President

UTHealth Houston

Position Specification

March 2025

Table of Contents

The Institution

UTHEALTH HOUSTON

The University of Texas Health Science Center at Houston (UTHealth Houston) is headquartered in the largest medical complex in the world, the Texas Medical Center. Each year, UTHealth Houston educates and trains more than 5,000 future physicians, nurses, biomedical researchers, dentists, public health professionals, and informaticians through its seven schools. Its students, faculty and staff deliver care through 1.8 million outpatient visits annually, and in partnership with the many affiliate hospitals across the region for complex, acute care. UTHealth Houston's seven schools provide cutting-edge, innovative and integrated health education and attract top students from across the state and around the world.

UTHealth Houston is Texas' resource for health care education, innovation, scientific discovery, and excellence in patient care. With 50 years of experience, UTHealth Houston is one of the nation's most comprehensive health centers.

- **Mission**: As a comprehensive health science university, the mission of UTHealth Houston is to educate health science professionals, discover and translate advances in the biomedical and social sciences, and build and model the best practices in clinical care and public health. It advances the quality of human life by enhancing the diagnosis, treatment, and prevention of disease and injury, as well as promoting individual health and community well-being

- **Vision**: Excellence above all in the quest to be an acknowledged leader in the collaboration to treat, cure, and prevent the most common diseases of our time through education, research, and clinical practice.

UTHEALTH HOUSTON KEY STATISTICS AND INFORMATION (FY 2024)		
Total Personnel (including students) **15,633**	Students:	
	McWilliams School of Biomedical Informatics	355
	School of Dentistry	566
	UT M.D. Anderson UTHealth Houston Graduate School of Biomedical Sciences	499
	McGovern Medical School	1,132
	Cizik School of Nursing	1,034
	School of Public Health	1,343
	School of Behavioral Health Sciences	N/A – Enrolling Fall 2025
	Staff	8,172
	Faculty	2,532

	Revenue:	
Total Revenue (Adjusted 2024 Budget) **$2,109,355,300**	Gross Tuition and Fees	74,653,422
	Federal Sponsored Programs	255,671,038
	State Sponsored Programs	34,234,643
	Local and Private Sponsored Programs	913,305,655
	Net Sales of Services of Educational Activities	24,328,936
	Net Sales of Services of Hospitals and Clinics	165,690,746
	Net Professional Fees	528,592,908
	Net Auxiliary Enterprises	31,654,048
	Other Operating Revenue	82,985,040
	Number of Endowments / Annual % Change	923 / 4.7%
	Voluntary Support	57,802,219
Patient Care Indicators	Total Outpatient Visits	1,847,925
	Clinic Locations	100
	Behavioral Science Campus Admissions	9,067
	Dentistry Patient Visits	147,915
	Unsponsored Medical and Dental Charity Care (Cost)	37,339,971
Research Indicators	Total Research Expenditures	394,742,489
	% Change in Research Expenditures 2019-2023	34.9%
	Total NIH Awards	568
	Total NIH Awarded Amount	184,920,259
	Number of Principal Investigators	708
	FY2023 NIH Ranking (Medical Inst.)	53

UTHEALTH SCHOOLS

McGovern Medical School

Established by the Texas Legislature in 1969, the McGovern Medical School at UTHealth Houston is one of the leading centers of excellence devoted to medical education, research, quality patient care, and community outreach. McGovern is the 11th largest medical school in the country. Known as a top destination for medical education across the state, more students apply to McGovern than any other public medical school in Texas. With its affordable tuition and fees, the school is consistently ranked one of the best values in medical education. After graduation, most McGovern students choose to remain in Texas and serve their communities. As of May 2024, 60% of graduating seniors who participated in the National Residency Match Program (NRMP) will stay in Texas for their first year of postgraduate training and 26% matched to McGovern Medical School programs for the duration of their training. 40% of the class matched to primary care specialties. In fact, with more than 900 accredited residency and fellowship positions, McGovern offers an incredible breadth of clinical training. Its primary teaching hospital, Memorial Hermann-Texas Medical Center, was recently ranked second in the United States among major teaching hospitals. The clinical practice of McGovern Medical School stretches across 100+ locations, providing 1.8 million outpatient visits per year.

