



University of Rochester

Executive Director, Wilmot Cancer Institute Advancement

February 2026

Prepared by Ashley Buderus, Vinny Gossain, and Jess Cummings



Contents

- 03** Executive Summary
- 04** Organization Overview
- 11** Position Summary
- 13** Goals and Objectives
- 15** Candidate Qualifications
- 16** The Community
- 18** Procedure for Candidacy
- 19** Appendix I
- 21** Appendix II

Executive Summary

The University of Rochester (URochester) seeks a strategic, collaborative, and poised advancement leader to serve as the next Executive Director for Advancement at the Wilmot Cancer Institute. Employed by the University and embedded within the University of Rochester Medical Center (URMC), this senior role offers an opportunity for an experienced fundraising executive to advance philanthropic investment in a nationally recognized cancer center during a period of significant momentum and visibility.

Reporting to the Senior Associate Vice President for URMC Advancement and partnering closely with the Director of the Wilmot Cancer Institute, the Executive Director is a key member of the University's advancement leadership team. The role provides strategic direction for Wilmot's research-centered fundraising enterprise, including developmental therapeutics, early-phase clinical trials, immunology, precision oncology, endowed faculty positions, recruitment packages, and future capital priorities. The Executive Director will also lead the revitalization of a region-wide grateful patient fundraising program across a 27-county catchment area and Wilmot's 87-bed flagship facility at Strong Memorial Hospital.

Philanthropy has been central to Wilmot's evolution, from early foundational investments by the Wilmot Foundation to more than \$50 million in family giving supporting fellowships, endowed positions, and cancer genomics. This is a particularly compelling moment for Wilmot, with the National Cancer Institute designation achieved in 2025 and the public launch of *For Ever Better*: The campaign for the University of Rochester, positioning the Wilmot Cancer Institute for greater national prominence and expanded philanthropic opportunities.

URMC is the academic medical center of the University of Rochester and the cornerstone of its clinical, research, and education missions. The health system includes eight hospitals, hundreds of outpatient sites, and nationally recognized programs across a broad range of specialties. Wilmot serves more than 7,000 new cancer patients annually, supported by 198 oncology physicians and more than 500 oncology nurses, and operates one of New York State's largest blood and marrow transplant programs. NCI designation elevates expectations for alignment among science, clinical excellence, and philanthropy and provides a compelling platform for transformational giving.

The Executive Director will lead an advancement team dedicated to Wilmot and partner across the university. The role will strengthen advisory board engagement, generate philanthropic commitments at the major and principal gift levels, and position volunteer leaders as strategic partners in advancing Wilmot's philanthropic priorities.

The successful candidate will provide strategic leadership for a research-centered fundraising program that advances NCI expectations, strengthens major and principal gift activity, deepens partnerships, and maximizes the productivity of a cohesive, high-performing advancement team.

The ideal candidate will bring a proven record of major and principal gift success within an academic medical center or complex health system, along with a deep commitment to advancing the mission of the Wilmot Cancer Institute and experience aligned with this work. The successful candidate will demonstrate the ability to translate complex science into compelling donor narratives, partner effectively with physicians, scientists, and senior leaders, and bring intellectual curiosity and a passion for continuous learning to advancing Wilmot's impact during the public phase of the University's most ambitious campaign.

Those interested in this role or wishing to nominate a candidate are encouraged to consult the "Procedure for Candidacy" section, which is detailed at the end of this profile.

Organization Overview

WILMOT CANCER INSTITUTE

UR Medicine's Wilmot Cancer Institute (Wilmot) earned NCI Designation in 2025. It provides not only world-class cancer treatment and care but also conducts pivotal research to prevent and cure cancer through innovation in science, patient care, education, and community outreach. Wilmot serves approximately 3 million people in western and central New York. Established in 1974, it has a long history of outstanding clinical care and research breakthroughs. Wilmot features an 87-bed flagship cancer center – a component of Strong Memorial Hospital, 13 outpatient locations, and one of the state's largest blood and marrow transplant programs. Wilmot is home to the region's first cancer survivorship clinic and one of the nation's first geriatric oncology clinics. Wilmot's 198 oncology physicians and 514 oncology nurses see more than 7,000 new cancer patients each year.

