



Wake Forest University
School of Medicine



Director, Animal Resources Program and Attending Veterinarian

LEADERSHIP PROFILE

JANUARY 2026

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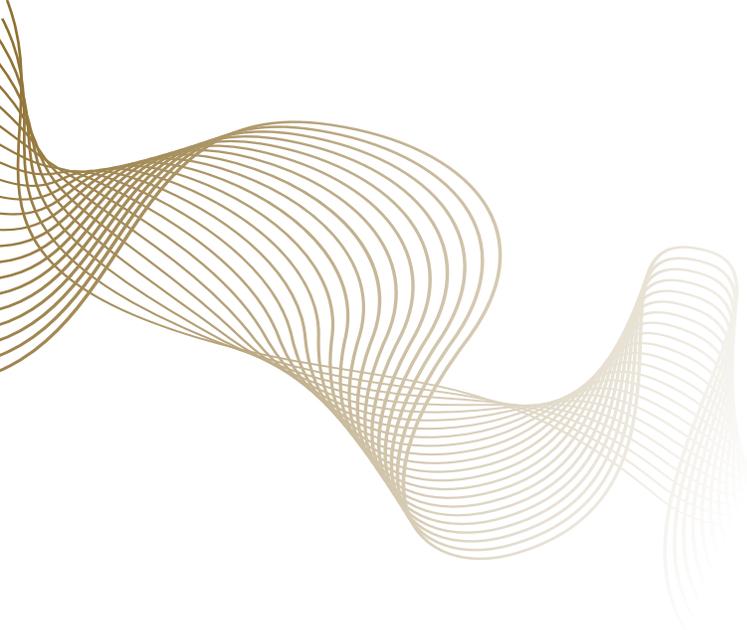


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THE OPPORTUNITY

Wake Forest University School of Medicine (WFUSM) invites applications for the position of Director and Attending Veterinarian (Director/AV) of the Animal Resources Program (ARP). WFUSM seeks an accomplished veterinary professional committed to advancing research excellence, ensuring exemplary standards of animal care, and contributing to the continued growth of the institution. The individual will also hold a faculty appointment in Comparative Medicine within the Department of Pathology and serve as Assistant Dean within the School of Medicine.

As the academic core of Advocate Health, now the nation's third-largest nonprofit health system, WFUSM includes a research portfolio exceeding \$400 million annually and spans basic, translational, clinical, and population-based investigation. Across its Winston-Salem and Charlotte campuses, the School educates medical students, residents, fellows, and a wide range of scientific trainees while fostering discovery in areas such as Alzheimer's disease, aging and mobility, diabetes and obesity, cardiovascular disease, cancer, regenerative medicine, and neurosciences.

The Director/AV will provide strategic and operational leadership for the ARP, a centralized unit responsible for the procurement, care, and use of all animals involved in research and teaching across WFUSM. The Director/AV will ensure full compliance with all federal regulations, accreditation standards, and institutional policies and will maintain rigorous and transparent standards for animal welfare, regulatory compliance, and research integrity.

Additionally, the Director/AV will oversee all aspects of veterinary care, animal husbandry, clinical operations, and facility management while supporting the work of more than 200 investigators and over 300 active research protocols. This leader will engage faculty, veterinarians, care staff, and institutional partners to advance a cohesive, collaborative, and service-oriented program that meets the evolving needs of a sophisticated, highly productive research community.

The next Director/AV must be an exceptional communicator, capable of building consensus, inspiring teams, earning confidence from faculty and staff, and representing the institution with integrity and professionalism. Candidates must hold a DVM or VMD from an AVMA-accredited institution and maintain board certification in Laboratory Animal Medicine. Additional advanced academic preparation, such as an M.S. or Ph.D., is preferred. Applicants should have demonstrated leadership experience in animal resources or laboratory animal medicine within an academic or comparably complex research setting.



ANIMAL RESOURCES PROGRAM

The ARP veterinary staff advances the academic mission by delivering essential clinical care for research animals, ensuring adherence to regulatory standards, and supporting all animal-based research efforts across WFUSM campuses. Their responsibilities include maintaining the health and research suitability of animals, addressing both emergency and routine clinical needs, assisting with animal-related research procedures, ensuring regulatory compliance, and promoting overall animal welfare.

