



MEDICAL SCHOOL

UNIVERSITY OF MINNESOTA

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**Professor and Chair, Department of Family Medicine
and Community Health**

Leadership Profile

August 2026

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WittKieffer

Contents

The Opportunity	1
Organization Overview	3
Position Summary	10
Candidate Qualifications	12
The Community	14
Procedure for Candidacy	15

The Opportunity

The University of Minnesota (UMN), the public land-grant research university of the State of Minnesota, seeks a strategic and collaborative academic physician-scholar executive to serve as Professor and Chair, Department of Family Medicine & Community Health (DFMCH) of the University of Minnesota Medical School (Medical School) with the upcoming retirement of the current Head, James Pacala, MD, MS who has led the department since December 2017. The Medical School is a highly prestigious, widely respected, and academically productive center for the education and training of physicians, the development of investigative scientists and researchers, graduate and undergraduate medical education programs, basic and translational research initiatives, and overall clinical excellence.

The University of Minnesota Medical School is one of the largest and most comprehensive medical schools in the country, with campuses in the Twin Cities, Duluth, and St. Cloud. The Department of Family Medicine & Community Health benefits from its location at the University of Minnesota, the only institution in the country that houses schools of medicine, dentistry, pharmacy, nursing, public health, and veterinary medicine on a single campus. The medical school is ranked 25th in NIH funding by Blue Ridge Research Rankings and is a worldwide leader in regenerative medicine, transplantation, global medicine, novel device-based therapeutics, including in the nervous system, and basic science research. The research serves as an economic engine that drives Minnesota's health industry. The Medical School closely collaborates with Minnesota's biomedical companies to bring technologies to clinics and hospitals worldwide.

The Department of Family Medicine & Community Health was established over 50 years ago and is one of the original 16 family medicine departments in the United States. The department strives to fulfill the Medical School's tripartite mission: excellence in teaching, research, and clinical service. DFMCH is the third-largest department in the Medical School, spanning both the Twin Cities and Duluth campuses. It is the academic sponsor of 10 family medicine residencies across Minnesota and four accredited fellowships. It has a record of research aimed at improving care for citizens of Minnesota and beyond. It has been ranked the number one NIH-funded family medicine department in the country for the last three years, with several faculty members ranked among the top 20 family medicine principal investigators.

The Department is also playing a central role in one of the Medical School's most significant strategic priorities: advancing healthy aging. Building upon its longstanding national leadership in geriatrics, family medicine, and hospice and palliative medicine, the Medical School is establishing a new interdisciplinary Division of Geriatrics and Palliative Care shared between the Departments of Family Medicine & Community Health and Medicine. This new division will integrate clinical care, education, research, and community engagement to better meet the needs of Minnesota's and the nation's rapidly growing older adult population and create new opportunities for interdisciplinary innovation.

The Medical School is seeking a transformational, innovative, strategic, visible, and collaborative academic physician-scholar executive to serve as the new Professor and Chair of the Department of Family Medicine & Community Health. The DFMCH has a long tradition of academic and clinical excellence, with 99 faculty members based at the University of Minnesota, 260 adjunct faculty appointments, and 50 affiliate faculty appointments. The family medicine training programs have trained 2,540 residents and fellows since the first class graduated in 1971. Currently, there are 167 residents and fellows in training. The DFMCH has clinical net revenue of \$20.5 million. In the last five years the department has averaged \$16.9 million in sponsored funding and 54 awards, 90% of which is federal funding. The department currently has 70 active grants, of which 40 are federal. In fiscal year 2026, the department's grant revenues were \$15.5 million including \$14.7 million (95%) through federal grants.

Reporting to the Dean of the Medical School and Executive Vice President for Health Affairs the Chair of Family Medicine and Community Health will provide strategic leadership and oversight for the department's clinical, educational, and research missions. The Chair also serves as the Clinical Service Unit (CSU) Leader for Family Medicine within University of Minnesota Physicians (UMP), providing strategic oversight of the department's faculty practice while working closely with UMP executive leadership. Faculty physicians hold dual appointments with the University of Minnesota and University of Minnesota Physicians, requiring the Chair to effectively lead across both organizations.