Wilmot by the Numbers



~200

Clinical Trials Available from Symptom Management to Drug Treatments



40

Million Dollars in Cancer Research Funding



13

Outpatient Locations in the Region



38,000

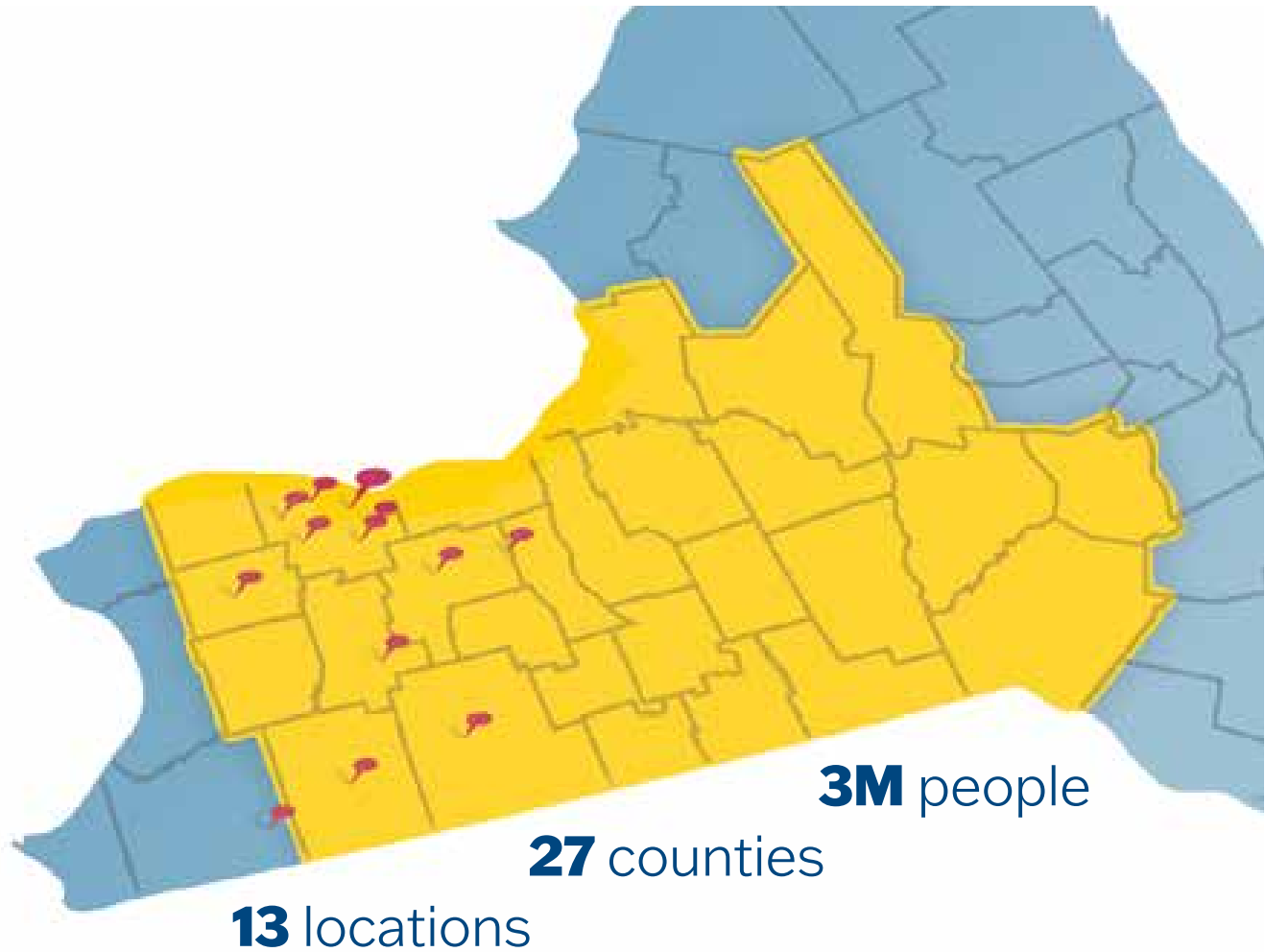
Patients Treated a Year

Wilmot achieves breakthrough discoveries and translates them into novel cancer treatments by bringing together experts from multiple backgrounds, perspectives, and disciplines. As part of the University of Rochester, Wilmot researchers thrive through ongoing collaboration across 20 academic departments and 30 clinical specialties. From basic science to clinical trials, collaboration among research programs and cancer specialties is facilitated by co-localization on one campus, which is large enough to attract a critical mass of researchers from around the world, yet just the right size for interactions to take place on a close, personal level.

Over the last 11 years, NIH funding at Wilmot has doubled. In 2025, Wilmot researchers received \$31.95M in cancer funding, \$28.82M in peer funding, and \$14.87M in NCI funding. Through NCI designation, Wilmot supports research through three well-funded cancer research programs—Cancer Prevention and Control, Cancer Microenvironment, and Genetics, Epigenetics, and Metabolism. Wilmot Cancer Institute received a landmark \$29 million grant from the National Cancer Institute—the largest single active grant at URMC—designating its Cancer Control and

Supportive Care program as a hub within the NCI's National Community Oncology Research Program (NCORP), supporting clinical studies across more than 1,000 affiliated oncology sites. As the largest cancer care provider in the state of New York outside New York City, the future presents greater opportunity for expansion at Wilmot Cancer Institute. Over the next five years, URMC will expand its commitment to the cancer enterprise by investing more than \$100 million and adding 100,000 square feet of research space.

See Appendix I for additional information on Wilmot Cancer Institute.



