



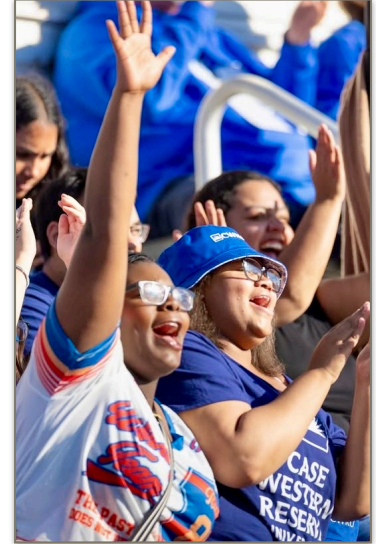
CASE WESTERN RESERVE
UNIVERSITY

Assistant Vice President & Chief Health Officer

Executive Search Position Profile

Keeling & Associates
Change for Learning

The Opportunity



Case Western Reserve University—a leading national research university and the top-ranked private university in Ohio—seeks a visionary leader to serve as Assistant Vice President & Chief Health Officer (AVP/CHO). This position ensures the delivery of high-quality, student-centered, and evidence-based health care that supports the University’s academic mission, advances student success, and champions a culture of excellence and collaboration to shape a healthy campus environment.

The AVP/CHO will serve as the senior medical executive in University Health and Counseling Services. This position is responsible for the leadership, administration, strategic direction and operational oversight of all student-facing medical, physical health, occupational health, and public health services within Case Western Reserve, ensuring accessible, high-quality services that directly support student health, well-being, and success. As the University’s chief medical authority, the incumbent will provide expert counsel to institutional leadership on public health preparedness, infectious disease strategy, and campus-wide health policy. The AVP/CHO will maintain a limited clinical practice to ensure ongoing expertise in direct patient care and model the highest clinical standards. This position reports directly to the Vice President for Student Affairs and serves as a member of the Student Affairs Executive Leadership Team and Leadership Council.

The University is conducting this search in parallel with another to recruit and place an integral partner to the AVP/CHO: the Assistant Vice President for Mental Health and Well-being & Chief Wellness Officer (AVP/CWO). That position will oversee all campus student mental health and wellness programs, disability resources and accommodation services, and mental health promotion, ensuring accessible, comprehensive, and integrated care. In close partnership, the AVP/CHO and AVP/CWO will lead an integrated portfolio of comprehensive services, promote a campus-wide culture of wellness, and make health and well-being a point of pride and attracting feature for future students.

With programs spanning the arts and sciences, engineering, health sciences, law, management, humanities, and social sciences, Case Western Reserve's research and educational opportunities allow students, faculty, staff and alumni to tackle today's toughest problems—and transform the future. The University, which celebrates its bicentennial this year, is located within walking distance of three major hospitals and in one of the nation's top arts districts, with limitless opportunities for professional connection and cultural enrichment.



Primary Responsibilities

Strategic Leadership & Supervision

- ▶ Provide strategic leadership, vision, and operational oversight of University Health Services, including student-facing primary medical care, nursing, laboratory, occupational health, immunization compliance, and public health operations.
- ▶ Establish and maintain a process for daily, intensive co-management of shared resources and spaces with the AVP/CWO to ensure a seamless and integrated model of care delivery across both departments.
- ▶ Supervise the Director of Clinical Operations, Director of Clinical Medicine and Quality Improvement, and other senior staff.
- ▶ With the AVP/CWO, co-supervise the Director of Psychiatry and the Senior Director of Operations.
- ▶ Provide dotted line supervision and subject matter consultation to the Director of Disability Resources; consult on matters related to complex issues, medical documentation, review of physical accommodation requests, and alignment of Disability Resources operations with medical compliance (e.g., HIPAA) and public health standards (e.g., accessibility during health crises).
- ▶ Oversee 25 staff members in medical, nursing, administrative, and public health roles, including hiring decisions and performance management.
- ▶ Maintain daily contact with direct reports to provide oversight and response.
- ▶ Collaborate with the AVP/CWO to develop and implement a comprehensive and integrated strategic plan for University Health and Counseling Services that aligns with divisional and institutional priorities.
- ▶ Oversee fiscal management, resource allocation, and continuous improvement to ensure efficient, high-quality, and cost-effective service delivery.

Campus Leadership

- ▶ Serve as the University's chief medical advisor, guiding institutional policy and response for public health concerns, infectious diseases, immunization protocols, and emerging health issues; lead health preparedness planning and serve as liaison with local and national public health authorities.
- ▶ Foster collaboration across campus to integrate physical health promotion with academic success, wellness initiatives, athletics, student affairs, and risk management functions
- ▶ Maintain frequent contact with Vice President for Student Affairs and senior leadership team, providing input into meeting the priorities and mission of the university and the Division of Student Affairs.
- ▶ Maintain regular contact and high levels of collaboration and partnership with the AVP/CWO to sustain an integrated approach to healthcare for students.
- ▶ Maintain contact with and ensure availability for the President's Office, vice presidents, deans, trustees, alumni, director of administrative departments, faculty and staff as required to provide leadership for University health and well-being priorities.
- ▶ Maintain contact with undergraduate, graduate and professional students for direct care, as well as for advocating and developing health programs that directly affect students.
- ▶ Serve as a member of the University's threat assessment and behavioral intervention team.
- ▶ Participate in University committees and working groups addressing student health and safety.
- ▶ Contribute to Student Affairs divisional planning, staff development, and campus-wide health communications.



