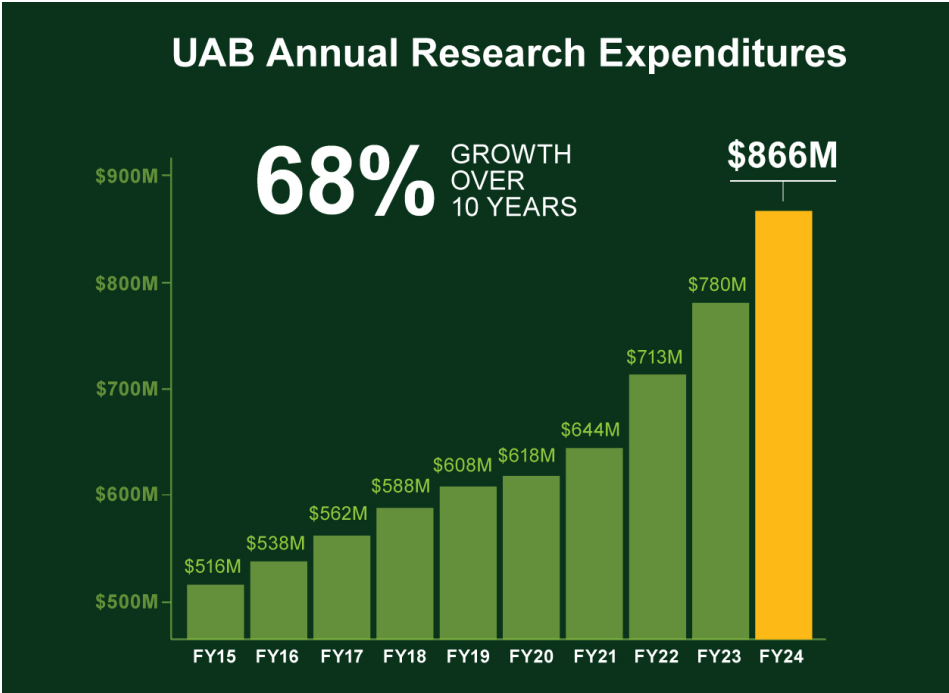
- **Collaborate:** Work as a team for the greater good.
- **Act with integrity:** Be accountable and always do the right thing.
- **Respect all:** Champion diversity and opportunities for all, with civility.
- **Excel:** Innovate and strive for excellence in everything we do.



Research and Innovation

UAB's robust, interdisciplinary research enterprise remains highly competitive among its peers and has an impact on health and quality of life that reaches across Alabama, the U.S., and the globe.

Annual research expenditures totaled \$866 million in FY24, a 68 percent increase over 10 years. UAB ranks 13th (top 4 percent) among public universities in funding from the National Institutes of Health (NIH), and all six UAB health-related schools are top 15 among publics in NIH funding. An array of other funding sources — including the National Science Foundation (NSF), the U.S. Department of Defense, and NASA as well as private industry and philanthropy — fuel the university's life-changing research.



UAB conducts hundreds of clinical trials across many medical specialties at any given time, promoting innovation, improving patient care, and offering hope to patients whose conditions have no treatment or haven't responded to standard treatments. UAB clinical trial expenditures have more than tripled over the past decade, reaching \$140M in FY24.

UAB continues growing its research infrastructure with key renovations and state-of-the-art new facilities. These include, the Altec/Styslinger Genomic Medicine & Data Sciences Building (below left, opened fall 2025); Gorrie Hall (below center, opened summer 2025), new home of the School of Engineering and final phase of a new Science & Engineering Complex; and a future Interdisciplinary Biomedical Research & Psychology Building (bottom right, projected completion in early 2027).



UAB'S RESEARCH STRATEGIC INITIATIVE

Concurrent with the development of the Forging Ahead strategic plan, the university formulated the [Research Strategic Initiative](#) to grow UAB's research enterprise to further enhance the lives of those it serves by fostering positive, healing transformation, empowerment, and lasting societal benefit.

As part of the initiative, UAB seeks to increase its impact and growth, enhancing its place in the company of top research institutions nationwide. This initiative will ensure that UAB continues to drive innovation in research and improve the human experience. The ARP will be critical in assisting the university to achieve this initiative. In FY24, UAB had \$866M in research expenditures including \$406.5M from the NIH. During this time, they also ranked 13th among public universities for total NIH extramural funding. Additionally, clinical trial expenditures more than tripled over a decade (\$140M in FY24 including federal and industry). [U.S. News & World Report](#) has stated that UAB is in the top 6% of global universities based on publications, citations, and additional bibliometric indicators.