UNIVERSITY OF ROCHESTER MEDICAL CENTER

One of the nation's leading academic medical centers, URMC includes the University's biomedical research, teaching, patient care, and community outreach missions. The University of Rochester's clinical enterprise, UR Medicine, consists of eight hospitals located throughout the Finger Lakes and Southern Tier regions. The clinical enterprise includes over 1,400 beds, approximately 70,000 discharges, and 53,000 ambulatory surgeries yearly, in addition to 56,000 observation cases. Together, URMC and UR Medicine affiliates employ more than 24,000 full- and part-time staff.

URMC and UR Medicine have an integrated administrative structure, budget, and strategic plan. URMC ranks among the top quarter of U.S. medical centers in federal research funding, has an overall budget of approximately \$6 billion, and accounts for over 85 percent of UR Medicine revenues. URMC's mission is to be a home for healing, learning, research, and innovation committed to improving health and quality of life for its patients, families, and community.

URMC continues to secure significant investment, including a \$12 million, five-year National Institutes of Health (NIH) award from the National Institute of Allergy and Infectious Diseases to support immune system research, building on a prior \$9 million grant and advancing real-time immune imaging across multiple disciplines. Together, these awards underscore URMC's growing national prominence in federally funded research and its sustained ability to compete successfully for large-scale, high-impact grants.

See Appendix II for additional information on URMC and the University of Rochester.

THE UNIVERSITY OF ROCHESTER

Founded in 1850, the University of Rochester (UR) is one of the nation's leading private research universities. Under the leadership of President Sarah Mangelsdorf, Ph.D., the University comprises seven schools—Arts and Sciences, Engineering, Eastman School of Music, Simon Business School, Warner School of Education, the School of Medicine and Dentistry, and the School of Nursing—as well as key interdisciplinary research units like the Laboratory for Laser Energetics.

With more than 3,900 full- and part-time faculty and instructional staff, UR offers over 200 academic majors to more than 12,000 students. Known for its small-scale, highly collaborative academic environment, the University fosters discovery and creativity in a deeply personalized way. UR is a Carnegie “very high research activity” institution, with more than \$438 million in annual sponsored research funding and several departments consistently ranked among the best in their fields.

The University's motto, *Meliora*—“ever better”—guides its pursuit of excellence in research, education, and public service.

PHILANTHROPY AT WILMOT: A DEFINING LEGACY

For more than four decades, private giving has shaped Wilmot's trajectory and identity. In 1981, the James P. Wilmot Foundation launched the Wilmot Fellowship Program, which supports more than 100 physician-scientists in cancer research. Cumulative Wilmot family philanthropy has exceeded \$50 million, and in 2000, the cancer center was named in honor of James P. Wilmot. The family's continued generosity has fueled endowed positions, cancer genomics, and talent recruitment, reinforcing philanthropy's central role in Wilmot's growth.

Today, philanthropy is more essential than ever. With Wilmot's new National Cancer Institute designation, research-focused fundraising has become the institution's highest priority. Philanthropic investment will accelerate developmental therapeutics, expand early-phase clinical trials, strengthen immunology and precision oncology programs, and support the internationally recognized GI and pancreatic cancer research teams. Additional opportunities include pilot grants, venture-funded research partnerships, and endowed chairs that drive long-term scientific competitiveness.

Additional opportunities include pilot grants, support for recruitment, and venture-funded research partnerships. Recruitment packages for top investigators and clinicians remain essential as Wilmot grows its research portfolio and meets the expectations associated with NCI designation.

Critical funding gaps persist. As clinical trials increase in number and complexity, philanthropic support is needed to expand access across Wilmot's thirteen regional locations, ensuring patients throughout the twenty-seven-county service area benefit from cutting-edge therapies close to home. Significant capital and technology investments are needed to support anticipated program growth, including planning for new clinical and research facilities.

Community and regional engagement continue to play a vital role in Wilmot's momentum. Wilmot Warrior Weekend, one of the region's most beloved and successful cancer fundraising events, generates nearly \$1 million annually and serves as an important pipeline for new donors, corporate partners, and patient families. The event offers significant potential for continued growth. At the same time, grateful patient philanthropy represents a major opportunity for revitalization across a patient population of more than seven thousand new cancer diagnoses each year.

Volunteer leadership remains essential. The Wilmot Cancer Institute Advisory Board is an active and influential group whose engagement will be increasingly important during the campaign.

At the University of Rochester Medical Center (URMC), philanthropy has long fueled major advances in clinical care, research, and patient-centered innovation. URMC raised nearly \$700 million during the Meliora Challenge, the last comprehensive campaign at the University of Rochester, enabling significant expansion of the Wilmot Cancer Institute and strengthening URMC's national standing. This momentum set the stage for *For Ever Better: The Campaign for the University of Rochester*, a \$1.75 billion comprehensive campaign launched publicly in 2025. Wilmot is a signature pillar of this effort, with philanthropic investment driving discovery, translation, equitable access, and improved outcomes for patients and families across the region.