Cizik School of Nursing

Since 1972, Cizik Nursing has prepared more than 13,000 nurses for challenging and rewarding careers in patient care, research, nursing education, and leadership. As the number one nursing school in Texas and #15 nationally, top students choose Cizik Nursing for BSN, MSN, DNP or DPN degrees, or to complete nondegree post-graduate programs. Students at Cizik benefit from collaborative opportunities within the Texas Medical Center and learning from faculty who are well-published, nationally respected leaders in their respective nursing fields. In 2024, Cizik ranked nationally #15 in NIH research funding for nursing schools with more than $12M in contracts and awards and more than $6.4 million in federal funding. The Cizik School

of Nursing at UTHealth Houston operates UT Health Services, a multifaceted clinic offering primary care, occupational health services and employee health under one roof.

UT M.D. Anderson UTHealth Houston Graduate School of Biomedical Sciences

This shared school with UT MD Anderson Cancer Center trains future scientists in laboratories spread across both institutions and takes advantage of its location in Texas Medical Center, the world's largest medical center. The Graduate School of Biomedical Sciences offers masters, PhD and combined MD/PhD programs in disciplines such as medical physics, immunology, cancer biology, neuroscience, genetics and epigenetics, microbiology and infectious diseases. The breadth provides students with the opportunity to focus on basic and translational science programs and turn their work into life-saving solutions and practical applications.

School of Dentistry

Founded in 1905, the UTHealth Houston School of Dentistry is one of the oldest health related schools in Texas and has graduated more than 10,000 dentists, dental hygienists and postgraduate generalists and specialists since its inception. The School of Dentistry offers 11 accredited programs, as well as dual-degree programs in partnership with the UTHealth School of Public Health and McGovern Medical School. Dentistry students gain clinical skills at on-site clinics, hospitals and through community outreach projects. The school provides over 305,000 square feet of clinical simulation and learning space and an additional 20,000 square feet of lab and research space. Each year, the School of Dentistry provides reduced cost dental care to thousands of indigent patients each year.

School of Public Health

With six locations across the state in Austin, Brownville, Dallas, El Paso, Houston and San Antonio – the School of Public Health is the #1 public health school in the state and the fourth largest graduate school of public health in the country. Its geographic disparity provides students with an opportunity to explore a wide range of public health areas, partner with diverse healthcare organizations, school, community groups and government agencies. The UTHealth Houston School of Public Health offers programs in biostatistics and data science, community health practice, environmental and occupational health, epidemiology, health economics, health promotion and healthcare management and policy. Programs are offered in-person, as well as hybrid and online to enable a broad range of students from across the country to participate. The school places a strong emphasis on learning through experience, encouraging students to apply course learning beyond the classroom through internships, research, professional practice opportunities or other hands-on experiences.

McWilliams School of Biomedical Informatics

Founded in 1997, this is the only standalone school in the nation to combine medicine, computer science, engineering, and artificial intelligence to transform data to power human health. It's the largest and one of the highest-ranking graduate level informatics programs nationally – and the first in Texas to offer advanced doctoral degrees in informatics. Academic programs cover a range of topics such as biomedical informatics, health informatics, data science, artificial intelligence, and human factors engineering. More than 130 regular and adjunct faculty lead more than 400 graduate students – making the McWilliams School of Biomedical Informatics one of the largest programs in this discipline in the world.

School of Behavioral Health Sciences

Enrolling in Fall of 2025, the School of Behavioral Health Sciences (SBHS) is the only school of its kind in the nation that will collaboratively train the entire mental health workforce team including psychiatrists, psychologists, nurses, social workers, and importantly psychiatric technicians. SBHS will be a fully dedicated, comprehensive school, including masters and doctoral level programs, in addition to new certifications, postdoctoral fellowships, clinical internships and clinical fellowships. Upon opening, SBHS will offer 35 new degrees and certificates with 300+ graduates per year. UTHealth Houston's network of 350 mental healthcare

providers will support inpatient services at Dunn Behavioral Science Center and Harris County Psychiatric Center, 37 community clinics, and through statewide telemedicine services. Funding for the new school is one of UTHealth Houston's top priorities.

UTHEALTH HOUSTON LOCATIONS

UTHealth Houston faculty, fellows, residents and students deliver excellent clinical care through more than 1.8 million outpatient visits as part of UT Physicians, the faculty practice of McGovern Medical School, and thousands more to UT Dentists, UT Health Services (Cizik nursing), and other outpatient services. These serve as the primary patient care locations for the UTHealth Houston system.