The successful candidate will be a collaborative, visionary leader with experience guiding complex academic and clinical enterprises, fostering multidisciplinary partnerships, advancing research and clinical innovation, and mentoring faculty and trainees. They will demonstrate the ability to build high-performing teams, support cross-departmental initiatives, and lead effectively in a dynamic, evolving healthcare and academic environment. Candidates must hold an MD or DO degree, be board-certified in Family Medicine, and be eligible for licensure in Minnesota.

Organization Overview

The University of Minnesota Medical School

Founded in 1888, the University of Minnesota Medical School has a long history of educating physicians, advancing biomedical discovery, and delivering high-quality clinical care across Minnesota's urban and rural communities. It ranks 25th nationally in NIH funding and forms the core of a university-wide research portfolio exceeding \$1 billion annually. More than 1,500 residents and fellows train across the health sciences, contributing to a large, interdisciplinary teaching environment.

The Medical School includes 27 departments, nearly 3,000 faculty, 20 centers and institutes, and 29 degree programs. It ranks among the nation's top medical schools in NIH funding, with more than \$296 million in sponsored research. The Twin Cities campus serves as a major hub for interdisciplinary science and clinical innovation; the Duluth campus focuses on training physicians for rural and American Indian/Alaska Native communities; and the new St. Cloud campus, developed with CentraCare, offers a strong rural clinical training environment.

The Medical School is closely affiliated with M Health Fairview, Hennepin Healthcare, the Minneapolis VA Health Care System, and Masonic Children's Hospital, providing a broad and diverse clinical platform across tertiary, quaternary, trauma, pediatric, and community settings. It sits within Minnesota's "Medical Alley," one of the nation's most robust hubs for medical technology and device development, offering unique opportunities for translational research, clinical trials, and industry collaboration.

Recent long-term agreements among the University of Minnesota, University of Minnesota Physicians, and Fairview Health Services have established a stable foundation for the future of academic medicine, strengthening the Medical School's ability to advance its missions of education, research, and patient care.

The University is home to a vibrant neuroscience and engineering community, with recognized strengths in neuromodulation, neuroengineering, regenerative medicine, and imaging science supported by major centers and institutes. The Medical School also hosts a large and diverse GME enterprise, training more than 1,500 residents and fellows annually.

A distinguishing feature of the University of Minnesota Medical School is its emphasis on interprofessional education, where learners engage and interact across six health sciences schools and colleges - medicine, nursing, pharmacy, dentistry, public health, and veterinary medicine train together. More than 7,000 health sciences students across 60+ programs participate in collaborative learning experiences and clinical training partnerships throughout Minnesota. One of only a handful of such models in the country - that gives students, faculty, and staff ample opportunities to collaborate, share resources, and think boldly and broadly about leveraging all those disciplines to improve the health of populations.

Clinical Sites and Health Partners

University of Minnesota Physicians (UMP)

University of Minnesota Physicians (UMP) is the faculty practice organization of the University of Minnesota Medical School. Nearly all clinical faculty physicians are dually employed by the University and UMP, creating a highly integrated academic practice model that advances patient care, education, research, and innovation across multiple health system partners.

M Health Fairview University of Minnesota Medical Center (UMMC)

M Health Fairview University of Minnesota Medical Center (UMMC) is a 1,700-bed, non-profit, tertiary, research, and academic medical center located in Minneapolis, Minnesota. It is the region's only university-level academic medical center and the largest hospital within the M Health Fairview Health System. UMMC is affiliated with the University of Minnesota Medical School and serves as a hub for groundbreaking research, education, and patient care. Designated as an ACS Level III Trauma Center, UMMC provides advanced care across a range of specialties, including neurosurgery, oncology, cardiology, and transplant services.

The medical center spans two campuses: the East Bank campus and the West Bank campus, which was previously Saint Mary's Hospital and Fairview-Riverside Medical Center. Attached to UMMC is the Masonic Children's Hospital, a leading pediatric facility that treats patients from infancy through adolescence and young adulthood. UMMC's integration of research, teaching, and clinical care makes it a cornerstone for innovation and collaboration in healthcare.

M Health Fairview Southdale Hospital

Fairview Southdale Hospital provides care for individuals living and working in the southwest Twin Cities metro area. Its doctors and staff collaborate closely with patients to deliver personalized care using the latest technology. The hospital offers convenient access to over 40 specialty services, including cardiology, orthopedics, oncology, obstetrics, primary care, neurosciences, critical care, vascular, and emergency services. Physician partners from Fairview, Fairview Physician Associates, University of Minnesota Physicians, and independent providers throughout the southwest metro and beyond combine their expertise to integrate innovative technologies and treatments with the art of medicine.