Mission

- Provide the highest quality of veterinary medical care, husbandry, enrichment, and professional technical support to enable excellence in biomedical research at Wake Forest University and its School of Medicine
- Promote values of respect and compassion for all laboratory animals used in research
- Train comparative veterinary specialists and advance laboratory animal sciences through innovative research
- Foster an environment of belonging in our department and with our partners

We Are

Four integrated groups dedicated to promoting excellence in animal-based research:

- Husbandry and Animal Facility Services
- Veterinary Care
- Diagnostic Pathology Services
- Business Administration

We Serve

- The animals by delivering compassionate and humane care
- The research community by providing the infrastructure and expertise required to support good and sound animal-based research
- Our institution by providing a fiscally responsible animal care and use program
- The general public by ensuring animals' well-being and regulatory compliance while facilitating advancement of knowledge in human and animal health

Section on Comparative Medicine – Research Section of the Department of Pathology

The Section on Comparative Medicine at WFUSM is widely recognized for advancing the translation of fundamental scientific discoveries into clinical applications. Faculty are committed to cultivating a collaborative, intellectually rich setting focused on investigating diseases that impact public health, using preclinical studies and biomedical research involving nonhuman primates and other animal models.

Key areas of investigation in comparative medicine span Aging and Metabolism, Cardiometabolic Disorders, Immunopathology and Cancer, Neuropathology, Nutrition and Stress, Reproductive Pathology, Radiation Effects, and Women’s Health. Much of this work is conducted using nonhuman primate models.

Additional information can be found at: [Section on Comparative Medicine | Wake Forest University School of Medicine](#).





LABORATORY ANIMAL MEDICINE RESIDENCY PROGRAM

The [Laboratory Animal Medicine Residency](#) program at Wake Forest School of Medicine is accredited by the American College of Laboratory Animal Medicine (ACLAM) and provides an exceptional training opportunity for motivated individuals pursuing residency education.

The program delivers rigorous training that leads to ACLAM board eligibility and is directed by an experienced ACLAM diplomate. Residents gain a strong foundation for board preparation and work with a broad variety of species, with a particular focus on nonhuman primates.

The residency spans two years; alternatively, candidates may complete one year of residency followed by potential admission to a three-year National Institutes of Health–funded postdoctoral fellowship that culminates in an advanced degree (PhD or MS).

Research Opportunities

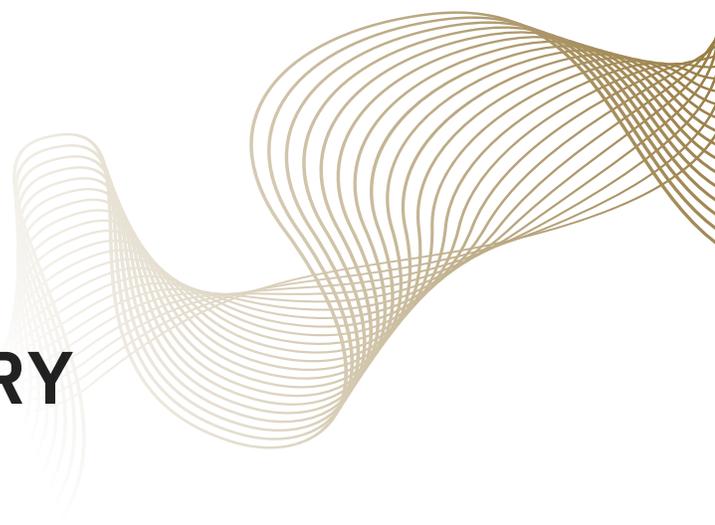
Research opportunities include internationally recognized programs in:

- Aging
- Cancer
- Cardiovascular disease
- Diabetes
- Radiation oncology
- Regenerative medicine
- Reproductive system disorders
- Neurological diseases and Substance abuse
- Women’s health

Unique institutional resources include:

- [Clinical and Translational Science Institute](#)
- [Section on Comparative Medicine](#)
- [Center for Precision Medicine](#)
- [Comprehensive Cancer Center](#)
- [Sticht Center for Healthy Aging and Alzheimer’s Prevention](#)
- [Wake Forest Institute for Regenerative Medicine](#)