Additionally, UTHealth Houston providers also serve patients in inpatient and outpatient settings with many partner hospitals and clinics including:

- **Memorial Hermann Health System**, including the Texas Medical Center campus with one of the busiest Level I trauma centers in the nation. This hospital serves as the center of inpatient clinical activity for McGovern Medical School full-time faculty, who work closely with part-time faculty and volunteer physicians.

- **Harris Health**, including Lyndon B. Johnson (LBJ) General Hospital, the state's busiest Level III trauma center and with its replacement hospital starting construction, it will be Houston's third Level I trauma center. LBJ is the second primary teaching faculty for McGovern Medical School.

- **MD Anderson Cancer Center** was created in 1941 as a component of The University of Texas System and one of the nation's first three comprehensive cancer centers, MD Anderson was ranked as the top hospital in the nation for cancer care by US News & World Report.

- **Children's Memorial Hermann**, one of the nation's busiest Level I pediatric trauma centers.

- **Memorial Hermann The Institute for Rehabilitation and Research** (TIRR), ranked the best rehabilitation hospital in the nation. TIRR treats a range of disabilities from brain injury, stroke, spinal cord injury to conditions like multiple sclerosis, Parkinson's disease, post-polio syndrome and lupus.

UTHealth Houston is also heavily invested in behavioral health care, including two large inpatient hospitals on one campus. Combined, these 538 beds make the largest academic behavioral health campus in the nation.

- **UTHealth Harris County Psychiatric Center (HCPC)**, this facility is jointly owned by Harris County and the Texas Health and Human Services Commission (HHSC). UTHealth Houston operates, staffs, and is responsible for all patient care and business operations of the 274-bed facility.

- **John S. Dunn Behavioral Sciences Center at UTHealth Houston,** opened in March 2022, this facility is owned by HHSC. UTHealth Houston operates and staffs the 264-bed hospital, which was funded by the Texas Legislature.

UTHealth Houston is also a major participant in the Texas Child Mental Health Care Consortium, including providing telemedicine visits for 19 ISDs for the Texas Child Health Access Through Telemedicine (TCHATT) and more than 500 enrolled primary and pediatric care providers through the Child Psychiatry Access Network (CPAN). Additionally, in 2025, Dunn will open a new urgent care and pediatric/adolescent day treatment center to provide intensive outpatient and partial hospitalization programs to improve access to care with a focus on adolescent depression and self-harm behaviors. This program should reduce emergency department visits, costly inpatient hospitalizations, and provide early intervention behavioral health care when it is most effective.

ABOUT THE UNIVERSITY OF TEXAS SYSTEM

With 14 institutions that enroll more than 256,000 students overall, the UT System is the largest university system in Texas and one of the largest public university systems in the United States. UT institutions produced over 66,000 graduates last year and awarded more than one-third of the undergraduate degrees in Texas. They also educate more than one-half of the state's health care professionals and award 63% of the state's medical degrees annually. The combined efforts of UT-owned and affiliated hospitals and clinics resulted in nearly 10.8 million outpatient visits and more than 2.1 million hospital days in the last year reported. UT's $4.3 billion research enterprise is one of the nation's most innovative, ranking No. 1 in Texas and No. 2 in the U.S. for both total and federal research expenditures. With an operating budget of $30.9 billion for fiscal year 2025, UT institutions collectively employ more than 160,000 faculty, health care professionals, support staff and students.

The Opportunity

Position:

President, UTHealth Houston

Location:

Houston, Texas

Reporting Relationship:

The President, UTHealth Houston reports to the Chancellor of The University of Texas System.

Website:

UTHealth Houston

Position Summary / Overview

The President, UTHealth Houston articulates and executes the strategic direction of the organization, working closely with the UT System Leadership Team and Board of Regents to elevate the brand, promote and advance the journey of academic excellence, and energize UTHealth Houston's workforce and leadership to achieve goals. The President drives innovation and growth, ensuring that UTHealth Houston remains financially strong, responsive to consumers, and adaptive to ever-evolving market conditions.

The President is responsible for providing executive leadership and is accountable for all operations, management, and financial performance for UTHealth Houston. They assist in the development of, and are responsible for, carrying out goals, objectives, plans and policies established by the UT System Board of Regents. They ensure that UTHealth Houston is community-focused and meets the needs of the people it serves.