Compliance and Accreditation

- ▶ Ensure compliance and accreditation with relevant regulatory, legal, and professional standards, including licensure, privacy (HIPAA/FERPA), infection control, and emergency preparedness.

Other Key Responsibilities

- ▶ Provide direct patient care for a minimum of 4-6 clinical hours per week to maintain clinical proficiency, model best practices, and remain connected to the student experience.
- ▶ Support the Vice President for Student Affairs in strategic initiatives, fundraising, and partnerships to advance the University's physical health and public health priorities.
- ▶ Perform other related duties as assigned.

External Partnerships

- ▶ Represent the University externally in matters related to public health partnerships, medical care standards, and health-related community engagement.
- ▶ Serve as liaison to affiliated institutions and health systems.
- ▶ Maintain regular contact with community organizers/advocates, corporate executives, leaders in the health care and counseling community, and federal, state, and local government officials, and contact with foreign visitors as required to perform essential functions.



Qualifications

Required Qualifications

- ▶ At least 10 years of progressive leadership experience in university health, medical practice, or public health administration
- ▶ MD or DO degree with unrestricted physician license, or eligibility for physician license, in Ohio
- ▶ Current certification in a primary care specialty from the American Board of Medical Specialties
- ▶ Current or recent experience in direct clinical care, preferably in an ambulatory or college health setting
- ▶ Experience managing clinical teams and operations in complex settings

Preferred Qualifications

- ▶ Also hold a Master's degree in Public Health (MPH), Business Administration (MBA), or Healthcare Administration (MHA)



Skills

Required Skills

- ▶ Demonstrated leadership in college or community health administration
- ▶ Demonstrated success in building a strong, valued clinical team, centered on a communication structure that emphasizes safe, timely, efficient, and equitable care
- ▶ Expertise in public health preparedness, infectious disease management, and medical compliance
- ▶ Fiscal and strategic management skills with a record of innovation
- ▶ Exceptional interpersonal, verbal, digital, and written communication skills with a broad range of constituencies
- ▶ Ability to work collaboratively and build cross-campus partnerships
- ▶ Demonstrated history of successful support, education, and advocacy for all students, aligned with the values, mission, and messaging of the university, while adhering to the staff policy on conflict of commitment and interest
- ▶ Excellent interpersonal skills with colleagues, supervisors, and patients

Preferred Skills

- ▶ Experience leveraging electronic health records to monitor and/or identify health trends or interventional outcomes
- ▶ Experience in data assessment and collection (e.g., National College Health Assessment)
- ▶ Knowledge of and/or interest in utilizing artificial intelligence to improve operational efficiency and/or maximize student access to and benefit from services

CWRU Accolades and Excellence



Impactful Leadership

Leading an unprecedented Northeast Ohio partnership that won \$160 million from the National Science Foundation to propel manufacturing innovation, technology, and jobs



Highly-Ranked Programs

#1 private university in Ohio; highly-ranked programs in biostatistics, public health (*US News*)

#33 in “The World’s Top Universities of 2026” (*Time*)



Historic Philanthropy

Recent \$125 million from the Mandel Foundation is the largest gift ever to higher education in state of Ohio



Strategic Growth

Fastest-growing research university in the American Association of Universities



Premier Reputation

Named by Forbes as a “New Ivy”—recognizing academic excellence and graduate outcomes



Student Value & Outcomes

#1 in Ohio for graduate earnings (*Business Insider*)

#27 globally for propelling students to real-world success (*Time*)



Operational Excellence

A+ “America’s College Financial Grades” (*Forbes*)

A rating on the 2026 Campus Antisemitism Report Card (Anti-Defamation League)



Large Clinical Network

Affiliations with Cleveland Clinic, Veterans Affairs Medical Center, MetroHealth System, and University Hospitals

Living in Cleveland, Ohio



High Quality of Life

Housing, transportation, and overall cost of living below national averages; premier schools and healthcare



Major League Athletics

Downtown sports district—home to the Browns (NFL), the Guardians (MLB), and the Cavaliers (NBA)



Vibrant Arts and Culture

University Circle ranked nationally as a top destination for art, music, and dining (*US News*)



Natural Resources

On shores of Lake Erie; Cuyahoga Valley National Park ranked among the best places to visit in 2025 (*Frommer’s*)

Compensation

Case Western Reserve is committed to providing a transparent estimate of the salary range available for this position at the time of its posting. The salary range is between \$275,000 and \$325,000 depending on qualifications, experience, department budgets, and industry data.

How to Apply

Keeling & Associates, LLC (K&A) is supporting Case Western Reserve University in this search. Interested applicants must send a resume vitae and cover letter, preferably in PDF format, to recruiting@keelingassociates.com with the subject line “Case Western Reserve—AVP/Chief Health Officer.” Please address confidential inquiries and nominations to Eric Narburgh, Vice President and Senior Consultant, at enarburgh@keelingassociates.com. K&A will confidentially review applications immediately and continue to do so until the University makes an appointment.



Case Western Reserve University is an equal opportunity employer. All applicants are protected under federal and state laws and university policy from discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, protected veteran status, disability, age and genetic information.

Case Western Reserve University complies with the Americans with Disabilities Act regarding reasonable accommodations for applicants with disabilities. Applicants requiring a reasonable accommodation for any part of the application and hiring process should contact the University's Office of Equity at 216-368-3066 to request a reasonable accommodation. Determinations as to granting reasonable accommodations for any applicants will be made on a case-by-case basis.

Keeling Associates

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