A key partner for UAB is [Southern Research](#), a leading contract research organization dedicated to solving complex scientific challenges and translating innovative ideas into practical, life-changing solutions. With this partnership, UAB is forging ahead to become the biotech commercialization leader in the Southeast. Recent accomplishments include opening [a new flagship building](#), launching the [Station 41 biotech incubator](#) which contains wet lab and office space, lab equipment, and services to support 12 startups, and a community health program, [Catalyst](#), that offers free genetic testing, expanding access to precision medicine to patients in communities across Alabama.

The [Southeastern Biosafety Laboratory Alabama Birmingham](#) (SEBLAB), whose mission is to protect the United States from biothreats, emphasizing biodefense by supporting research for new therapeutics and diagnostics for emerging infections, and ensuring surge capacity during a public health crisis, is situated at UAB. It is one of twelve Regional Biocontainment Laboratories (RBLs) supported by the National Institute of Allergy and Infectious Diseases (NIAID). The 43,500-square-foot facility was completed in 2008 and became fully operational in 2009. It features a range of specialized laboratory spaces, including one BSL-2 suite, six BSL-3 suites dedicated to in vitro research, four ABSL-3 laboratories for small animal studies, and an in vivo imaging suite.

SEBLAB plays a pivotal role in advancing scientific and translational research in biodefense and emerging infectious diseases, with a strong emphasis on pathogens prioritized by NIAID. In 2019, the facility empowered UAB researchers—renowned for their expertise in microbial pathogenesis, immunology, drug discovery, diagnostics, and therapeutic development—to respond effectively to the SARS-CoV-2 pandemic. Equipped with cutting-edge scientific instruments and supported by a dedicated core research team, SEBLAB enables high-level investigations into BSL-3 pathogens and emerging pandemic threats.

The [Center for Clinical and Translational Science](#) (CCTS) was formed in 2008 and has been at the forefront of innovative research aimed at reducing the burden of cardiometabolic, vascular, and cancer-related diseases in the region. As one of approximately 60 [Clinical and Translational Science Awards](#) (CTSA) programs nationwide, the CCTS is committed to fostering collaborative efforts that transcend institutional boundaries, advance the pace of discovering, sharing, and applying new research insights; expand access to treatments by reaching more individuals faster; lessen the impact of chronic illnesses; and enhance health outcomes across the Deep South and beyond.

Academics and Enrollment

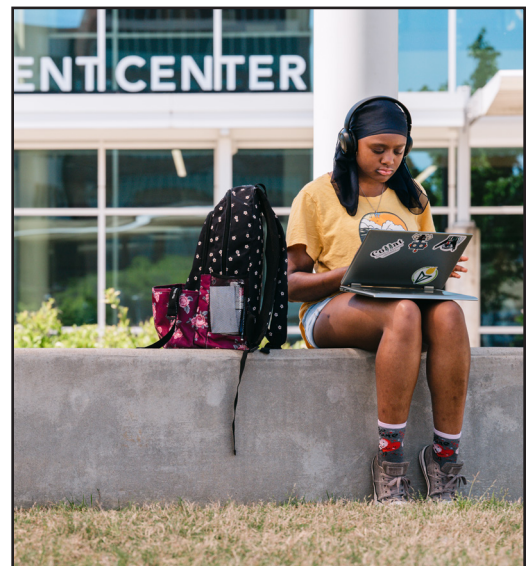
The university comprises 12 academic units (Schools of Business, Dentistry, Education, Engineering, Graduate School, Health Professions, Medicine, Nursing, Optometry, and Public Health; Honors College; and the College of Arts and Sciences). In fall 2024, UAB welcomed 20,905 enrolled students, seeing a 1.1 percent increase in graduate students and a 3.2 percent increase in doctoral students. Underrepresented groups comprise 55 percent of the student body. UAB was the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to attend the university with a tuition scholarship match and additional academic support.

Academic programs at all levels are nationally and globally recognized for exceptional research, scholarship, and service-learning opportunities. In U.S. News & World Report rankings, UAB is among the top 6 percent of global universities and had a record 25 graduate programs in the top 25 (with 10 in the top 10), including a Master's in Health Administration that has been No. 1 nationally since 2019. Forbes also ranks UAB's Master's in Computer Science No. 3 nationally and Master's in Cyber Security No. 10.

In recent years, UAB has launched a host of novel, interdisciplinary programs, including BS degrees in Cancer Biology (first in the U.S.), Immunology (first in the Southeast), and Bioinformatics (first in Alabama); a MS in AI in Medicine (first in the Southeast); and PhDs in Biotechnology and Neuro-engineering (both are first in the U.S.).