The President supports the system's environment of accountability for operational and financial performance while assuring excellence in clinical quality, patient safety, customer service, employee engagement, as well as both faculty and patient satisfaction. The President manages key partnerships and stakeholder relationships across the region, the state, and with the national government. The President will have the opportunity to shape UTHealth Houston with their own new vision and programs, leveraging the existing strengths of an already strong university system.

The successful candidate will be an accomplished academic leader, one with a strong record of clinical excellence, committed to education and training, and have a history of growing extramurally funded research. They must be a compelling leader whose passion for educational, clinical, and research missions energize faculty, students, and staff, focusing their efforts on a strategic vision of excellence in all missions. They seek consensus among diverse stakeholders and deliver confidence to a broad audience. The President must be a respected executive who is operationally savvy, highly knowledgeable of cutting-edge science, and capable of managing complexity. The new President will be an expert at building internal and external relationships and possess communication skills that inspire individuals and teams to work synergistically. In addition, they will be a person of the utmost integrity and possess outstanding people skills.

The President will lead development programs, setting philanthropic strategy and goals, serving as the public and private philanthropic face of UTHealth Houston, building relationships with prospective and established donors, identifying and developing relationships with individuals and organizations, and collaborating with clinical and scientific leaders to engage and inspire donors to help build the UTHealth Houston's balance sheet and support future capital expenditures and growth initiatives; develop broad and deep relationships with the existing and potential donor communities.

In addition, the President must be a competent and prudent steward of UTHealth Houston, guiding it through an ever-changing healthcare and social environment. Importantly, the President must be viewed by all stakeholders as a strong advocate for balancing the academic, educational, and clinical missions of the system. They will promote a culture of institutional stewardship and transparency, including commitment to improved business operations, effective development and fundraising, and a willingness to re-align resources with evolving strategies.

Key Responsibilities

Leadership

- Commitment to advancing UTHealth Houston's role as a world-class academic health science center.
- Oversee the creation and implementation of a strategic business plan, subject to Board approval, that will enable the organization to achieve its vision.
- Advance and balance all missions – clinical, education, research, and service to the community - and lead through innovation and execution.
- Cultivate a culture that enables employers and leaders, promotes healthy dialog, and provides participation in decision-making. Ensure high levels of employee and faculty engagement as well as trust in executive leadership.
- Ensure, build and/or maintain strong and stable leadership teams with a commitment to talent development and effective succession planning to advance the organization.
- Champion UTHealth Houston's local, national and international reputation by articulating the strategic goals and messages of the university to build broad support both internally and externally.
- Serve as principal advocate and spokesperson for the institution.

- Provide leadership for faculty and staff in all academic matters, including research and curricular initiatives and faculty recruitment to strength UTHealth Houston's position among the top tier schools in the country in each respective discipline.
- Demonstrates and promotes professionalism, high ethical standards.

Management

- Ensure consistent translation of UTHealth Houston's strategic priorities into operational tactics that support the organization's continued status as one of the state's and nation's leading academic institutions.
- Ensure that UTHealth Houston achieves positive financial performance for the investments required of its strategy; develop and achieve budgetary, financial, quality, and operational goals.
- Provide leadership, support, and consistent messaging to senior leaders to support programmatic alignment, collaboration, and optimal use of system assets – reducing duplication of services, where appropriate, and enhancing efficiency.
- Provide necessary stewardship of resources to ensure successful execution of its primary missions and oversee the financial and administrative systems required to ensure prudent utilization of resources.
- Ensure programs provide a positive learning experience, offering high-quality and innovative educational opportunities to facilitate the transition from student to professional.

External Activities

- Promote a positive and constructive relationship between the Board of Regents, the Chancellor, and the Executive Vice Chancellor for Health Affairs, and executive leadership, providing an appropriate level of communication and seeking guidance as needed to support the needs of the organization.
- Be an effective ambassador to the communities and the regions in which UTHealth Houston operates by engaging with consumers, business and political leaders, public health, and regulatory authorities. Communicate to external constituencies the innovation, strategy, and quality differences or "value-add" that the institution brings to health care.
- Actively lead a high performing philanthropy program and advance a culture of giving to the organization.
- Ensure that UTHealth Houston continues to be a leader in working in the community it serves, addressing a broad list of needs that bear on the community's health and social welfare.
- Promote collaborative relationships across UT to further the goal of interdisciplinary health science education, research, and patient care.