Hennepin County Medical Center

Hennepin Healthcare is a premier safety-net healthcare system in Minnesota, anchored by its 484-bed, Level I Adult and Pediatric Trauma Center. With a high volume of trauma and emergency cases, Hennepin Healthcare offers specialized care for traumatic brain injuries, spinal cord injuries, and complex cranial and spinal fractures. The system's dedicated neurosurgery team provides 24/7 acute care services and ongoing treatment for neurological conditions in both inpatient and outpatient settings.

Minneapolis VA Medical Center

The Minneapolis VA Health Care System is a 309-bed teaching hospital with a long-standing affiliation with the University of Minnesota. It has a 5-star overall hospital quality rating from the Centers for Medicare & Medicaid Services (CMS). This facility specializes in treating veterans with neurological disorders, including traumatic brain injuries, spinal conditions, and peripheral nerve issues. Minneapolis VA features a robust research program focused on neuroscience, brain injury, and mental health, making it a key partner in advancing neurosurgical knowledge and care. The center's comprehensive approach includes access to cutting-edge technologies and integrated care models tailored to veterans' unique needs.

M Health Fairview U of M Masonic Children's Hospital

The M Health Fairview University of Minnesota Masonic Children's Hospital, located on the West Bank of the Mississippi River, is a 200-bed facility. A leader in pediatric care, Masonic Children's Hospital offers specialized services in neurology and neurosurgery for conditions such as brain tumors, hydrocephalus, congenital malformations, and trauma. The hospital houses multidisciplinary teams in neuro-oncology, craniofacial surgery, and other specialties, ensuring a collaborative approach to complex cases. With its focus on innovative treatments and family-centered care, the Masonic Children's Hospital is a vital resource for advancing pediatric neurosurgery in the region.

The University of Minnesota

Founded in 1851, the University of Minnesota is the state's flagship public research institution and part of a five-campus system. The University enrolls more than 60,000 students across the system and more than 50,000 on the Twin Cities campus. It employs more than 4,000 faculty and 21,000 staff and has a global alumni network of over 600,000 graduates. The Twin Cities campus offers extensive academic and professional programs through 18 colleges and maintains one of the nation's largest research enterprises, supported by more than 300 research centers and institutes. The institution contributes approximately \$11.5 billion to Minnesota's economy each year through research, employment, and statewide engagement. Its land-grant mission guides education, discovery, and public service across Minnesota's communities.

The Department of Family Medicine and Community Health

The Department of Family Medicine and Community Health (DFMCH) at the University of Minnesota was created in response to a mission to train primary care physicians. DFMCH is the academic sponsor of 10 family medicine residencies—five in the Twin Cities, five in Greater Minnesota. The department is involved in medical student education activities across the Medical School's three campuses: Duluth, St. Cloud, and the Twin Cities. They sponsor five fellowship programs: sports medicine, hospice and palliative medicine, primary care behavioral health, clinical informatics, and sexual and gender health—and offer faculty development and continuing medical education opportunities. DFMCH is ranked number one among the top National Institutes of Health-funded family medicine departments. The faculty are actively researching health disparities, healthcare delivery, and population health.

For more than 50 years, the DFMCH has been celebrated for clinical innovation, excellence in education, and cutting-edge research. As an internationally renowned department, they are recognized leaders in integrating behavioral health with primary care and in rural health education. DFMCH continues to graduate more family medicine residents than any other program in the nation. Learn more at familymedicine.umn.edu.

Education and Training

The department offers educational activities and training programs for medical students, residents, fellows, faculty, and community physicians.

Medical Student Education

The Department of Family Medicine and Community Health provides comprehensive medical education to all students. The faculty and community preceptors are deeply involved in teaching from the first to the fourth year, including hands-on electives. Through their clerkship, students gain insight into family medicine's vital role in healthcare and community service. The department's Medical Student Education program collaborates with a diverse group of clinical educators, enhancing students' learning and preceptors' teaching skills for exceptional clinical experiences.

Family Medicine Residency Programs

The University of Minnesota Department of Family Medicine and Community Health offers 10 accredited family medicine residency programs — five located in the Twin Cities and five in Greater Minnesota. They prepare residents for comprehensive, full-spectrum family medicine in both urban and rural settings.