PHILANTHROPY HIGHLIGHTS

Bob and Pam Goergen give \$2 million to Wilmot Cancer Institute

Bob and Pam Goergen made a \$2 million gift to establish an endowed professorship at Wilmot Cancer Institute, honoring Director Jonathan Friedberg, MD, M.M.Sc., and advancing Wilmot's momentum following its NCI designation. The gift recognizes extraordinary leadership and strengthens cancer research and care.

LEADERSHIP



THOMAS J. FARRELL '88, '90W

SENIOR VICE PRESIDENT FOR ADVANCEMENT

Before joining the University in 2014, Mr. Farrell was Chief Development Officer for the University of Illinois and President/CEO of the University of Illinois Foundation. In these roles, he oversaw development programs across three campuses and was responsible for the university's \$1.6 billion core endowment. Prior to his tenure with Illinois, he was the Chief Advancement Officer for the University of Chicago, overseeing a staff of 450 and launching Chicago's recently completed \$5 billion campaign. For 10 years, he served at the University of Pennsylvania, where he led individual and undergraduate advancement programs and was a key strategist for Penn's \$4.3 billion Making History campaign. In addition, he has held senior positions at Dartmouth College and the University at Buffalo. Mr. Farrell's more than 30-year career in advancement began at the University of Rochester in the early 1990s. He returned to his alma mater to complete the \$1.4 billion Meliora Challenge campaign and to ensure the ongoing success of the University's advancement program. Tom holds undergraduate and master's degrees from the University and an Ed.D. in higher education management from the University of Pennsylvania.



MICHAEL P. FAHY

SENIOR ASSOCIATE VICE PRESIDENT FOR URMIC ADVANCEMENT

Michael P. Fahy serves as the Senior Associate Vice President for University Advancement at the University of Rochester Medical Center (URMC), where he leads philanthropy and engagement programs supporting the institution's academic and clinical missions. Appointed following a national search, Fahy brings over 15 years of progressive leadership experience in advancement at URMC.

Fahy began his career at the University in 2010 as Assistant Director of Community Affairs for Golisano Children's Hospital. He has since held several key roles, including Associate Director of Advancement for GCH, Director of Advancement for the Wilmot Cancer Institute, and Assistant Vice President for Clinical, Research, and Hospital Programs. In these roles, he developed strategic giving programs, led fundraising initiatives, and helped double average fundraising commitments across departments.

Recognized for his strategic vision, collaborative leadership, and deep institutional knowledge, Fahy is known for building strong relationships with faculty, clinicians, and donors. His appointment comes at a pivotal time as URMC undertakes the *For Ever Better* campaign.

Fahy has previous experience at Nazareth University and has served as an adjunct instructor at the Rochester Institute of Technology. He is deeply committed to advancing URMC's mission and is honored to support its transformative work through philanthropy and engagement.



JONATHAN W. FRIEDBERG, M.D., M.M.SC.

PROFESSOR AND DIRECTOR, WILMOT CANCER INSTITUTE, UNIVERSITY OF ROCHESTER

Jonathan W. Friedberg, M.D., M.M.Sc., is the Samuel Durand Professor of Medicine at the University of Rochester and Director of the Wilmot Cancer Institute, where he leads one of the nation's prominent academic cancer centers. (Year of appointment: 2013)

A nationally recognized leader in lymphoma research and treatment, Dr. Friedberg has more than 20 years of experience advancing care for patients with hematologic malignancies. At Wilmot, he oversees clinical, research, and educational missions focused on improving cancer outcomes through innovative therapies and collaborative investigation.

Dr. Friedberg has been at the forefront of national efforts to develop and evaluate new lymphoma treatment strategies. His expertise is widely sought across the oncology community, and he regularly contributes to major international cancer meetings. He serves as a member of the SWOG Cancer Research Network Lymphoma Committee and as an Associate Editor of the Journal of Clinical Oncology.

Dr. Friedberg earned his medical degree from Harvard Medical School and a Master of Medical Sciences in Clinical Investigation. He completed his internship and residency at Massachusetts General Hospital and a fellowship in medical oncology and hematology at Dana-Farber/Partners Cancer Care in Boston.

Message from The Director

Now NCI-designated, Wilmot Cancer Institute is proud to be among the nation's top cancer centers. WCI Director Jonathan Friedberg, MD, MMSc, shares why this designation is important for Wilmot and the region. [Click to view the video.](#)





DAVID C. LINEHAN, MD

**CEO OF THE UNIVERSITY OF ROCHESTER MEDICAL CENTER (URMC),
DEAN OF THE SCHOOL OF MEDICINE AND DENTISTRY (SMD), AND
SENIOR VICE PRESIDENT FOR HEALTH SCIENCES AT THE UNIVERSITY
OF ROCHESTER**

David C. Linehan, MD, recently completed his second year as the CEO, Dean, and Senior Vice President of the health system. Under his leadership, URMC has experienced great success in recruiting national leaders in basic and translational research, clinical leadership, and academic medical education. Linehan previously served as Chair of URMC's Department of Surgery for 10 years. A surgical oncologist and an accomplished researcher, Linehan is recognized for bringing new therapies to patients with difficult-to-treat cancers and for his compassionate approach to care. He is also internationally renowned for his research into new immunotherapy treatments for pancreatic cancer; the National Cancer Institute has continuously funded his laboratory for nearly two decades. He specializes in treating cancers and benign surgical conditions of the liver, pancreas, gallbladder, and bile ducts.