The Candidate

Experience and Professional Qualifications

The next President will be a nationally recognized scholar and leader in academic medicine, one who is passionate about the about the academic mission, vision, and values of the UTHealth Houston and has a deep understanding of academic health science centers and how they succeed in an evolving health care environment. The President will be prepared to manage cultural, strategic, and operational changes necessary to continue the institution's success.

The President will have a track record of collaborative partnership across organizational boundaries, demonstrate the learning agility that is characteristic of great leaders, and exhibit the cultural intelligence to

effectively engage all those that contribute to the institution's success while focusing their efforts to benefit UTHealth Houston, the community, and society. They will be a people leader and developer of talent. The President selects, progresses, and motivates key academic, research, and health system leaders and fosters the development and career advancement opportunities of talented employees at all levels of the organization.

The new President will be recognized as a natural leader, possess outstanding communication, listening and interpersonal skills, and be able to quickly establish credibility and rapport with a broad set of executives and constituencies. The President will be an individual of unwavering integrity and sense of purpose.

Professional Experience/Qualifications:

- A track record of successfully achieving results through compelling leadership, strategic capability, vision, and effective culture building.

- Demonstrated success in an executive leadership position at a higher education institution of similar size, scope, and complexity to UTHealth Houston.

- An understanding and embracing of the central role of faculty, staff, and students within the university community and be personally engaged in the education process and student life experiences and activities.

- Experience working effectively with boards, senior management teams, community leaders, government officials, and consumer groups to achieve results.

- A track record of recruiting, retaining, and developing high-performing and engaged leadership teams.

- Skilled at motivating individuals, teams, and an entire organization to perform at a higher level that embraces change.

- Experience managing financial and budgeting operations of a higher education institution of similar size, scope, and complexity to UTHealth Houston

- Demonstrated ability to secure and deploy resources effectively and efficiently.

- A track record of engaging with donors and other constituents to advance philanthropic efforts.

Personal Characteristics/Attributes

- Strong business acumen with an ability to interpret financial indicators in making sound decisions.

- A person of high integrity, sound judgment, and strong work ethic.

- Ability to anticipate and innovate, creating new ways for an organization to be successful, looking ahead to future possibilities and translating them into breakthrough strategies.

- Possesses a strong executive presence and a leadership style that is humble, authentic, inspirational, and aspirational, politically astute with a high level of emotional intelligence.

- A highly effective communicator and listener at all levels of an organization as well as within the community.

- A strategic thinker with knowledge and experience in advancing the goals of public research universities.

- Ability to collaborate and build consensus within and across a University System, with the interpersonal and communication skills required to form productive partnerships with internal and external stakeholders.

- Fundraising capacity, enthusiasm, and skill for serving as a key spokesperson. Possesses a keen appreciation for and experience with all aspects of fundraising.

- Strong relationship-building and communication skills to work and engage multiple and diverse constituencies.
- Ability to support and advance all missions of academic medicine – education, research, and clinical care, working with colleagues and other organizations to achieve that end.

Education

The President must possess an M.D., M.D./Ph.D., or Ph.D.; a well-respected academician with significant leadership accomplishments, as well as having progressive senior administrative experience with national/international recognition.

Equal Opportunity

UTHealth Houston and the University of Texas System are equal opportunity employer and does not discriminate on the basis of race, color, religion, age, national origin, sex, sexual orientation, gender identity/expression, disability, veteran status, genetic information, or any other basis protected by federal, state, or local laws, unless such distinction is required by law.

Michael Mathis

Senior Client Partner, Healthcare Services

T.   214-417-9178
E.   Michael.Mathis@kornferry.com

Abigail Ulrich

Senior Client Partner, Healthcare Services

T.   713-374-1367
E.   Abbe.Ulrich@kornferry.com

Kait Hasler

Senior Associate, Healthcare Services

T.   906-362-0495
E.   Kait.Hasler@kornferry.com

Julie Mozes

Senior Associate, Healthcare Services

T.   610-996-2871
E.   Julie.Mozes@kornferry.com

Leticia Gutierrez

Project Coordinator

T.   713-374-1379
E.   Leticia.Gutierrez@kornferry.com

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Our 7,000 experts in more than 50 countries deliver on five core areas: Organization Strategy, Assessment and Succession, Talent Acquisition, Leadership Development and Total Rewards.

Visit kornferry.com for more information.

KORN FERRY