UAB undergraduate and graduate students continue to earn highly competitive national and international honors. Over the past five years, for instance, 11 UAB students have been awarded the Goldwater Scholarship, one of the oldest and most prestigious scholarships in the natural sciences, engineering and mathematics.

UAB was recently named an Honor Roll university through the [Great Colleges to Work For®](#) program, placing the institution among the nation's best in employee engagement and satisfaction. The Honor Roll designation reflects UAB's exceptional workplace culture and commitment to employee engagement and satisfaction.



Commercialization and Economic Impact

The UAB Harbert Institute for Innovation and Entrepreneurship (HIIE) is accelerating commercialization and training tomorrow's entrepreneurs. In FY24, HIIE generated \$6.5 million in revenues, 124 Intellectual Property Disclosures, 17 U.S. patents, and five startup companies.

UAB continues collaborating with Southern Research, Innovation Depot, the City of Birmingham, Birmingham Business Alliance (BBA), the corporate community, and other partners to foster a robust technology-based economy for the region and state.

As the single largest employer in Alabama, UAB has a profound economic impact, annually exceeding \$8.3 billion on Birmingham and \$12.1 billion statewide.

\$12.1 BILLION+

ECONOMIC IMPACT ANNUALLY ON ALABAMA

STATE'S LARGEST SINGLE EMPLOYER
(35,000+ EMPLOYEES)

SUPPORTING 1 OF EVERY 20 JOBS STATEWIDE

\$371M GENERATED IN STATE/LOCAL TAXES

ROI ON EVERY \$1 FROM STATE: \$39.95

CITY OF BIRMINGHAM



\$8.3 billion
generated in
economic impact



73,595 jobs
supported and
sustained



\$256.2 million
generated in state
and local taxes

World-Class Patient Care

The UAB Health System (UABHS) sees roughly two million patient visits annually in a system of 15 owned, affiliate and network entities across the state (a total of 3,100 beds). The flagship UAB Hospital is the 8th largest in the nation (1,207 beds), consistently ranked in U.S. News & World Report as the top hospital in Alabama (with seven specialties currently in the top 50), and among only 19 hospitals worldwide to receive the coveted Magnet Designation for Nursing Excellence six straight times.

UAB Hospital is home to the state's only Level I Adult Trauma Center, which is roughly the length of a football field and is currently undergoing a \$73 million expansion that will double its space. The O'Neal Comprehensive Cancer Center was among the original eight centers designated by the National Cancer Institute (NCI) in 1971 and remains the only such center in Alabama and among 15 in the Southeast. UAB also houses the State's only Level IV Regional Newborn Intensive Care Unit and the only 24-hour freestanding Level I Ocular Trauma Center in the U.S.

In November 2024, UABHS acquired Ascension St. Vincent's Health System — now UAB St. Vincent's — adding five hospitals and 19 ambulatory facilities to UABHS and further enhancing patient access to an even larger network of care.



Community Engagement

UAB'S longtime partnership with its community and state continues to impact education, health, arts and culture, and economic development.

LIVE HEALTHSMART ALABAMA

Live HealthSmart Alabama (LHSA), UAB's Grand Challenge launched in 2020, aims to raise Alabama from the bottom 10 percent nationally in key health metrics (e.g., incidence of diabetes, cardiovascular disease, obesity) by the year 2030. Begun in initial demonstration communities around Birmingham, LHSA has now extended its successful community-based model statewide to Selma, Demopolis, Dothan, and other communities. To date, LHSA has provided 4,200+ comprehensive health screenings, Community Coaches have connected 900+ residents with primary care, and the LHSA Mobile Market has delivered healthy foods to 11,900+ customers in 40 communities.

BIRMINGHAM PROMISE

Birmingham Promise, a partnership with the City of Birmingham, is widening access to higher education and economic opportunity. UAB provides full tuition to qualifying Birmingham City Schools graduates, intensive mentoring and resources, and internship opportunities with local businesses. More than 300 "Promise Scholars" have enrolled at UAB since 2020.

UAB ARTS

UAB Arts continues to promote the arts and arts education throughout campus and the community, with the Alys Stephens Center for the Performing Arts reaching record attendance in FY24, including seven sold-out performances.

INNOVATION & ECONOMIC PROSPERITY UNIVERSITY

UAB is among less than 100 universities designated by the Association of Public & Land-grant Universities (APLU) an Innovation & Economic Prosperity University for institution-wide commitment and strategy to achieve regional economic engagement, growth and economic opportunity.