Why Train in Minnesota

- Minnesota is one of the nation's top states for voter turnout, volunteerism, and neighbors helping neighbors.
- Ranked among the top U.S. states for livability.
- Ranked #5 in the nation for Best States for Doctors 2026, scoring high in both medical environment and opportunity.
- Cost of living is 5% below the national average, with affordable housing, maximizing the increasing family physician salary.
- Home to world-renowned health systems and the highest number of convenient care clinics per capita.
- Training in family medicine in Minnesota means working in a state where your skills are valued. It is a welcoming place where you can find a deep sense of purpose through meaningful work.

The University of Minnesota's three-year family medicine residency programs provide training in:

- Comprehensive care for all ages
- Complex and chronic disease management
- Obstetrics, behavioral health, and community medicine

Each family medicine residency program offers:

- A unique community culture and training environment
- Strong emphasis on primary care, leadership, and advocacy
- Individualized learning that aligns with career goals

Rural Midwest Primary Care

The Department of Family Medicine and Community Health residency programs prepare trainees for rural health, with [five programs in locations that serve more rural populations](#) (Duluth, Grand Itasca Rural, Lakewood Rural, St. Cloud, and Willmar Rural).

Fellowships

The fellowship programs include hospice and palliative medicine, sports medicine, behavioral health, clinical informatics, and human sexuality.

- [Clinical Informatics Fellowship](#): The two-year Clinical Informatics Fellowship is a unique interdisciplinary program through the University's clinical partnership with M Health Fairview and the Minneapolis Veterans Administration. Fellows work with distinguished faculty and embed with research programs in the Institute for Health Informatics.
- [Hospice & Palliative Medicine Fellowship](#): One-year training program in symptom relief and pain management of patients suffering from advanced or progressive illnesses. Accredited by the Accreditation Council for Graduate Medical Education.
- [Primary Care Behavioral Health Fellowship](#): Two-year training program in the integration of behavioral health in primary care, and a member of the Association of Psychological Postdoctoral and Internship Centers (APPIC).
- [Sexual and Gender Health Fellowships](#): Two-year training programs with specialized focus areas in sexual and gender health. The fellowship program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).
- [Sports Medicine Fellowship](#): One-year training program committed to its national reputation for producing superior sports medicine clinicians. Accredited by the Accreditation Council for Graduate Medical Education.

Research

The Department of Family Medicine and Community Health has an active research program, working to enhance partnerships with other academic departments and institutions and to accelerate the uptake of innovations into practice.

- [Centers, Institutes and Programs](#)
- [Research Projects and Studies](#)
- [Research Faculty](#)
- [Primary Care Research Learning Network](#)
- [Research Support Services](#)

Additional research support and centers include:

- [Clinical and Translational Science Institute](#)
- [Masonic Institute for the Developing Brain](#)
- [Center for Learning Health System Sciences](#)

DFMCH is ranked number one in the nation among National Institutes of Health-funded family medicine departments (Source: [Blue Ridge Institute for Medical Research](#), 2025)

The department's research is organized into the following areas:

- Health disparities: Developing solutions to eliminate health inequities and remove barriers to care.

- Healthcare delivery: Evaluating delivery models for care, service, and education in U of M family medicine residencies and other primary care settings.
- Population health: Improving clinical and community population health (e.g., women's health, sports medicine, healthy eating across the lifespan).

The Department is nationally recognized for leadership in healthy aging and geriatric medicine. Building on decades of excellence, the Medical School is investing in an expanded Healthy Aging strategy, including the development of a new interdisciplinary Geriatrics Division shared between the Department of Family Medicine & Community Health and the Department of Medicine. This effort, together with the Healthy Aging Clinic, reflects the University's commitment to addressing the healthcare needs of Minnesota's rapidly growing older adult population.

Patient Care

The Department of Family Medicine and Community Health is dedicated to comprehensive, personalized care for the whole person, the whole family. Patients range in age from newborns to geriatrics and span a variety of ethnicities and socioeconomic backgrounds. Many of DFMCH's clinics are certified as a [health care home](#), which means they take a collaborative, team-based approach to patient care. This improves health outcomes and quality of life for their patients.

