



WASHINGTON STATE UNIVERSITY
Office of the Provost

Dean, Elson S. Floyd College of Medicine

Leadership Profile

Summer/Fall 2026



WittKieffer

Executive Summary

Washington State University (WSU), one of the nation's leading public research and land-grant universities, seeks an accomplished academic medicine leader to serve as Dean of the Elson S. Floyd College of Medicine. Based at WSU's health sciences campus in Spokane and supported by a statewide network of clinical education partners, the dean will join an innovative, community-based medical school entering an important new phase of its development.

The founding decade proved the model works. The next decade is about scale, sustainability, innovation, partnership, and statewide impact. The next dean will build upon a strong foundation while helping shape new models of medical education, clinical partnership, research, and healthcare delivery that prepare physicians for a rapidly changing healthcare environment.

Washington State University is the university that connects discovery, education, and service to solve the state's most pressing challenges. As the state's land-grant university and one of only two public R1 research universities in Washington, WSU serves communities across the state through five campuses, a nationally recognized Global Campus, Extension programs in every county, and partnerships with industry, healthcare systems, government, and communities. Its modern land-grant mission combines world-class research, broad educational access, statewide engagement, and practical innovation to improve lives and strengthen Washington's economy and future.

The Elson S. Floyd College of Medicine was established in 2015 and welcomed its inaugural M.D. class in 2017. Today, the college includes more than 230 faculty, over 270 staff members, and more than 2,500 affiliated community faculty. Beyond the M.D. program, the college offers programs in Nutrition and Exercise Physiology, Speech and Hearing Sciences, Health Administration and Leadership, Medical Ethics, Graduate Medical Education, doctoral education, and Continuing Medical Education. The college operates with an annual budget of approximately \$64 million and supports a growing translational research enterprise that secures nearly \$25 million annually in sponsored research while maintaining more than \$90 million in active research awards.

The college's M.D. program enrolls approximately 80 students each year, welcoming students from Washington and beyond who are drawn to its distinctive community-based educational model and commitment to improving health across the state. More than 250 clinical partners support education across regional medical campuses in Everett, Spokane, Tri-Cities, and Vancouver, providing students with exceptional clinical experiences while strengthening healthcare partnerships throughout Washington and the Pacific Northwest.

Reporting directly to the Provost and Executive Vice President, the dean will partner closely with university leadership to advance Washington State University's strategic vision for health, research, innovation, and service. Rather than leading an isolated college, the dean will help build a highly connected academic health enterprise that creates new models of education, research, clinical partnerships, and technology-enabled care.

The next dean will guide the college from a successful start-up organization to a mature, highly connected academic health enterprise recognized for educational excellence, collaborative research, and meaningful impact on the health of Washington's communities. This leader will strengthen statewide partnerships, expand graduate medical education, support the continued growth of WSU Health, and deepen interdisciplinary collaboration across medicine, nursing, pharmacy, engineering, agriculture, veterinary medicine, data science, and other disciplines that together define the future of healthcare.

Artificial intelligence, digital health, advanced analytics, and technology-enabled care are transforming every aspect of medicine. The next dean will help position the College of Medicine at the forefront of these changes by preparing graduates to practice in this evolving environment, advancing translational research that moves discovery into practice, and building partnerships that accelerate innovation while improving patient care and health outcomes.

Strong candidates will possess an M.D., M.D./Ph.D., or international equivalent, board certification, and credentials appropriate for appointment as a full professor. They will bring distinguished accomplishments in medical education, clinical care, research, and academic leadership, along with demonstrated success building partnerships across universities, healthcare systems, industry, government, and communities. Equally important, the successful candidate will be an exceptional collaborator and organizational leader who values transparency, professionalism, accountability, and shared purpose while guiding change in a complex academic environment.