The Community

Birmingham, Alabama

Located in the heart of the Southeast, Birmingham is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an "All-American City" by the National Civic League, as one of the top 10 American cities to live and work, one of the top 10 entrepreneurial and job growth hot spots in America and Conde Nast Traveler's pick for one of 22 Best Places to Go in 2022.

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of Railroad Park, an award-winning urban park, and its adjacent Regions Field, home to the minor league Birmingham Barons. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels. Birmingham was selected to serve as the host city of the 2022 World Games. [UAB played a major role](#) in coordinating the spectacular event, providing athletic venues and hosting 3,600 athletes from more than 100 countries.

Birmingham is also a renowned culinary destination, with one of its signature restaurants recently winning two James Beard Foundation awards and many other restaurants named as finalists. There are a host of attractions only a short walk from UAB's campus. The Birmingham Civil Rights District National Monument, composed of sites such as Sixteenth Street Baptist Church, Kelly Ingram Park, and the Civil Rights Institute, is a major destination for visitors from around the world. Birmingham's cultural scene is thriving, with museums, galleries, music and arts festivals, theaters and live music venues, a professional ballet company, a professional opera company, a School of Fine Arts, the Jazz Hall of Fame, the recently restored historic Lyric and Alabama theaters, and UAB's Alys Stephens Performing Arts Center, home of the Alabama Symphony Orchestra. Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States. [Explore Birmingham online](#).



The Role

Position Summary

REPORTING RELATIONSHIPS

Reporting to the Vice President for Research, direct reports include the Executive Director/Senior Clinical Veterinarian, the Assistant Director/Senior Clinical Veterinarian, the Manager of Facilities and Standards, and the Operations Manager.

DUTIES AND RESPONSIBILITIES

Strategic Leadership and Management

- Serve as a member of the leadership team for the Vice President for Research and work with institutional stakeholders to develop and implement comprehensive strategic plans for animal research, care, and use, ensuring alignment with UAB's institutional research objectives.
- Provide leadership and strategic direction for the operation and performance of all ARP facilities, resources, personnel, and activities.
- Assess the strategic need and lead requests for institutional and external funding for infrastructure projects and major equipment purchases for ARP.
- Anticipate and address the future needs of the UAB research community, positioning ARP to provide essential animal care support and scientific direction.
- Oversee UAB's Animal Resources Program, including animal purchasing, husbandry, veterinary medical care, and financial and business operations.
- Oversee management of physical assets, including facilities, equipment, and space, ensuring efficient and effective use. Participate in renovation and construction planning within ARP space.
- Develop and manage budgets, allocate resources, and oversee staffing and training to support ARP's mission.
- Cultivate a culture of excellence, innovation, and institutional pride among investigators and ARP staff.
- Evaluate and pursue external funding opportunities (e.g., competitive grants) to support and enhance ARP facilities, equipment, and services.
- Oversee implementation of new animal management software/systems aligned with UAB's electronic research administration modernization initiative to improve operational efficiency and effectiveness.
- Position UAB as a leader in laboratory animal resource management through strategic initiatives and partnerships.
- Grow and maintain scientific research as a key part of the ARP culture.
- Supervise and mentor four to 7 direct reports.

Regulatory Compliance and Accreditation

- Maintain a deep understanding of regulatory bodies, rules, and regulations governing animal care and use.
- Serve as a voting member of the Institutional Animal Care and Use Committee (IACUC) and the Institutional Biosafety Committee (IBC), providing guidance to ensure regulatory compliance and animal welfare.
- Ensure adherence to all applicable regulations and standards, including AWAR, PHS Policy, and other animal welfare oversight and accrediting bodies.
- Ensure compliance with policies and procedures related to the ethical and humane treatment of animals in research, teaching, and testing activities.
- Lead efforts to maintain AAALAC accreditation, including overseeing preparation for site visits and documentation.
- Ensure compliance with federal, state, and institutional regulations, and manage emergency preparedness plans for ARP facilities.

Veterinary Care and Welfare

- Serve as the University Attending Veterinarian, maintaining authority and responsibility for the health and daily care of all laboratory animals at UAB.
- Oversees provision of veterinary medical care and consultation to researchers, ensuring the health and well-being of a diverse range of laboratory animals.
- Oversee the maintenance of emergency response protocols for veterinary issues, ensuring timely and effective care.
- Provide mentorship for veterinary staff.
- Provide guidance on animal research procedures, including anesthesia, surgery, and post-operative care.
- Ensure the adequacy of the veterinary care program, including clinical, preventive, and emergency care.
- Provide expert advice and training to principal investigators and laboratory staff to promote understanding and compliance with animal welfare standards.
- Oversee the provision of veterinary activities for the Birmingham VA Healthcare System.