DFMCH has integrated behavioral and mental health services into its practices to better serve patients as a whole person—mind, body, and soul. The patient care teams develop personalized care plans tailored to each patient's individual needs.

Hospitals and Clinics

The department's faculty, residents, and fellows provide patient care at a variety of hospitals and clinics across Minnesota. Hospitals and clinics listed are organized by location.

Duluth

- [Aspirus St. Luke's Hospital](#)
- [Duluth Family Medicine Clinic](#)
- [Essentia Health—St. Mary's Medical Center](#)

Grand Itasca

- [Grand Itasca Clinic and Hospital](#)

Lakewood

- [Lakewood Health System](#)

Minneapolis hospitals

- [North Memorial Health Hospital](#)
- [Methodist Hospital](#)
- [M Health Fairview University of Minnesota Medical Center - East Bank](#)
- [M Health Fairview University of Minnesota Medical Center - West Bank](#)
- [M Health Fairview University of Minnesota Masonic Children's Hospital](#)

Family medicine or primary care

- [Park Nicollet Clinic St. Louis Park Creekside](#)
- [University of Minnesota Community-University Health Care Center](#)
- [University of Minnesota Physicians Broadway Family Medicine Clinic](#)
- [University of Minnesota Physicians Mill City Clinic](#)
- [M Health Fairview Clinics and Surgery Center - Minneapolis](#)
- [M Health Fairview Clinic - Smiley's](#)

Sports medicine

- [M Health Fairview Sports Medicine](#)
- [Bierman Student Athlete Clinic](#)

Women's health

- [M Health Fairview Women's Clinic](#)

Sexual health

- [University of Minnesota Sexual and Gender Health Clinic at the Eli Coleman Institute for Sexual and Gender Health](#)

St. Paul

- [M Health Fairview St. John's Hospital](#)
- [M Health Fairview Woodwinds Hospital](#)
- [M Health Fairview Clinic - Bethesda](#)
- [M Health Fairview Clinic - Phalen Village](#)

St. Cloud

- [CentraCare Family Health Clinic](#)
- [CentraCare St. Cloud Hospital](#)

Community Health and Engagement

Family medicine is more than caring for patients within clinic walls—it's caring for patients within the context of their communities. DFMCH is actively engaged in caring for underserved communities at home and abroad with limited access to health care.

Community Health Goals:

- Educate clinicians, staff, and learners to identify healthcare needs, remove social and structural barriers to care, and promote the health of the communities they serve.
- Model excellent health care in clinical and community settings.
- Promote primary care research that translates into clinical and community practice.
- Recognize communities of special needs and foster mechanisms to provide them with care.

Physical Therapy and Rehabilitation Science

The Department recently welcomed the Division of Physical Therapy and Rehabilitation Science, further expanding its interdisciplinary portfolio. The nationally recognized Physical Therapy program continues to grow and is actively pursuing department status, reflecting the University's commitment to strengthening rehabilitation sciences. DFMCH division of Physical Therapy creates and integrates innovative research discoveries, education, and practice to develop scholarly, collaborative physical therapists and rehabilitation scientists who advance health care and disease prevention for diverse communities in Minnesota and beyond.

Doctor of Physical Therapy (DPT): Structured as an active-learning cohort, the program prepares students with didactic knowledge and clinical skills to be leaders in the profession. The first seven semesters are spent on campus with professionally renowned faculty in a combination of coursework, clinical education, and research. The final two semesters are spent off campus in immersive clinical experiences, including four international locations.

DPT/PHD Joint Degree: The joint program allows students to expand their education and further their research by applying DPT credits toward a PhD in Rehabilitation Science while completing their DPT. After earning the DPT degree, students continue full-time in the RSC PhD program

Rehabilitation Science Graduate Program: The mission of the Rehabilitation Science Graduate Program is to discover and disseminate rehabilitation knowledge and improve the quality of life, participation, health,

performance, and well-being of people in Minnesota and throughout the world. The mission also encompasses cultivating premier leaders and researchers in academia, industry, and clinical environments to transform the science and practice of rehabilitation.

Geriatric Clinical Residency: The Geriatric Clinical Residency Program is a full-time 12-month program that provides physical therapists with one-on-one clinical mentoring and specialized didactic training in geriatrics. This post-professional residency program is accredited by the American Board of Physical Therapy Residency and Fellowship Education (ABPTRFE). Residency graduates are then eligible to sit for the board certification exam in geriatrics.