POSITION SUMMARY



Key Relationships

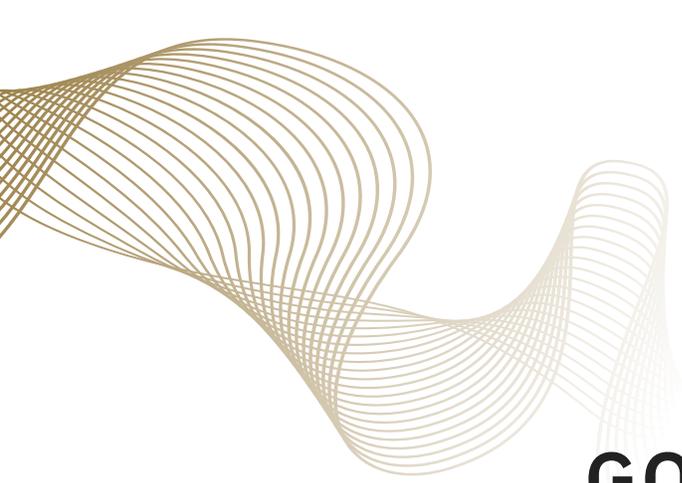
- Reporting to the Vice Dean for Basic and Pre-clinical Science and the Associate Vice President/ Assistant Dean for Research Oversight and Support; and working with the Director for the Institutional Animal Care and Use Committee (IACUC), the Director/AV ensures compliance with regulatory requirements and accreditation standards.
- The Director/AV serves as the Attending Veterinarian, with a primary administrative appointment reporting to the Associate Vice President and Assistant Dean for Research Oversight and Support.
- The Director/AV holds a faculty appointment in the Section on Comparative Medicine, Department of Pathology, with duties and responsibilities that include effort for teaching, service, and research.

Responsibilities

The successful Director, Animal Resources Program and Attending Veterinarian candidate:

- Provides oversight of all animal research at Wake Forest University and Wake Forest University School of Medicine for appropriate veterinary medicine and animal husbandry, as well as the ethical care and treatment relating to all animal welfare regulations by the United States Department of Agriculture (USDA) and accreditation standards of the International Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC).
- Ensures appropriate care of research animals for approximately 200 investigators with over 300 active protocols.
- Directs operation of the WFUSM centralized animal facilities.
- Oversees Animal Care Operations Managers, Supervisors, and Staff, as well as duties of Training Coordinator and duties of Environmental Enrichment Coordinator – includes continuing education training programs and seminars for staff.
- Coordinates efforts of ARP Staff Veterinarians.
- Works with physicians in Employee Health Services to establish standard operating procedures for employees with occupational exposure to animals and to ensure appropriate medical care is provided.
- Advises the IACUC Director and members on matters regarding policies and procedures to ensure research involving the use of animals is consistent with applicable regulatory standards.

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- Provides guidance to investigators on matters related to IACUC protocols, rules and regulations, animal models, and animal research resources.
 - Works with the Associate Vice President and Assistant Dean for Research Oversight and Support on new institutional initiatives regarding the use of animals in biomedical research.
 - Coordinates with the Associate Vice President and Assistant Dean for Research Oversight and Support, and the Vice Dean for Basic and Pre-clinical Research, regarding matters of potential animal security risks and community engagement.
 - Supports the animal research needs of investigators (e.g., appropriate animal housing conditions, access to ARP resources) to assure appropriate and timely conduct of research.
 - Establishes the acceptable standards for veterinary medicine for all species used in research at WFUSM.
 - Works, in conjunction with the IACUC, to maintain accreditation with AAALAC, requiring preparation of annual reports, documents for the re-accreditation process at three-year intervals, multi-day site visit, and other duties.
 - Together with the IACUC, works to maintain good standing with USDA, requiring preparation of annual reports, participating in annual inspections, and follow-up if needed; works with the Dean's Office to assure WFUSM's responsiveness to USDA concerns.
 - Participates and coordinates planning of renovations to animal facilities, including submitting grant applications to secure extramural funding for facilities improvement and construction.
 - Coordinates service activities of all faculty members who devote effort to the ARP for clinical medicine and for veterinary pathology.
 - Oversees externship and residency programs for clinical laboratory animal medicine and veterinary pathology.
 - Rotates for clinical medicine duty with other faculty and staff veterinarians, including weekend and holiday duty.



GOALS AND OBJECTIVES

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

Strengthen Talent, Culture, and Workforce Stability

The next Director and Attending Veterinarian (Director/AV) will ensure a stable and elevated workforce across all campuses. This includes achieving full staffing levels for veterinarians, technicians, and animal care personnel; reinvigorating residency pipelines; and implementing structured training and professional development pathways. The Director/AV will restore continuity and reinforce a strong, mission-aligned environment.

