



PennState

Medical Director,
University Health Services

Executive Search Position Profile

The Opportunity



The Pennsylvania State University, University Park (Penn State), a top-ranked public university recognized for its academic excellence, pre-eminence in research, engaged campus life, affordability, and positive student outcomes, invites nominations and applications for the position of Medical Director of University Health Services. This is a distinctive opportunity for an experienced and student-centered

physician and health leader to guide a dedicated team of professionals serving a broad student population with varied educational and health needs.

Penn State

Founded in 1855, Penn State is a world-class public research university with a broad mission of teaching, research and public service. Penn State consistently ranks as a top twenty-five research university. Located in a classic college town at the base of Mount Nittany in central Pennsylvania, this area, known as "Happy Valley," provides a welcoming and lively setting. The University Park campus enrolls nearly 50,000 students.

University Health Services

University Health Services is Penn State's AAAHC-accredited ambulatory healthcare center for students; it is a unit within the Division of Student Affairs, reporting to an Associate Vice President who also oversees Counseling and Psychological Services, Health Promotion and Wellness, and Campus Recreation. UHS Medical Services offers comprehensive primary care (including preventive care, allergy services, gender diverse care, gynecology, sexual health, travel services, and case management), supplemented by ancillary services (pharmacy, clinical laboratory, physical therapy, and radiology). UHS charges students for both professional care and ancillary services; it submits claims for reimbursement for those services to students' health insurance companies, including the University's student health insurance plan (SHIP).

Medical Director, UHS

The Medical Director of University Health Services (UHS) serves as a senior leader within University Health Services, providing strategic oversight and clinical leadership for all medical services. Reporting directly to the Senior Director of UHS, the Medical Director plays a pivotal role in guiding a multidisciplinary team of over 60 clinical professionals, including 13 direct reports, to deliver high-quality, student-centered care. The ideal candidate will bring strong clinical acumen, strategic insight, and a deep commitment to inclusive, high-quality care that is welcoming and supportive to all students.



Responsibilities & Requirements

Responsibilities

Leadership and Clinical Responsibilities

This position functions as a mentor, consultant, and leader for physicians, advanced care providers, nurses, and ancillary staff. The Medical Director champions evidence-based practice and decision making, ensures clinical excellence, fosters a culture of continuous improvement, and sustains alignment with best practices in quality assurance and patient satisfaction. The position provides direct clinical care to students for three half-days each week but has no after-hours call responsibilities.

Collaboration and Campus Engagement

In addition to internal leadership, the Medical Director serves as a key liaison to the broader Penn State community and local medical partners. The role involves close collaboration with campus stakeholders—including Counseling and Psychological Services, Health Promotion and Wellness, Residence Life, and Student Care and Advocacy—to support holistic student wellness.



Community Health and Operational Partnerships

The Medical Director also partners with UHS Community Health to shape the clinical content of educational outreach and public health initiatives. Operationally, the role works in tandem with financial and administrative leaders, including Revenue Cycle Management, Information Technology, and the Assistant Director for UHS Operations, to ensure efficient, effective, and student-focused healthcare delivery.

Requirements

Minimum Education, Work Experience & Required Certifications

- ▶ Doctor of Medicine (MD) or Doctor of Osteopathy (DO)
- ▶ 8+ years of relevant experience, including 3+ years of supervisory experience
- ▶ Licensed Physician - Pennsylvania State Board of Medicine
- ▶ Current Board Certification in a primary care specialty--family medicine, internal medicine, pediatrics, or emergency medicine

Preferred Education and Experience

- ▶ Doctor of Medicine (MD) or Doctor of Osteopathy (DO) degree with eligibility for a physician license in Pennsylvania
- ▶ Drug Enforcement Agency (DEA) Registration
- ▶ Managerial experience in a healthcare organization and leading multidisciplinary teams within a shared management model
- ▶ An understanding of and appreciation for college health
- ▶ A collaborative approach to healthcare

Compensation and Benefits

Salary

The salary range for this position, including all possible grades, is \$215,600.00 - \$334,200.00. Penn State's salary structure is explained [here](#).

Benefits

Penn State provides a competitive benefits package for full-time employees designed to support both personal and professional well-being. In addition to comprehensive medical, dental, and vision coverage, employees enjoy robust retirement plans and substantial paid time off which includes holidays, vacation and sick time. One of the standout benefits is the generous 75% tuition discount, available to employees as well as eligible spouses and children. For more detailed information, please visit our [Benefits Page](#).

How to Apply

Application Process

Penn State has partnered with Keeling & Associates, LLC (K&A) on this search. Applicants must send a resume and cover letter, preferably as PDFs, to recruiting@keelingassociates.com with the subject line, "PSU—Medical Director For University Health Services." Address confidential inquiries and nominations to Peter Johnston, Chief of Staff, at pjohnston@keelingassociates.com. A confidential review of applications will begin immediately and continue until Penn State makes an appointment. K&A will review applications immediately and fully consider all materials received by July 2, 2026; the review process will continue until Penn State fills the position.

Authorization to Work in the United States

Penn State does not sponsor or take over sponsorship of a staff employment Visa. Applicants must be authorized to work in the U.S.

Background Checks/Clearances

This position requires the following clearances in addition to applicable background checks:

- ▶ PA State Police Criminal Background Check
- ▶ PA Child Abuse History Clearance Form, and
- ▶ Federal (FBI) Fingerprint Criminal Background Check

Equal Employment Opportunity

EEO IS THE LAW.

Penn State is an equal opportunity employer and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. If you are unable to use our online application process due to an impairment or disability, please contact 814-865-1473.

The Pennsylvania State University is committed to and accountable for advancing equity, respect, and belonging. We embrace individual uniqueness, as well as a culture of belonging that supports equity initiatives, leverages the educational and institutional benefits of inclusion in society, and provides opportunities for engagement intended to help all members of the community thrive. We value belonging as a core strength and an essential element of the university's teaching, research, and service mission.

Keeling Associates

Change for Learning

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