Position Summary

Responsibilities

- Provide strategic vision and operational leadership for the academic, clinical, scholarly, and philanthropy programs, creating an environment and sense of community that advances the Department's faculty, students, residents and fellows.
- Develop, maintain, and expand high-quality family medicine services and clinical programs at M Health Fairview and other clinical partners, such that the Department continues to be recognized as a premier provider of primary care in the region. Collaborate with fellow clinical chairs, practice leadership, health system leaders, and community partners throughout Minneapolis and St. Paul.
- Foster a culture of innovation and discovery through the continued pursuit of research support for the Department. Ensure extramural funding is widely sought after and that the infrastructure necessary to compete for research dollars is present and accessible.
- As the educational leader of the department, ensure excellent teaching program for the students, residents, and fellows.
- Oversee departmental budgeting and resource management, meet departmental financial goals, and enact policies and processes that promote fiscal accountability and responsibility.
- Work collaboratively with the clinical leadership to make certain that the relationships flourish, and the affiliates continue to serve as educational, research and clinical sites.
- Provide leadership that promotes the professional development of faculty members and attracts highly motivated and exceptional faculty, staff, and trainees to the department. Ensure the department is recruiting the best and most diverse academic faculty and staff to meet its strategic goals.
- Champion the Department's Justice, Equity Diversity and Inclusion (JEDI) program; drive awareness, commitment, and accountability for a JEDI initiative in the department. Create an aligned and coordinated approach to equity, diversity, and inclusion with a focused commitment to the development of culturally competent faculty and staff, and the provision of culturally sensitive medical care.
- Work with other departments, the Medical School, the University's other health sciences schools and colleges, and hospital leadership to support and develop innovative growth in primary care programs.
- Focused commitment to the development of culturally competent faculty and staff, and the provision of culturally sensitive medical care.
- Serve as a spokesperson and advocate for the department at the Medical School, across the health system, and in the community.
- Maintain close relationships with county and state officials regarding legislation that impacts the family medicine and community health department.

Lead the development and expansion of community health and engagement initiatives by cultivating strategic partnerships with community organizations, healthcare providers, government agencies, and other external stakeholders to advance population health, improve access to care, and strengthen the department's regional impact.

Expectations of Leadership

The following represent key opportunities and expectations for the new Chair of Family Medicine and Community Health to address within the first 18-24 months of their tenure. They are not listed in any order of priority.

- Develop meaningful and productive relationships with key internal and external stakeholders such as the Dean of the Medical School, the Deans of the other five health sciences schools and colleges, Regional Campus Dean for the Duluth Campus and Regional Campus Dean for the St. Cloud Campus, fellow chairs, leader of the Rural Physician Associate Program (RPAP)/MetroPAP program, key leaders of the ten residency training programs, and, just as importantly, all faculty in the department, whether based at the University or throughout the state of Minnesota.
- In conjunction with the faculty and leadership of the department, develop a vision and a strategic plan to ensure solid and sustainable financial viability that allows for continued growth in the clinical, educational, and research arenas.
- Devote time and resources to the research endeavor, maintain NIH ranking of number one, while developing the infrastructure to build upon existing programs at the same time as developing new centers, institutes, or programs of excellence.
- Foster an inclusive and respectful environment for all learners that continues to result in the department leading the nation in the percentage and numbers of medical students choosing family medicine as a career.
- Develop a strong advocacy program on the local, state, and national levels to continue to advance and educate lawmakers on the importance of family medicine to the healthcare delivery system and to the state of Minnesota.
- Maintain enthusiastic, engaged, and productive faculty with robust mentorship and leadership programs that facilitate recruitment of additional faculty based on the strategic plan for selective growth of new or existing programs, while retaining and fostering the career development of existing faculty.
- Continue to support and encourage the residency training programs to guarantee they meet all RRC requirements, but more importantly, to create a culture and environment where the residents thrive and become outstanding family medicine physicians.
- Lead philanthropy and fundraising efforts to secure resources that advance the department's mission, strategic priorities, and long-term growth. Lead the Department's clinical enterprise in partnership with University of Minnesota Physicians and affiliated health systems, balancing academic priorities with clinical growth, operational excellence, and financial sustainability.
- Success in this role will require a collaborative leader who can navigate the intersection of academic medicine, faculty practice, health system partnerships, research excellence, and statewide community engagement.