Establish and Execute a Multi-Campus Strategic Operating Plan

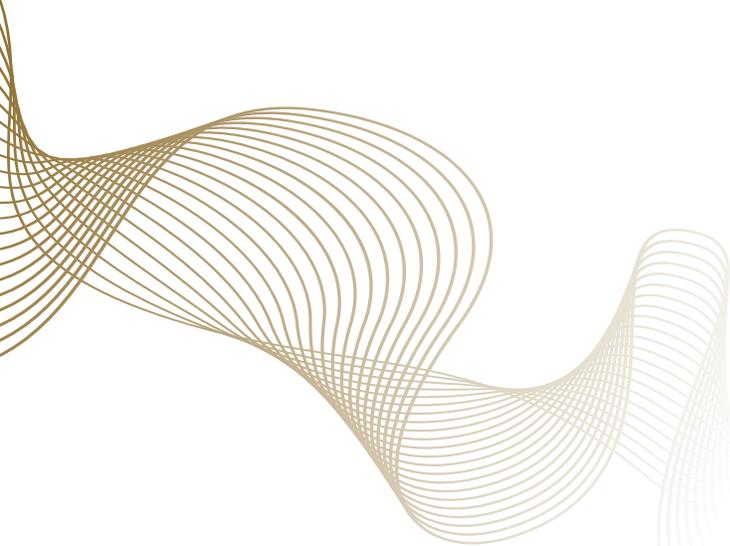
Given the program's geographic reach and operational complexity, the Director/AV will develop and implement a cohesive strategy that aligns practices, workflows, and communication across the institution's multiple campuses. This includes clarifying delegated leadership roles and ensuring consistent operational standards. The Director/AV will also help shape longer-term infrastructure planning, including the design and integration of animal resources into future research facilities.

Advance the Strategy for Nonhuman Primate and Large Animal Programs

The Director/AV will provide vision and advocacy for Wake Forest's highly valued NHP and large animal research programs. This includes setting a long-term strategy for facility modernization at Clarkson, Hawthorne, and other sites, ensuring appropriate housing, and safeguarding the continuity of critical research colonies. The role calls for a leader who can champion necessary investments, elevate program visibility, and communicate the scientific significance of these resources amid evolving regulatory and public landscapes.

Lead Regulatory Excellence While Enabling Innovative Research to Flourish

The Director/AV will set a proactive, rigorous standard for animal welfare and regulatory compliance while ensuring that research productivity and scientific innovation remain central priorities. This leader will strengthen systems for AAALAC and USDA readiness and foster a culture that integrates compliance as a natural foundation for high-quality discovery. By working diplomatically across IACUC, Research Integrity, and Comparative Medicine/Pathology, the Director/AV will create an environment where ethical requirements and groundbreaking research ambitions are aligned and mutually reinforcing.



CANDIDATE QUALIFICATIONS

Education/Experience/Certification

- DVM or VMD degree from an institution accredited by the American Veterinary Medical Association.
- Advanced academic training as evidenced by an M.S. or Ph.D. preferred.
- Significant experience with Laboratory Animal Medicine.
- Previous leadership experience in animal resources.
- Board Certification in Laboratory Animal Medicine is required.

Leadership Skills and Competencies

- Excellent oral and written communication skills.
- Demonstrates excellence in the overall mix of veterinary care, supporting scholarly activity that advances clinical medicine, institutional service, and area leadership.
- Embodies a culture of collaboration and excellence by 1) demonstrating accountability, stewardship, professionalism, integrity, respect, and excellence in all actions, 2) encouraging collaboration and cooperation with the research faculty, and 3) promoting effective teamwork.

ABOUT WAKE FOREST UNIVERSITY

Wake Forest University is a private university located in Winston–Salem, North Carolina, with nearly 9,000 students. Undergraduate enrollment includes approximately 5,400 students, and graduate and professional schools train approximately 3,800 learners. The student body represents 50 states and 38 countries. Wake Forest blends the resources of a major research institution with the high level of faculty involvement typically found at small liberal arts colleges.