The next decade for the Elson S. Floyd College of Medicine will demonstrate the full potential of a distributed, partnership-based medical school—preparing physicians for a healthcare system being transformed by artificial intelligence, digital technologies, interdisciplinary science, and community-based care delivered at scale to the people who need it.

To submit a nomination or express interest in this opportunity, please see the Procedure for Candidacy at the conclusion of this profile.



Role of the Dean, Elson S. Floyd College of Medicine

The Dean of the Elson S. Floyd College of Medicine is a collaborative academic leader responsible for advancing the college's educational, research, clinical, and service missions while helping shape the future of healthcare in Washington and beyond. Building on a decade of remarkable progress, the dean will guide the college into its next stage of growth—expanding its impact through partnership, innovation, operational excellence, and a steadfast commitment to improving the health of the communities WSU serves.

The dean will partner closely with university leadership to advance Washington State University's strategic vision for health, research, innovation, and service. Rather than leading an isolated college, the dean will help build a highly connected academic health enterprise that creates new models of education, research, clinical partnerships, and technology-enabled care. Working collaboratively across the university, healthcare systems, industry, government, and communities, the dean will strengthen WSU's role as a statewide leader in preparing the next generation of physicians and health professionals.

Reporting directly to the Provost and Executive Vice President, the dean serves as the college's chief academic, administrative, and strategic officer. In this capacity, the dean is responsible for advancing academic excellence, ensuring financial and operational sustainability, supporting faculty, staff, and student success, and positioning the college to respond effectively to the rapidly evolving healthcare landscape.

The next dean will lead an institution whose defining strength is its distributed, partnership-based model of medical education. Success will depend upon cultivating trusted relationships across WSU's regional campuses, more than 250 clinical partners, healthcare organizations, government agencies, community organizations, and philanthropic partners. The dean will foster a culture characterized by professionalism, transparency, shared accountability, and continuous improvement while creating an environment in which collaboration flourishes and people are empowered to contribute their best work.

As healthcare continues to evolve, the dean will help position the College of Medicine at the forefront of change. Artificial intelligence, digital health technologies, advanced analytics, simulation, precision medicine, and new models of care delivery are reshaping how physicians are educated and how healthcare is delivered. The dean will help ensure that these advances are thoughtfully integrated throughout the college's educational programs, research enterprise, and clinical partnerships while maintaining an unwavering commitment to excellent patient care, ethical practice, and public trust.

The dean will also serve as a catalyst for interdisciplinary collaboration across Washington State University. By connecting medicine with engineering, data science, agriculture, veterinary medicine, nursing, pharmacy, public health, behavioral health, and other disciplines, the dean will help accelerate translational research, strengthen workforce development, expand innovation partnerships, and improve health outcomes across Washington and beyond.

Above all, the dean will be expected to build upon the college's successful foundation while preparing it for the next decade—one defined by thoughtful growth, stronger partnerships, technological innovation, statewide engagement, and measurable impact on the health and well-being of the people and communities WSU serves.

Reporting Relationships

The dean's direct reports include:

- Vice Dean for Admissions, Student Affairs, and Alumni Engagement
- Vice Dean for Clinical Affairs
- Vice Dean for Educational and Faculty Affairs
- Vice Dean for Research
- Associate Dean for Community, Health Equity, and Belonging
- Director of Communications and Marketing
- Senior Director of Development
- Senior Director of Finance and Operations
- Senior Director of Organizational Leadership and Development
- Department Chairs for Community and Behavioral Health; Medical Education and Clinical Sciences; Nutrition and Exercise Physiology; Speech and Hearing Sciences; and Translational Medicine and Physiology

Responsibilities

The dean will:

- Partner with the President, Provost, Senior Vice Provost for Health Sciences, university leadership, and external partners to advance Washington State University's strategic vision for health, research, innovation, and service.
- Provide strategic leadership for the continued evolution of the College of Medicine, guiding its transition from a successful start-up organization to a mature, sustainable, and nationally recognized distributed academic health enterprise.
- Foster a culture of professionalism, collaboration, transparency, accountability, and continuous improvement that enables faculty, staff, students, and partners to thrive while building trust across the college and throughout the university.
- Lead strategic planning and implementation for the college, aligning academic priorities, financial stewardship, research growth, workforce needs, and operational excellence with the university's long-term direction.
- Provide leadership for faculty in academic affairs, including faculty recruitment, development, mentorship, promotion, retention, research excellence, and curricular innovation, while working within the framework of shared governance.
- Ensure an exceptional educational experience that prepares graduates for the future of medicine through innovative curricula, technology-enabled learning, interprofessional education, and extensive community-based clinical experiences.
- Champion the thoughtful integration of artificial intelligence, digital health technologies, advanced analytics, simulation, and emerging healthcare technologies across education, research, and clinical partnerships, preparing graduates to lead in a rapidly evolving healthcare environment.
- Strengthen and expand the college's statewide network of clinical, healthcare, community, industry, philanthropic, and government partnerships, recognizing these relationships as essential to the college's educational, research, and service missions.

- Expand opportunities for translational and interdisciplinary research by building collaborations across medicine, engineering, data science, nursing, pharmacy, veterinary medicine, agriculture, behavioral health, public health, and other disciplines to accelerate discovery into improved health outcomes.
- Ensure the continued accreditation and academic excellence of the College of Medicine by maintaining full compliance with LCME standards, fostering a culture of continuous quality improvement, and promoting organizational learning and accountability.
- Collaborate closely with the Senior Vice Provost for Health Sciences and the deans of the Colleges of Nursing and Pharmacy and Pharmaceutical Sciences to strengthen and expand WSU Health as an integrated academic health enterprise serving communities across Washington.
- Lead the continued development of graduate medical education in partnership with healthcare organizations throughout Washington, helping expand residency and fellowship opportunities that strengthen the state's physician workforce.
- Provide responsible stewardship of the college's financial, physical, and human resources, ensuring long-term sustainability while investing strategically in areas of greatest opportunity and impact.
- Serve as the principal ambassador for the College of Medicine, cultivating strong relationships with healthcare leaders, elected officials, industry partners, alumni, philanthropic organizations, and communities throughout Washington and beyond.
- Lead philanthropic engagement for the college in partnership with the President, Provost, and WSU Foundation, expanding private support for students, faculty, research, innovation, and strategic initiatives.
- Promote meaningful alumni engagement and lifelong connections that strengthen the college's educational mission, clinical partnerships, and philanthropic support.
- Ensure the College of Medicine remains responsive to Washington's evolving healthcare needs by advancing innovative models of education, research, and community-based care that improve health outcomes across the state, with particular strength in rural, regional, Tribal, and other communities facing persistent healthcare challenges.
- Advance a workplace and learning environment grounded in respect, opportunity, professionalism, and high expectations, where diverse perspectives are welcomed and every member of the college community is equipped to contribute at the highest level.



Opportunities and Expectations for Leadership

The next dean will join the Elson S. Floyd College of Medicine at a defining moment in its evolution. The college has successfully established an innovative distributed model of medical education built upon statewide partnerships, educational excellence, and a commitment to improving health across Washington. The next chapter is not one of reinvention, but of building upon that success—expanding the college’s reach, strengthening its partnerships, increasing its impact, and positioning it as a national leader in preparing physicians for the future of healthcare.

Build the Next Generation of a Distributed Academic Health Enterprise

The founding decade proved the model works.

The next decade is about scale, sustainability, innovation, partnership, and statewide impact. The next dean will have the opportunity to guide the college from an exceptionally successful start-up organization into a mature, highly connected academic health enterprise. This includes strengthening organizational infrastructure, supporting thoughtful enrollment growth, expanding educational opportunities, and ensuring that operational excellence keeps pace with strategic ambition.