Dr. Linehan graduated from Dartmouth College and the University of Massachusetts Medical School, then completed his internship and residency at Deaconess-Harvard Surgical Service. He was a research fellow at Brigham and Women's Hospital and the Kristin Ann Carr Fellow in Surgical Oncology at Memorial Sloan-Kettering Cancer Center. He went on to become a professor of surgery at Washington University and chief of hepatobiliary, pancreatic, and gastrointestinal surgery.



Position Summary

OVERVIEW

Reporting to the Senior Associate Vice President for Advancement for the University of Rochester Medical Center, the Executive Director of Advancement for the Wilmot Cancer Institute is responsible for planning and implementing a comprehensive fundraising and engagement program for the Wilmot Cancer Institute. They will lead a high-performing team focused on securing at least \$10M annually in philanthropic support for strategic capital, research, program, and endowment priorities identified by the Director of the Wilmot Cancer Institute. The Executive Director will work closely with Wilmot Cancer Institute leadership to identify and articulate philanthropic opportunities and optimize grateful patient and community giving, principal, major, and planned giving, and stewardship activities.

The Executive Director will have a portfolio of approximately 75 principal and major gift prospects and will serve as a role model through their level of activity. Significant local, regional, and some national travel is required to engage prospective and current donors.

The Executive Director will serve as the primary liaison to Cancer Institute leadership, physicians, and volunteers, including the Wilmot Cancer Institute Advisory Board, and will effectively articulate and advance the Wilmot Cancer Institute's vision to internal and external stakeholders. They will be responsible for working with the Board Chair to effectively guide board activities.

REPORTING RELATIONSHIPS

The Executive Director is an employee of the University of Rochester who partners closely with the University of Rochester Medical Center (URMC). Reporting to the Senior Associate Vice President for URMC Advancement, the Executive Director provides strategic leadership for all philanthropic activity supporting the Wilmot Cancer Institute.

DIRECT REPORTS

The ED directly oversees the following leadership roles:

- Assistant Director, Wilmot Cancer Institute
- Senior Director, WCI Community Engagement
 - Associate Director, Community Engagement
- Development Manager
- Program Assistant

The Executive Director and their team will also partner closely with communications, stewardship, and central Advancement services.

RESPONSIBILITIES

MAJOR GIFT FUNDRAISING (25%)

- Work closely with Wilmot Cancer Institute leadership to identify fundraising priorities and articulate compelling cases for support.
- Identify, qualify, cultivate, solicit, and steward a portfolio of 75 prospective donors capable of \$100,000+ gifts. Close gifts as outlined in annual performance metrics.
- Partner effectively with Cancer Institute/Medical Center leadership, faculty, and key volunteers to advance relationships with major gift prospects.
- Leverage internal Advancement resources to develop and execute planned giving, principal gifts, and annual fund strategies for Wilmot Cancer Institute prospects and donors.
- Maintain frequent, open internal communication across all Advancement areas to enhance collaboration.

STRATEGIC LEADERSHIP (25%)

- Optimize philanthropic support for Wilmot Cancer Institute priorities. Develop comprehensive annual operation plans for their unit, setting clear goals for the team, and aligning unit goals with URMC Advancement goals.
- Provide regular oversight and guidance as needed for the unit's program prospect management, major gift activity, and programmatic activities, including signature and community fundraising events such as the WCI Discovery Ball and Wilmot Warrior Weekend.
- Model best-practice fundraising skills and mentor staff members.

MANAGEMENT (25%)

- Recruit, train, manage, and motivate the Wilmot Cancer Institute advancement team. Develop individual performance goals, conduct performance reviews, and address performance issues as they arise.
- Motivates and mentors staff members through regular meetings, professional development, and career guidance.

ADVISORY BOARD MANAGEMENT/VOLUNTEER ENGAGEMENT (20%)

- Actively manage working relationships with members of the Wilmot Cancer Institute Advisory Board and other volunteers.
- Serve as the lead fundraiser to secure philanthropic support from board members; effectively engage board members and other volunteers as partners in raising funds from the broader Rochester and regional communities.
- Implement best practices in volunteer management to ensure a highly engaged Advisory Board.
- Work closely with the Wilmot Cancer Institute Director and other leaders, and its Advisory Board leadership to develop meeting goals, agendas, and presentations.
- Optimize the volunteer experience.