Founded in 1834, Wake Forest is a vibrant and diverse academic community in which students pursue learning in one or more of the University’s seven colleges and schools. The University’s dedication to rigorous scholarship, its focus on building an inclusive and relationship-centered campus, and its connections across Winston–Salem, Charlotte, Washington, D.C., and the wider world all reflect a single guiding ideal: Pro Humanitate. Meaning “For Humanity,” this motto challenges every member of the University community to grapple with the essential questions of human existence. It encourages the application of intellect, creativity, skills, and empathy in service to people in all their diversity – ultimately inspiring action as forces for good.



In 2026, U.S. News & World Report ranked Wake Forest as 51st (tied with five other schools) in the overall ranking of top National Universities, 34th in Best Value Schools, and 12th for Best Undergraduate Teaching.

The Educating Character Initiative (ECI) at Wake Forest provides colleges and universities with the resources, funding, and guidance they need to embed character education into their unique contexts, curricula, and campus cultures. It also cultivates a strong national network committed to advancing the role of character development in higher education. Recently, it has broadened its national reach with an additional \$30M in support from the Lilly Endowment Inc. Since launching in 2023, the ECI has awarded \$35M in grants to institutions for their own character-education efforts. The new funding will provide an additional \$20M to support a further round of grants to even more institutions in 2026.

Additional information can be found at: [Wake Forest University](#).