The college’s distributed model provides a unique platform for innovation. Rather than concentrating education within a single academic medical center, WSU has developed an extensive statewide network of clinical education partners that connects students directly with the healthcare systems and communities they will ultimately serve. The next dean will continue refining and expanding this distinctive approach while ensuring consistently outstanding educational quality across every learning environment.

With the next Liaison Committee on Medical Education (LCME) accreditation review approaching, the dean will build upon a strong foundation of continuous improvement while positioning the college for sustained excellence and long-term success.

Expand Strategic Partnerships and Grow Washington’s Healthcare Workforce

Partnerships are the defining strength of the College of Medicine.

More than 250 healthcare organizations, physicians, and clinical education partners make possible one of the nation’s most extensive distributed medical education networks. The next dean will deepen these relationships while developing new collaborations with healthcare systems, industry, government agencies, Tribal organizations, community organizations, and philanthropic partners that expand educational opportunities, research collaborations, clinical innovation, and workforce development.

The dean will also continue strengthening graduate medical education throughout Washington. By working collaboratively with health systems and community partners, the college will expand residency and fellowship opportunities that increase physician retention, address workforce needs, and improve access to high-quality healthcare across the state.

Success will be measured not simply by the number of partnerships established, but by the value those partnerships create for students, patients, healthcare providers, and communities.

Advance Innovation in Medical Education, Research, and Clinical Care

Healthcare is entering one of the most significant periods of transformation in its history. Artificial intelligence, digital health, advanced diagnostics, precision medicine, simulation, remote monitoring, and new models of care delivery are reshaping both medical education and clinical practice.

The next dean will help position the College of Medicine at the forefront of this transformation.

Working across Washington State University and with external partners, the dean will encourage thoughtful adoption of emerging technologies that improve learning, strengthen clinical decision-making, accelerate research, and enhance patient care while maintaining the highest standards of ethics, professionalism, and public trust.

Equally important, the dean will prepare graduates who understand not only how to practice medicine, but how to lead within an increasingly technology-enabled healthcare system.

The college's research enterprise will continue evolving toward highly collaborative, translational research that moves discoveries more rapidly into clinical practice, improves health outcomes, and strengthens Washington's innovation economy through partnerships across medicine, engineering, agriculture, veterinary medicine, data science, behavioral health, and the life sciences.

Strengthen an Engaged Academic Community

The College of Medicine has attracted faculty, staff, students, volunteer faculty, and partners who are deeply committed to its mission and to one another. As the institution enters its second decade, the dean will have the opportunity to strengthen this culture while guiding thoughtful organizational evolution.

The next dean will foster an environment characterized by open communication, mutual respect, shared accountability, and high expectations. Faculty, staff, and students should understand not only the decisions being made, but the reasoning behind them and the role each member of the community plays in the college's continued success.

The dean will invest in faculty development, mentorship, leadership growth, and student success while ensuring that the college continues to attract and retain exceptional talent from a wide range of backgrounds, experiences, and perspectives. Success will be measured by creating an environment where talented people choose to build careers, contribute fully, and grow together.

Strengthen WSU Health and Interdisciplinary Collaboration

The future of healthcare will increasingly be defined by collaboration across professions, disciplines, and institutions.

The dean will play a central role in strengthening WSU Health as an integrated academic health enterprise, working closely with the Senior Vice Provost for Health Sciences and fellow health sciences deans to expand clinical programs, educational opportunities, research collaborations, and patient care.

Beyond the health sciences, the dean will help build stronger connections across the university. Washington State University is uniquely positioned to bring together medicine, nursing, pharmacy, engineering, agriculture, veterinary medicine, public health, behavioral science, business, and data science to address complex challenges that no discipline can solve alone.

These collaborations will enhance educational opportunities, accelerate discovery, expand innovation partnerships, and improve health throughout Washington and beyond.