OTHER DUTIES AS ASSIGNED (5%)

Goals and Objectives

The following goals and objectives have been identified as priorities for this position (not in particular order):

The Executive Director for Advancement at Wilmot Cancer Institute joins the University during the public phase of the *For Ever Better* campaign. With Wilmot newly designated as an NCI Cancer Center, this leader will help translate the institution's scientific momentum into philanthropic support that advances research, improves patient outcomes, and expands regional access. In partnership with Cancer Center leadership, faculty, clinicians, and Advancement colleagues, the Executive Director will ensure philanthropy aligns with Wilmot's mission, priorities, and long-term vision.

ADVANCE RESEARCH CENTERED PHILANTHROPIC STRATEGIES

The Executive Director will develop and lead a forward-looking philanthropic strategy that leverages Wilmot's NCI designation to strengthen its position as a research and clinical leader. This includes identifying opportunities for transformational investment in developmental therapeutics, early phase clinical trials, immunology, precision oncology, investigator recruitment, endowed positions, and long-term capital planning.

DEEPEN INSTITUTIONAL KNOWLEDGE AND BUILD CREDIBILITY ACROSS WILMOT AND URM

Establish themselves as a trusted colleague, leader, and partner to build productive relationships with the Cancer Institute Director, Cancer Institute leadership team, Department Chairs, and Faculty across Wilmot, URM, and UR Medicine. The Executive Director will immerse themselves in Wilmot's scientific and clinical enterprise. Active participation in research meetings, service line discussions, and institutional forums will establish credibility with investigators and clinicians.

ENHANCE AND MODERNIZE THE GRATEFUL PATIENT PROGRAM

The Executive Director will revitalize grateful patient philanthropy across Wilmot's regional network. This includes strengthening clinician engagement, establishing consistent referral pathways, and building a sustainable pipeline of prospects reflective of the Institute's geographic reach and patient population.

ELEVATE DONOR ENGAGEMENT AND CREATE PATHWAYS FOR TRANSFORMATIONAL INVESTMENT

The next Executive Director will enhance donor engagement by connecting supporters with Wilmot's leadership, research programs, and long-term vision. They will ensure a strong flow of high-potential donor conversations and design compelling donor experiences that lead to major and principal gift commitments.

STRENGTHEN TEAM PERFORMANCE AND PHILANTHROPIC CAPACITY

This leader will provide clear leadership and mentorship to a lean team of fundraisers and staff. They will foster a collaborative and performance-driven culture, support professional growth, and ensure alignment between team priorities and campaign objectives.

ENSURE ALIGNMENT ACROSS ADVANCEMENT AND STRENGTHEN INSTITUTIONAL COLLABORATION

As a visible leader within University Advancement, the Executive Director will collaborate closely with colleagues across URM and the University to coordinate strategy and elevate the donor experience. They will help ensure Wilmot's fundraising efforts reinforce institutional priorities and fully benefit from cross-campus partnerships.

STRENGTHEN BOARD ENGAGEMENT AND ACTIVATE VOLUNTEER LEADERSHIP AS STRATEGIC PARTNERS

This leader will elevate the role of Wilmot's advisory boards by deepening member engagement, clarifying expectations, and supporting philanthropic participation. Through thoughtful partnership with board leadership, they will activate volunteer leaders as ambassadors and advocates for the Cancer Institute.



Candidate Qualifications

EDUCATION/CERTIFICATION

- Bachelor's Degree required.
- Master's Degree, preferred.

EXPERIENCE REQUIRED

- A minimum of 8 years of relevant experience or an equivalent combination of education and experience is required.

KNOWLEDGE, SKILLS & ABILITIES

- Demonstrated success in soliciting gifts over \$100k, particularly in an academic medical setting.
- Proven program management and leadership skills; experience leading a team of major gift officers.
- Highly developed communication skills, including an ability to articulate philanthropic priorities related to medical research; political savviness; a high energy level; and a strong commitment to the mission of the Wilmot Cancer Institute.
- Intellectual curiosity and a desire to work as part of a team in a goal-oriented, dynamic environment are critical.
- A positive attitude and commitment to a donor-centric fundraising approach.

LEADERSHIP SKILLS AND COMPETENCIES

- **Critical Thinking:** Independent level of problem-solving ability. Resolves semi-complex problems that require independent judgment.
- **Autonomy:** Exercises judgment in selecting methods, techniques, and evaluation criteria in obtaining results. Exerts significant latitude in determining the objective of the assignment. Takes calculated risks with consultation from an expert.
- **External Relations:** Serves as the organization's primary point of contact. Interacts with management and senior value-chain partners on matters requiring cross-functional coordination. Achieving objectives requires the ability to influence others, both internally and potentially externally.
- **Supervision of others** (including hire/fire): Supervisory (four or more full-time direct reports or equivalent).
- **Planning:** Develops and executes goals and objectives for a department or functional group. Recommends and gives input to strategic initiatives.
- **Consequence of Error:** Erroneous decisions or recommendations can prevent the achievement of crucial organizational objectives, have a prolonged impact, and require substantial resources.
- **Financial Responsibility:**
 - Manage pre-determined budget.
 - Responsible for revenue-generating processes.