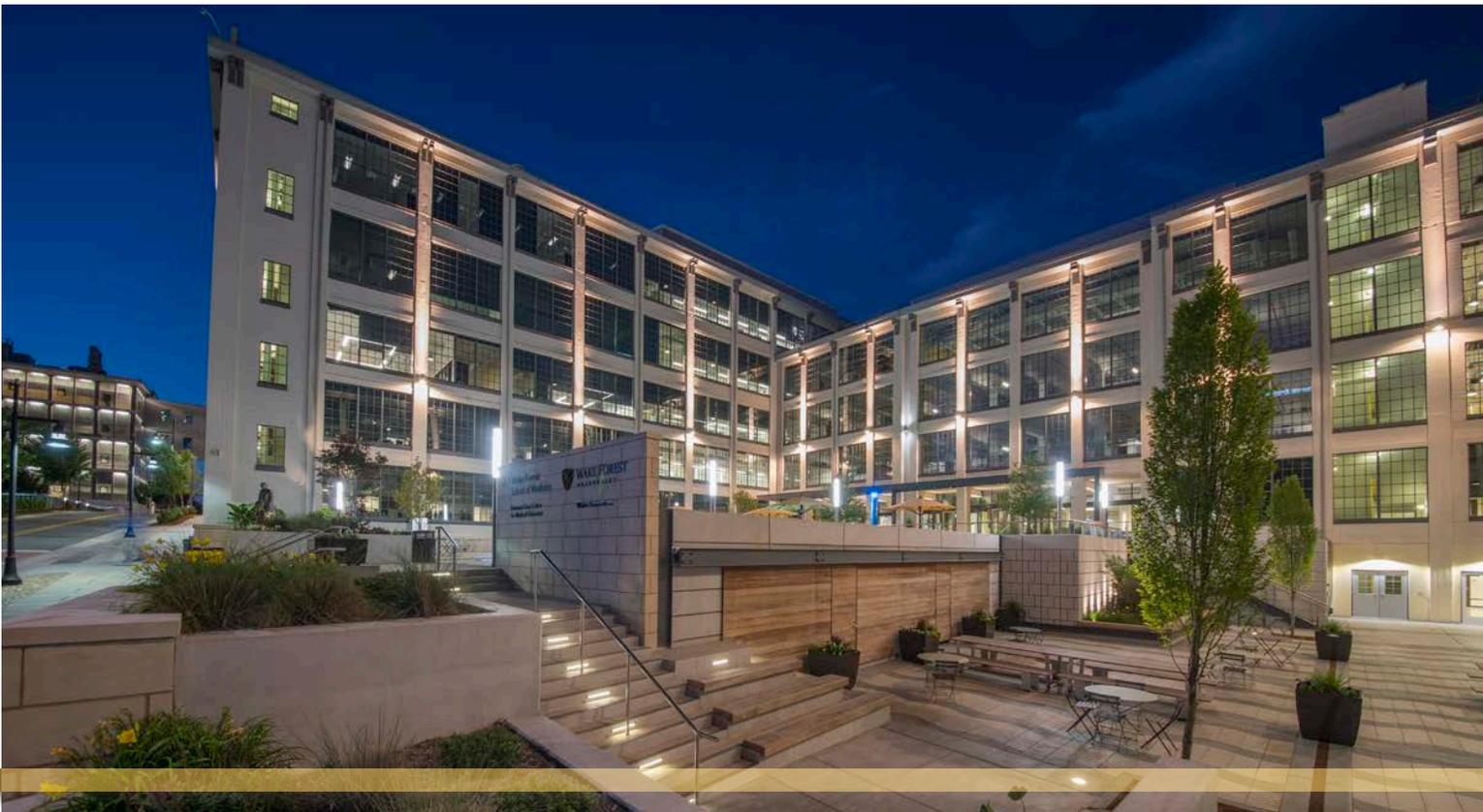
WAKE FOREST UNIVERSITY SCHOOL OF MEDICINE

Wake Forest University School of Medicine, the academic core of Advocate Health, prepares the next generation of healthcare leaders through cutting-edge education, research, and patient care. Founded in 1902, the school is among the nation's most selective medical programs and offers M.D., PA Studies, D.N.P., Nurse Anesthesia, and biomedical graduate degrees. With nearly 3,000 primary faculty, 1,900 learners, and 100+ GME programs, it integrates education and research directly into clinical settings to improve health outcomes today, not just in the future.

The school ranks are home to 10 institutes and research centers focused on areas such as Alzheimer's prevention, cancer, cardiovascular disease, diabetes, neurosciences, regenerative medicine, and health equity. Its culture of innovation is supported by state-of-the-art facilities, such as the Center for Experiential and Applied Learning (CEAL), and by community initiatives, such as the Delivering Equal Access to Care (DEAC) Clinic, a student-run free clinic for uninsured adults.

Through its academic learning health system, Wake Forest advances discovery, fosters compassionate care, and trains professionals committed to lifelong learning and service, elevating hope and advancing healing for all.

Additional information about the school of medicine can be found at: [Wake Forest University School of Medicine](#)



ADVOCATE HEALTH

Advocate Health is the third-largest nonprofit, integrated health system in the United States, created from the combination of Advocate Aurora Health and Atrium Health. Providing care under the names Advocate Health Care in Illinois; Atrium Health in the Carolinas, Georgia, and Alabama; and Aurora Health Care in Wisconsin, Advocate Health is a national leader in clinical innovation, health outcomes, consumer experience and value-based care. Headquartered in Charlotte, North Carolina, Advocate Health serves nearly six million patients and is engaged in hundreds of clinical trials and research studies, with Wake Forest University School of Medicine serving as the academic core of the enterprise. It is nationally recognized for its expertise in cardiology, neurosciences, oncology, pediatrics, and rehabilitation, as well as organ transplants, burn treatments, and specialized musculoskeletal programs. Advocate Health employs nearly 162,000 team members across 69 hospitals and over 1,000 care locations and offers one of the nation's largest graduate medical education programs with over 2,000 residents and fellows across more than 200 programs. Committed to providing equitable care for all, Advocate Health provides more than \$6 billion in annual community benefits.

To learn more, please visit: [Advocate Health](#)



THE COMMUNITY

Winston-Salem, North Carolina, known as the “City of Arts and Innovation,” is home to Wake Forest University and offers a distinctive blend of historic charm and modern vitality. Located in Forsyth County, the city combines a welcoming, small-town feel with the amenities of a larger metropolitan area. Winston-Salem is recognized for its strengths in the arts, medicine, health care research, education, and commerce.

Anchored by Wake Forest University and Advocate Health, Winston-Salem is a hub for research and innovation. Its academic and healthcare institutions drive advancements in medicine, biotechnology, and education. The city also hosts Winston-Salem State University and the University of North Carolina School of the Arts, contributing to its cultural and intellectual vibrancy. Nearby cities such as Raleigh, Durham, and Chapel Hill are about two hours east, providing access to additional academic and research institutions.