Demonstrate the Value of a Modern Land-Grant Medical School

Washington State University was founded to serve the people of Washington by connecting education, discovery, and public service. Today, that mission continues through research that addresses society's most pressing challenges, partnerships that strengthen communities, and educational opportunities that prepare graduates for lives of leadership and service.



Professional Qualifications and Personal Characteristics

Strong candidates will possess many of the following qualifications, experiences, and personal attributes:

- M.D., M.D./Ph.D., or international equivalent degree with a record of clinical, educational, and scholarly achievement appropriate for appointment as a full professor.
- Board certification in an appropriate specialty.
- A distinguished record of accomplishment in academic medicine spanning clinical care, education, research, and institutional leadership.
- Progressive executive leadership experience within an academic medical center, medical school, integrated health system, or similarly complex organization.
- Demonstrated success leading organizations through periods of growth, organizational evolution, and strategic change while maintaining trust, transparency, and institutional stability.
- A collaborative leadership style with a demonstrated ability to build enduring partnerships across universities, healthcare systems, industry, government, philanthropic organizations, and communities.
- Demonstrated ability to lead within distributed organizations and an appreciation for the opportunities and complexities of geographically dispersed educational and clinical partnerships.
- A record of advancing educational excellence, curricular innovation, faculty development, and student success within an environment of shared governance and academic freedom.
- Deep knowledge of LCME and ACGME accreditation standards, continuous quality improvement, and the operational disciplines required to sustain excellence in medical education.
- Demonstrated financial, operational, and organizational leadership, including experience aligning resources with strategic priorities and building long-term institutional sustainability.
- A strong record of supporting high-quality, translational research and fostering interdisciplinary collaboration that moves discovery into improved patient care, healthier communities, and broader societal impact.

- Intellectual curiosity about the future of healthcare and an understanding of how artificial intelligence, digital health technologies, advanced analytics, precision medicine, simulation, and other emerging technologies are reshaping medical education, clinical practice, and biomedical research.
- Demonstrated ability to build organizations that embrace innovation thoughtfully—balancing technological advancement with sound judgment, ethical leadership, patient privacy, and public trust.
- A commitment to preparing physicians and health professionals who are equipped to lead within an increasingly interdisciplinary, technology-enabled, and rapidly evolving healthcare system.
- Outstanding communication skills and emotional intelligence, with the ability to listen carefully, communicate candidly, build consensus, and foster productive relationships across diverse constituencies.
- Demonstrated success recruiting, mentoring, developing, and retaining outstanding faculty, staff, and academic leaders while building an environment characterized by high expectations, mutual respect, opportunity, and professional growth.
- An authentic commitment to student success and an ability to connect with learners while understanding the evolving needs and aspirations of future physicians and health professionals.
- A successful record of fundraising and external engagement, with the ability to inspire philanthropic investment and build confidence among alumni, donors, policymakers, healthcare leaders, and strategic partners.
- Political judgment, diplomacy, and credibility necessary to represent the College of Medicine effectively with local, state, national, and international partners.
- A clear understanding of the public purpose of academic medicine and a commitment to advancing Washington State University's modern land-grant mission by connecting discovery, education, and service to improve health, strengthen communities, and address the state's most pressing challenges.
- Above all, the successful candidate will be a leader who builds trust, develops partnerships, embraces thoughtful innovation, and helps position the Elson S. Floyd College of Medicine as a model for preparing physicians and improving health in an era of profound technological and societal change.

About the Elson S. Floyd College of Medicine

Mission

To serve Washington and beyond through collaboration and problem-solving in education, research, and healthcare with a focus on rural communities, Tribal Nations, and people who have been historically marginalized.

Vision

A healthy, equitable Washington for all.