Candidate Qualifications

Education/Certification

- MD, DO, MD/PhD, or equivalent degree.
- Board certification in Family Medicine and licensure or eligibility for licensure in the state of Minnesota.
- Achievement in clinical, educational, and/or research pursuits warranting an academic appointment at the rank of Professor.

Professional Experience, Leadership Skills, and Competencies

- Possess an outstanding current academic background, with ongoing research and extramural funding.
- A proven ability to lead and provide visionary leadership in a complex environment.
- A broad and thoughtfully considered approach to leading an academic Department of Family Medicine.
- Demonstrated leadership and effectiveness in building research initiatives alongside clinical programs, preferably at a Departmental level. Strong scholarly credentials with a proven ability to recruit research faculty, partner with external organizations, and secure additional research funding.
- Proven track record as an outstanding clinician and administrative leader in Family Medicine with a collaborative yet decisive style, outstanding integrity and judgment, and the ability to relate well within the department as well as across disciplines.
- Possess and be able to articulate a clear vision for growth, expansion, and evolution of the Department of Family Medicine & Community Health in a top-tier medical education institution.
- Demonstrated ability to recruit and retain outstanding faculty and scientists, having worked effectively with program leadership, and an ability to effectively delegate appropriate responsibility to Division Heads while focusing on departmental leadership.
- Past responsibility for developing and administering organizational budgets; have demonstrated success in grant writing and funding procurement.
- A philosophy of collaboration and teamwork in interactions within and across departments has shown the ability to successfully support multidisciplinary efforts and Institutes in a complex environment.
- Have effective interpersonal and communication skills; must work well with others. Must be able to generate trust through listening and understanding.
- A visible leader who enjoys interacting with people and can easily connect with faculty and staff in the department, centers of research, across disciplines, and among external entities in the community.
- Understanding of the workings of a Department of Family Medicine relating to research initiatives, faculty affairs, operations, key hospital interactions, and graduate and undergraduate education.
- Experience and an appetite for stewardship with donors and bolstering philanthropic support. Skills to serve as a leader in the Medical School broadly, as the Head of a key Department. Engaging and persuasive with strong teamwork skills; politically astute, diplomatic, and able to manage by influence.

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- Deep commitment to continuous learning about the national and international landscape of family medicine and community health; the capacity to ensure that the department leads and/or participates in important national and international conversations on the future of the discipline.
 - A track record of partnering effectively with hospital providers and success in coordinating multi-site educational efforts on behalf of students/residents/fellows.
 - Demonstrated commitment to personal involvement in medical education at all levels, and embraced innovation whenever possible, signifying openness to new ideas as healthcare delivery evolves.
 - Experience working with federal, state, and/or local policy makers to ensure strong connections with government and state agency leaders.
 - Established leadership qualities with the ability to secure the confidence and cooperation of others, a strong appreciation and understanding of the critical importance and synergy between patient care, education, research, and scholarly activity, as well as the interdependent relationships inherent in a health science center.
 - Understand the importance of strategic thinking, planning, and implementation.
 - Effective relationship building skills and respectful of others; collegial; especially to mid-level providers; principled, and of the highest personal and professional integrity.
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The Community

Minneapolis and St. Paul, Minnesota



The Minneapolis–St. Paul metropolitan area, commonly known as the Twin Cities, is one of the Midwest's most vibrant and economically dynamic regions. It is nationally recognized for its strong economy, highly educated workforce, and exceptional quality of life. Minneapolis–St. Paul ranks among the leading U.S. metropolitan areas for corporate headquarters, with approximately 18 Fortune 500 companies located throughout the region, including industry leaders such as Target, 3M, UnitedHealth Group, U.S. Bancorp, General Mills, Xcel Energy, and Ameriprise Financial.

The concentration of major employers provides outstanding career opportunities not only for healthcare professionals but also for spouses and partners across a wide range of industries.

Consistently ranked among the nation's most desirable places to live, the Twin Cities offer a unique combination of urban sophistication, natural beauty, and affordability relative to many peer metropolitan areas. Residents enjoy excellent public schools, diverse and welcoming communities, extensive public transportation options, and a lifestyle that balances professional opportunities with outdoor recreation. The region is especially known for its commitment to parks, green space, and active living. The nationally acclaimed regional parks and trails system encompasses more than 65,000 acres of parkland, over 500 miles of regional trails, and dozens of regional parks and park reserves. In 2024 alone, the system recorded approximately 65.7 million visits, underscoring the area's strong culture of wellness, recreation, and environmental stewardship.