Research Support and Collaboration

- Provide expert advice on animal care practices and research protocols, helping to resolve issues and ensure seamless communication.
- In collaboration with the IACUC, ensure education and training of animal research and care personnel in proper procedures and best practices.
- Stay current with emerging trends and best practices in animal welfare, veterinary care, and husbandry practices, adapting protocols to meet evolving needs.
- Contribute to and/or lead grant and contract applications, collaborating on extramural funding initiatives that advance research goals.
- Foster collaboration within ARP and across the institution to support and enhance research activities, consistent with UAB's culture and mission as a research university and medical center.

Community Engagement and Outreach

- Represent the animal resources program on institutional committees and groups, advocating for the needs and interests of ARP and animal welfare.
- Represent UAB at professional conferences and symposia, staying current with advancements in the field and contributing to the broader scientific community.
- Build and maintain relationships with internal and external stakeholders, representing UAB at local, regional, and national levels.
- Assist in recruitment of high-quality faculty candidates and research teams/programs.
- Grow and expand UAB's nascent externship program.

Goals and Objectives

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

VISION FOR ARP

- Establish a clear, forward-looking vision for ARP that aligns with the Office of Research and broader university goals, including UAB's ambition to grow research funding.
- Strengthen relationships between ARP and key stakeholders, including internal and external research partners.
- Be a visible and proactive leader, partnering with faculty through seminars, outreach, and collaborative planning.

OPERATIONAL EXCELLENCE

- Structure ARP operations to provide top quality service delivery, equipment reliability, and staff performance.
- Implement a multi-year facility and equipment modernization and replacement plan.

ORGANIZATIONAL DEVELOPMENT

- Continue a retention and advancement framework for staff, including professional development opportunities and clear career tracks.
- Foster a culture of collaboration and accountability.

STAKEHOLDER INTERACTIONS

- Build on the existing stakeholder relations framework, including regular forums for feedback and transparent communication about changes and priorities.
- Advocate for ARP's inclusion in strategic planning, especially during recruitment of major research groups and expansion of animal colonies.
- Build trust with faculty and researchers, demonstrating responsiveness and reliability.

FINANCIAL STEWARDSHIP

- Secure institutional and external investment to support ARP's growth in line with UAB's research expansion.
- Maintain cost-efficiency while advocating for necessary resources, including competitive pay for technicians and adequate equipment.
- Navigate federal shifts in animal research policy, positioning ARP to adapt to evolving expectations and alternative research models.

Candidate Qualifications

EDUCATION/CERTIFICATION

- DVM or equivalent degree from an accredited institution.
- Licensed to practice veterinary medicine in the state of Alabama or eligible for licensure in the state of Alabama within 6 months of employment.

KNOWLEDGE AND WORK EXPERIENCE

- Ten (10) years of experience in laboratory animal medicine and animal care program management preferred, with a proven track record of leadership and strategic planning.
- Excellent communication, interpersonal, and organizational skills, with the ability to build and maintain collaborative relationships and to conduct work in a large and complex unit with efficiency and efficacy.
- Strong financial acumen, with experience in budget development and resource allocation.

PREFERRED QUALIFICATIONS

- USDA veterinary accreditation.
- Board certification by the American College of Laboratory Animal Medicine (ACLAM) or equivalent.



Procedure for Candidacy

Application materials should include a current CV/resume and separate letter of interest. Please direct all inquiries, nominations and applications to Kerry Quealy, Jillian Williams and Mercedes Vance by emailing UAB-AVPAnimalResources@wittkiewer.com. Candidates can also find this portal via the WittKiewer website at wittkiewer.com and selecting the "Become a Candidate" button.

UAB is an Equal Employment/Equal Educational Opportunity Institution dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, sex (including pregnancy), genetic information, age, disability and veteran's status. As required by Title IX, UAB prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to UAB's Assistant Vice President and Senior Title IX Coordinator. The Title IX notice of nondiscrimination is located at uab.edu/titleix.

UAB also encourages applications from individuals with disabilities and veterans. A pre-employment background check is performed on candidates selected for employment. In addition, physicians and other clinical faculty candidates who will be employed by the University of Alabama Health Services Foundation (UAHSF) or other UAB Medicine entities must successfully complete a pre-employment drug and nicotine screen to be hired.

This document was prepared by Jillian Williams, Kerry Quealy, and Mercedes Vance. All images and logos were attained from the University of Alabama at Birmingham and/or are owned by Witt/Kiewer Inc. via Getty Images. 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 Alabama at Birmingham 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.

ABOUT WITTKIEFFER

WittKiewer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education — the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better. Visit wittkiewer.com to learn more.

WittKiewer