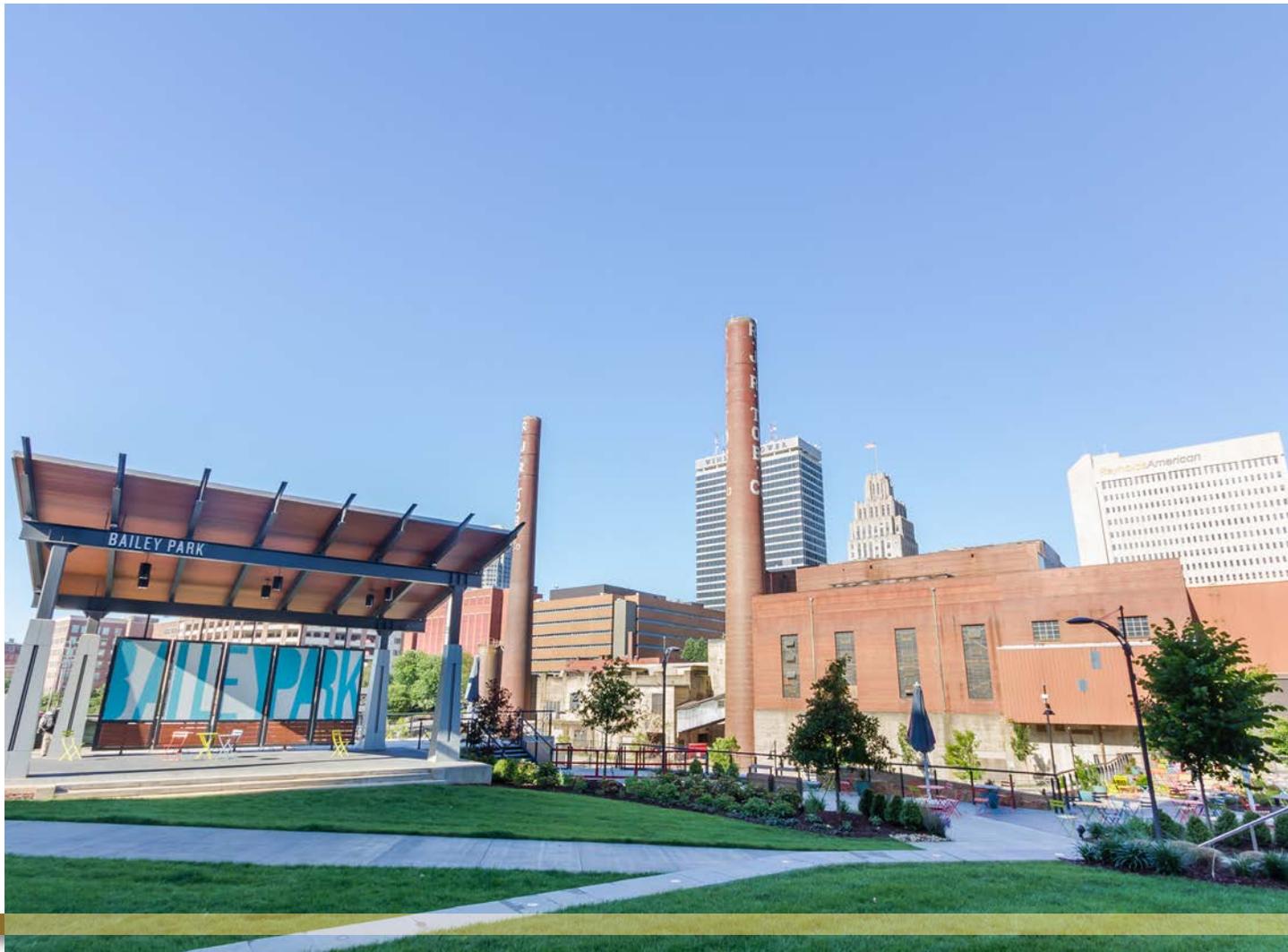


Downtown Winston-Salem is a lively district filled with galleries, museums, performance spaces, and a thriving arts community complemented by restaurants, sidewalk cafés, and boutique shops. The city hosts the RiverRun International Film Festival, one of the Southeast’s premier film festivals, and offers year-round cultural programming.

Nestled in northwestern North Carolina, Winston-Salem provides easy access to the Blue Ridge Mountains and Atlantic beaches. Residents enjoy hiking, rafting, kayaking, fishing, skiing, and other outdoor activities. Within the city, more than 3,500 acres of parks, 25 miles of greenways, and numerous recreation centers and golf courses provide ample opportunities for an active lifestyle. A moderate climate allows for year-round outdoor enjoyment.

Winston-Salem’s central location ensures convenient travel. The city is served by major highways and is just 30 minutes from Piedmont Triad International Airport, offering connections to domestic and international destinations.

Combining affordability with a high quality of life, Winston-Salem is known for its collaborative spirit, strong healthcare systems, and cultural richness. With its balance of innovation, history, and hospitality, the city offers an exceptional environment for families, professionals, and students alike.