The Community

ROCHESTER, NEW YORK

Rochester is the seat of Monroe County, New York. Situated east of Buffalo, west of Syracuse, and northwest of New York City, it is at the center of a large metropolitan area that encompasses Monroe County and extends beyond it to include Genesee, Livingston, Ontario, Orleans, and Wayne counties. This area, part of the Western New York region, has a population of approximately 1.7 million. The City of Rochester has a population of approximately 210,000, making it New York's fourth most populous city after New York City and Buffalo. Located on the southern shore of Lake Ontario, where the Great Lakes meet the vineyard-dotted Finger Lakes, Rochester provides easy access to a wealth of four-season outdoor recreation.

Rochester became America's first 19th-century "boomtown" and rose to prominence initially as the site of many flour mills located on the Genesee River, then a major manufacturing hub.

Today, it is an international center of higher education, medical, and technological development. The region is known for acclaimed universities, and several of them (notably the University of Rochester and the Rochester Institute of Technology) are nationally renowned for their research programs. In addition, Rochester continues to be the site of many important inventions and innovations in consumer products. The Rochester metropolitan area is the second-largest regional economy in New York State, after the New York City metropolitan area.

Its lively "knowledge economy" draws strength from established companies (e.g., Xerox, Bausch and Lomb, Eastman Kodak) and their many small-business spin-offs, including growing telecommunications, biotechnology, and information technology enterprises. In recent years, the University of Rochester has become the largest employer in the Rochester area and the seventh-largest employer in New York State.

Rochester consistently receives high rankings nationally as a "most livable city" for overall quality of life and as among the very best places to raise a family. The region has outstanding, highly ranked public and private schools, with a relatively modest cost of living and a stable, affordable housing market. Home to the renowned Eastman School of Music, the Rochester Philharmonic Orchestra, and the Xerox Rochester International Jazz Festival (among the nation's most popular and respected), Rochester enjoys economic stability and a level of arts, culture, sports, and dining comparable to that of many larger cities.

For more information about living in Rochester, see www.visitrochester.com.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a resume and a cover letter. Review of applications has begun and will continue until the position is filled.

Please direct all applications (resumes) and nominations to the WittKieffer consultants supporting this search through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal at www.wittkieffer.com by selecting the "Become a Candidate" button.

To express interest or inquire further, the WittKieffer search team can be reached via e-mail at jcummings@wittkieffer.com.

Ashley Buderus

Consultant

Office: 630.575.6174

abuderus@wittkieffer.com

Denver, CO

Vineeth (Vinny) Gossain

Principal

Office: 630.575.6957

vgossain@wittkieffer.com

Chicago, IL

Jessica Cummings

Associate

Office: 630-575-6776

jcummings@wittkieffer.com

Cleveland, OH

COMPENSATION RANGE

The anticipated salary range for this position is \$140,350.00 - \$210,525.00, with a generous benefits package. The referenced pay range represents UR's good faith and reasonable estimate of the base range of compensation for this position. Individual salaries will be determined within the job's salary range and established based on (but not limited to) market data, the individual's experience and expertise, and consideration of related position salaries.

The University of Rochester is an equal opportunity employer and is dedicated to maintaining a workplace that is free from discrimination and harassment. All employment decisions, including recruitment, hiring, training, promotion, compensation, termination, and disciplinary actions, will be based on merit, qualifications, and business needs.

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 Rochester 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.

All images and logos used in this leadership profile were attained from University of Rochester and/or are owned by WittKieffer Inc. via Getty Images.

Appendix I

WILMOT CANCER INSTITUTE

WILMOT ACCREDITATIONS AND RECOGNITION

The Wilmot Cancer Institute holds accreditations, including:

- American College of Surgeons (ACS) Comprehensive Cancer Center Accreditation: Recognized for its high-quality cancer care across multiple specialties.
- Quality Oncology Practice Initiative (QOPI) Certification: Acknowledgment of meeting high standards in cancer care administration.
- American College of Radiology (ACR) Accreditation for Radiation Oncology: Accreditation for radiation oncology services across its locations.
- American College of Surgeons National Accreditation Program for Breast Centers: Accreditation for its Comprehensive Breast Care program.
- Foundation for the Accreditation of Cellular Therapy (FACT) Accreditation for Blood and Marrow Transplant Program: Recognized for its adult and pediatric blood and marrow transplant services.
- Magnet Designation by the American Nurses Credentialing Center: Recognition for high standards of nursing care as part of the University of Rochester Medical Center.

According to the US News & World Report's Cancer Scorecard, Wilmot was rated as "excellent" in discharging patients to home; "very high" in the volume of high-risk patients treated; and "high performing" in leukemia, lymphoma, and myeloma; colon cancer surgery; lung cancer surgery; and prostate cancer surgery. Wilmot was rated as "excellent" for the use of advanced technologies and for patient services.

RESEARCH - WILMOT

For half a century, Wilmot research has led to paradigm-shifting discoveries and changes in national oncology standards of care. From the science behind the human papillomavirus (HPV) vaccine, to pioneering cancer-control techniques, groundbreaking hematological-disease research, and novel approaches to pancreatic cancer, Wilmot scientists have been at the forefront of some of the most significant cancer-related breakthroughs.