The Twin Cities are equally renowned for their arts, culture, and entertainment offerings. The region boasts a thriving creative community, world-class museums, acclaimed theaters, professional music venues, award-winning restaurants, craft breweries, and year-round festivals. Sports enthusiasts enjoy access to all major professional sports leagues, while outdoor enthusiasts take advantage of four distinct seasons that support activities ranging from boating, cycling, and hiking to skiing and skating. Whether seeking the energy of a vibrant urban center or the charm of family-friendly suburban communities, residents find abundant opportunities for recreation, cultural enrichment, and community engagement.

For healthcare leaders, the Twin Cities offer additional appeal as one of the nation's premier hubs for medical innovation, research, and healthcare delivery. The region is home to the University of Minnesota Medical School, with internationally recognized healthcare systems, leading medical device and biotechnology companies, and a robust ecosystem that supports clinical excellence, scientific discovery, and interdisciplinary collaboration. Combined with a rich history of diversity and inclusion, a strong transportation network, and an outstanding quality of life, Minneapolis–St. Paul provides an exceptional environment for healthcare executives, physicians, researchers, educators, and their families.

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to Jim King, Michael Anderson, M.D., and Tricia Porter, preferably by email to tporter@wittkieffer.com.

Jim King, III

Senior Partner, Search
(952) 270-3845

Michael Anderson, M.D.

Principal, Search
(202) 350-2218

Tricia Porter

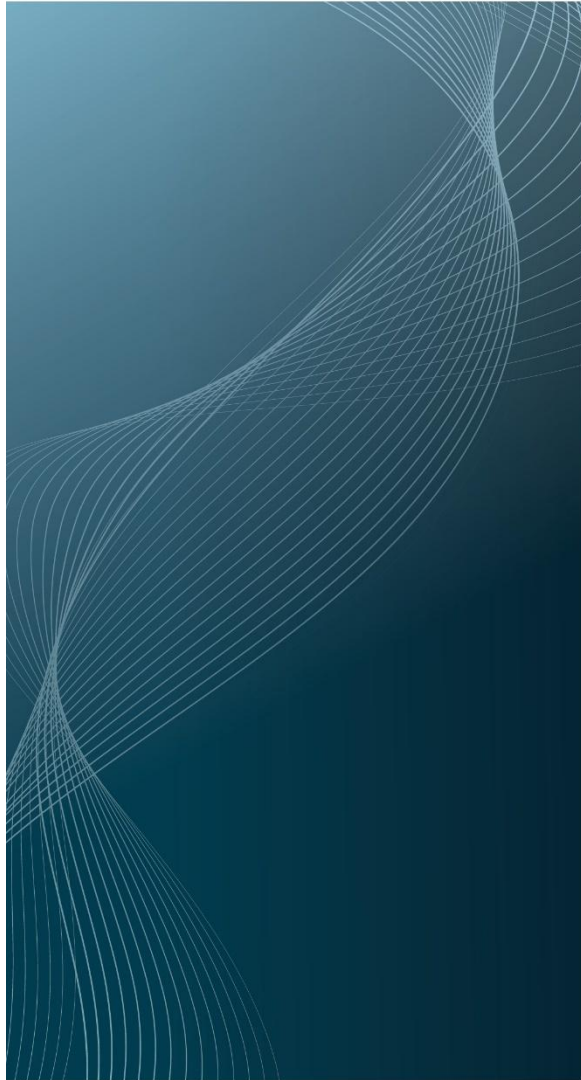
Senior Associate, Search
(508) 369-0231

The base salary range for this position is \$400,000-\$500,000 commensurate with the selected candidate's qualifications, education, and experience. In addition, this leader will be eligible for retirement and additional benefits.

The University of Minnesota Medical School is an equal opportunity employer and values diversity in its company. They do not discriminate on the basis of race, religion, color, national origin, sex, gender, gender expression, sexual orientation, age, marital status, veteran status, or disability status. The University of Minnesota Medical School will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment.

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 Minnesota Medical School 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.

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