**WSU defines health equity as the assurance of conditions for optimal health for all people. WSU pursues this mission and vision in service of all communities and all peoples of Washington.*

About the College

The Elson S. Floyd College of Medicine at Washington State University was established in 2015 following authorization by the Washington State Legislature, creating the state's second public medical school and the first new public medical school founded in Washington in more than a century. From the beginning, the college was designed to address Washington's growing healthcare workforce needs while expanding opportunities for medical education across the state. Recent information about the college can be found in the [2025 Annual Report](#)

Named in honor of Washington State University's tenth president, Dr. Elson S. Floyd, the college reflects his belief that access to excellent medical education and healthcare should extend well beyond the walls of a single academic medical center. That vision led to the development of a distributed educational model built upon strong partnerships with healthcare organizations, physicians, and communities throughout Washington.

Since welcoming its inaugural M.D. class in 2017, the college has evolved into one of the nation's most distinctive public medical schools. Students learn through an extensive statewide network of clinical education partners, gaining experience across urban, regional, rural, Tribal, and specialty healthcare settings while building relationships with the communities they will ultimately serve. This approach not only prepares graduates for contemporary medical practice but also strengthens Washington's healthcare workforce by aligning education with the needs of patients and communities throughout the state.

The college has grown rapidly while maintaining a clear focus on educational quality, collaborative research, and public impact. Full LCME accreditation, achieved in 2021, marked an important milestone in the college's development. Today, the college includes more than 230 faculty members, over 270 staff, and more than 2,500 affiliated community faculty supporting learners across Washington. Its educational portfolio extends well beyond the M.D. program to include graduate medical education, doctoral education, professional master's programs, undergraduate health sciences, and continuing professional education.

Research is an increasingly important component of the college's identity. Faculty lead internationally recognized programs spanning neuroscience, addiction science, nutrition and exercise physiology, sleep and performance, autism, aging, speech and hearing sciences, community health, and implementation science. Increasingly, the college's research enterprise emphasizes interdisciplinary collaboration and translational discovery—bringing together clinicians, scientists, engineers, data scientists, and community partners to accelerate the movement of new knowledge into practice and improve health outcomes.

The next chapter for the Elson S. Floyd College of Medicine builds upon this strong foundation.

Healthcare is changing rapidly. Artificial intelligence, digital technologies, precision medicine, new models of clinical care, and interdisciplinary science are transforming how physicians are educated and how healthcare is delivered. At the same time, Washington continues to face growing demands for highly trained healthcare professionals and stronger connections between research, education, and patient care.

The College of Medicine is uniquely positioned to respond to these challenges.

Working in partnership with healthcare systems, communities, industry, government, and colleagues across Washington State University, the college is building a model that combines educational excellence, translational research, technological innovation, and statewide engagement. Its goal is not simply to educate outstanding physicians, but to improve health across Washington by preparing leaders who can thrive in an increasingly collaborative, technology-enabled healthcare system.

The next decade for the Elson S. Floyd College of Medicine will demonstrate the full potential of a distributed, partnership-based medical school—preparing physicians for a healthcare system being transformed by artificial intelligence, digital technologies, interdisciplinary science, and community-based care delivered at scale to the people who need it.

Strategic Priorities

The College of Medicine's strategic direction is grounded in several enduring priorities:

- Deliver an exceptional medical and health sciences education that prepares graduates for the future of healthcare.
- Strengthen Washington's healthcare workforce through statewide partnerships, graduate medical education, and innovative clinical training models.
- Advance interdisciplinary, translational research that improves health outcomes and accelerates the application of discovery into practice.
- Build trusted partnerships with healthcare organizations, communities, industry, and government to address Washington's evolving healthcare challenges.
- Foster a culture of professionalism, collaboration, innovation, and continuous improvement that supports students, faculty, staff, and partners in achieving excellence.
- Expand the thoughtful integration of artificial intelligence, digital technologies, and emerging innovations throughout education, research, and clinical care.
- Demonstrate the modern land-grant mission by connecting discovery, education, and service to improve lives across Washington and beyond.

In 2024 the college launched a 5-year strategic plan, the full plan can be found at [2024 Strategic Plan](#).