Wilmot research has one ultimate goal: to improve patient outcomes by converting scientific discoveries into transformational clinical therapies. Wilmot's research strategic priorities in the upcoming years are to:

- Expand developmental therapeutics capabilities.
- Advance and accelerate innovative cellular and molecular research.
- Broaden transdisciplinary research and high-impact interventional treatment trials.

Wilmot is a leader in cancer research with the following accolades:

- Wilmot Cancer Institute scientists aided in two of the top five cancer discoveries of the past 50 years, as cited by the American Society of Clinical Oncology (ASCO): Contributions to the HPV cervical cancer vaccine, and pioneering work toward anti-nausea therapies to help patients tolerate chemotherapy.
- Wilmot is at the epicenter of cancer control research, as one of two U.S. hubs for the National Community Oncology Research Program (NCORP).
- Wilmot is a trailblazer in aging and cancer research, helping write the evidence-based guidelines for managing older patients taking chemotherapy and starting one of the nation's first geriatric oncology clinics.

In 2024, Wilmot researchers had \$31.95M in cancer funding, \$28.82M in peer funding and \$14.87M in NCI funding.

For more information, please visit: <https://www.urmc.rochester.edu/cancer-institute>



Appendix II

THE UNIVERSITY OF ROCHESTER

The University of Rochester (URochester), led by President Sarah Mangelsdorf, Ph.D., is comprised of seven schools, including: the School of Medicine and Dentistry, School of Nursing, Simon Business School, Warner School of Education, Hajim School of Engineering and Applied Sciences, School of Arts and Sciences, and the Eastman School of Music, as well as other organizational units such as the Goergen Institute for Data Science and Artificial Intelligence and the Laboratory for Laser Energetics. With more than 3,900 full- and part-time faculty members and instructional staff, the University offers more than 200 academic majors and is home to more than 12,000 students.

Learning at URochester is on a very personal scale; it is among the most collegial of the top research universities and it emphasizes collaborative interactions. The motto of the University, *Meliora* (“ever better”), captures the continuous progress that has defined URochester since its founding in 1850. While the University is one of the smallest Carnegie “very high research activity” research universities, it has over \$438 million in annual funding, and several departments have ranked among the best in their fields.

For more information, please visit: www.rochester.edu/academics.



URMC ACHIEVEMENTS

Stand-out accomplishments of URMC include:

- A vaccine URMC scientists created against *Haemophilus influenzae type b* (Hib) has virtually wiped out a leading cause of meningitis in preschoolers. Scientists then used the same approach to create a vaccine that prevents infection by pneumococcal bacteria, which cause meningitis, ear infections, pneumonia, and other maladies.
- In addition to the Hib vaccine, URMC was among the groups that contributed knowledge needed to develop the HPV vaccine, approved for the prevention of cervical cancer as well as head and neck cancer.
- URMC cardiologists helped revolutionize the treatment of heart disease worldwide by showing an implantable cardiac defibrillator significantly reduces death rates in certain groups of patients.
- UR Medicine's Strong Memorial Hospital was among the first 2% of U.S. hospitals to be recognized as a Nursing Magnet Hospital—an international quality nursing designation.
- URMC was among the first health systems in the U.S. to employ nurse practitioners in the acute care setting. The URMC model integrating nurse practitioners in the care team is recognized as a best practice model.
- URMC established the Respiratory Pathogens Research Center, supported in its first year by a \$4.7 million federal award, with the potential for seven years of additional funding.
- Pursuing Excellence in Clinical Learning Environments is a notable accomplishment for graduate medical education at URMC, as one of only eight physician training grounds in the U.S. selected by ACGME to lead a four-year, nationwide effort to improve residency training for physicians. URMC was selected for this program due to its unique proposal to integrate residents into an existing quality and safety improvement model, which has shown to be highly successful in improving patient outcomes.
- The URochester Health Sciences Center for Computational Innovation is a \$100 million partnership between the university and IBM, the centerpiece of which will be an array of IBM Blue Gene/Q supercomputers with the capacity to analyze huge amounts of information quickly—a crucial ability at a time when biomedical research generates unprecedented amounts of data. New York State awarded the university \$5 million for the initiative, to create one of the most powerful computer systems dedicated to health research in the world.

For more information, please visit: www.urmc.rochester.edu.

WittKieffer is the premier executive search and leadership advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively with organizations in healthcare, science and education—the Quality of Life Ecosystem. Leveraging our unwavering focus on this complex ecosystem, we amplify clients' ability to succeed through a deep understanding of the factors that influence leadership needs, capabilities and culture. Through our executive search, interim leadership and leadership advisory solutions, we strengthen organizations that make the world better.

WittKieffer is proud to be 100 percent employee-owned.

Visit [WittKieffer.com](https://www.wittkieffer.com) to learn more.

WittKieffer