PROCEDURE FOR CANDIDACY

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

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Wake Forest University School of Medicine with this recruitment, preferably via e-mail, to wakeforest-animalresources@wittkieffer.com or through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the “Become a Candidate” button.

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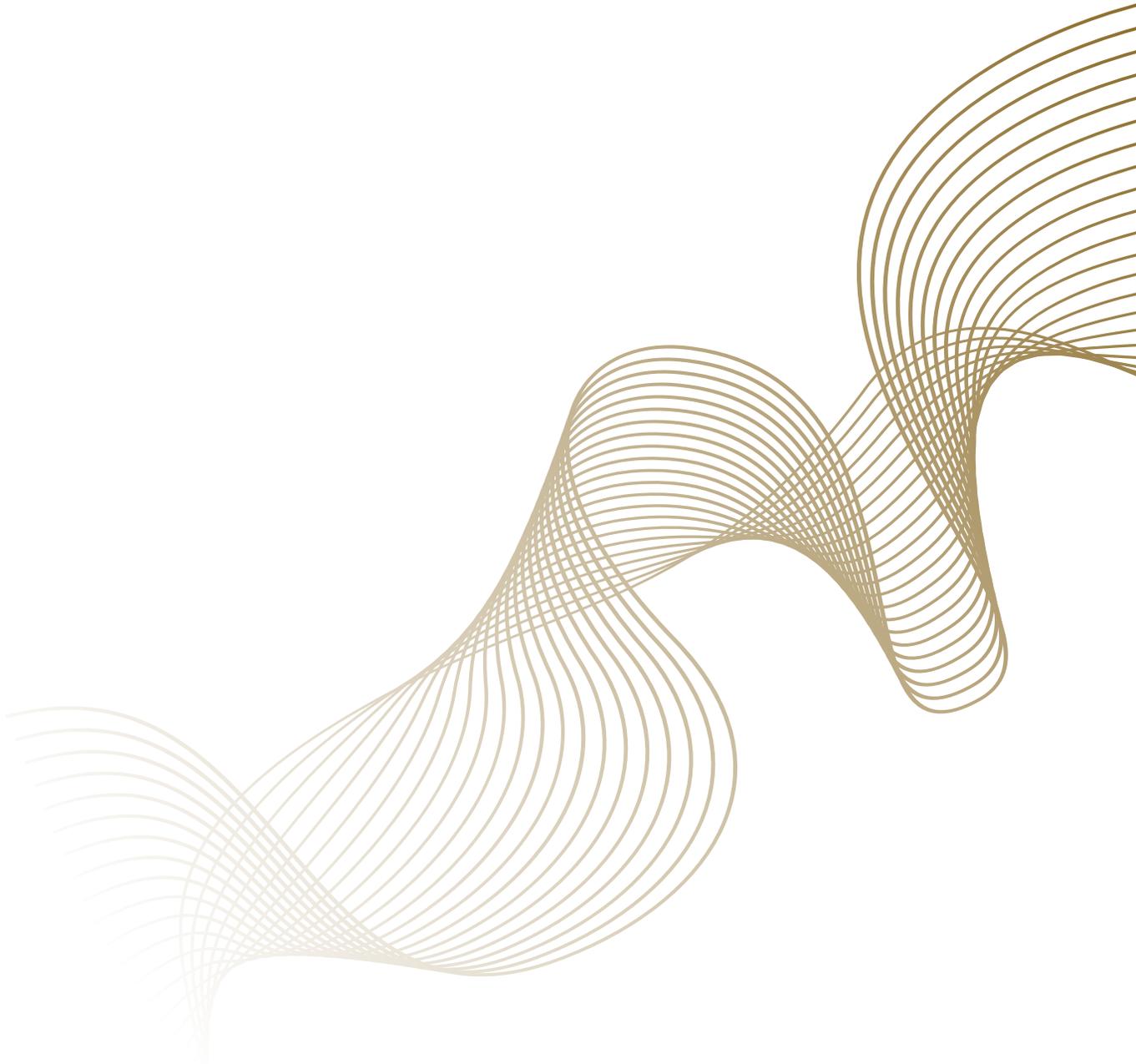
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The Wake Forest University School of Medicine complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, religion, national origin, age, sex, sexual orientation, gender identity, gender expression, disability, or veterans status. The Wake Forest University School of Medicine is committed to maintaining an educational and working environment free of discrimination.

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