Academic Departments

The College of Medicine currently has five primary academic departments:

- Community and Behavioral Health
- Medical Education and Clinical Sciences

- Nutrition and Exercise Physiology
- Speech and Hearing Sciences
- Translational Medicine and Physiology

These departments are intentionally structured to support an **interprofessional, community-based model**, rather than the traditional specialty-siloed structure seen in many academic medical centers. Together, they span:

- Population health and community-focused care
- Clinical training and physician education
- Foundational and translational biomedical science
- Allied health disciplines (e.g., nutrition, speech-language pathology)

This integrated framework reinforces the college's mission to train physicians and health professionals who can address complex health challenges, particularly in rural and underserved communities.

The Elson S. Floyd College of Medicine at Washington State University by the Numbers

The Elson S. Floyd College of Medicine [celebrated its 10-year anniversary in April, 2025](#). The college is a rapidly growing, mission-driven institution that has trained more than 1,000 healthcare professionals - including over 300 physicians - since its founding in 2015. With a highly selective mission-aligned admissions process and a focus on community-based education, the college enrolls 80 students annually, all with strong ties to Washington. Its graduates are uniquely prepared to address workforce shortages, with the majority choosing to practice in-state and many serving rural and underserved communities. Six cohorts of just under 400 graduates, have graduated from the college with 98.7% of them currently participating in, or having graduated from a residency program. Of the first three graduating classes who have completed residency, 63 individuals have entered clinical practice. Of these, 65% are practicing in Washington, 14.3% are serving rural communities, and 76.2% are working in Health Professional Shortage Areas. Over 230 faculty members, more than 270 staff and an excess of 2,500 affiliated community faculty across five academic departments are employed by the college.

Finances

The Elson S. Floyd College of Medicine is supported by a diverse funding model that includes state appropriations, tuition revenue, institutional investment from Washington State University, external research funding, and philanthropic support, and has a total budget of more than \$64M. Since its establishment in 2015 through legislative authorization, the college has benefited from strong alignment with the state's priorities to expand access to care and address workforce shortages, particularly in rural and underserved communities.

As a young, community-based medical school without a traditional university-owned teaching hospital, the college continues to evolve its long-term financial model. Early-stage investments — including more than \$23M in institutional support from WSU — have enabled the rapid development of academic programs, clinical partnerships, and research infrastructure. At the same time, like many emerging medical schools, the college is navigating structural financial pressures associated with building a distributed clinical training model, expanding graduate medical education, and developing a sustainable clinical enterprise.

These dynamics present a compelling opportunity for future leadership to shape the college's financial trajectory. Priorities include strengthening state and legislative partnerships, expanding clinical revenue streams through WSU Health, increasing sponsored research and grant funding, and enhancing philanthropic engagement. With a clear mission, strong community partnerships, and growing statewide impact, the college is well-positioned for a

leader to advance a sustainable, mission-aligned financial strategy that supports continued growth, innovation, and long-term success.

Clinical Care through WSU Health

Washington State University's academic health network is dedicated to creating a healthier Washington for all. Through community-centered partnerships and cross-college collaboration, WSU Health is expanding access to care in their community today while training the healthcare providers of tomorrow.

From primary care to specialty services, our clinicians provide comprehensive care in the following areas:

- Preventive Care
- Vaccinations
- Acute Illness and Injury Care
- Chronic Disease Management
- Women's and Men's Health
- Speech Therapy
- Sports Physicals
- Referrals for Specialist Care

Spokane Clinics

- Primary Care Clinic
- Student Clinic
- Logan Family Clinic
- Speech-Language Pathology Clinic
- Mobile Health & Outreach

Research

The College of Medicine investigators are engaged in research across the translational spectrum, neuroscience, addiction sciences, autism, sleep and performance, nutrition and exercise physiology, and speech and hearing sciences, among many other disciplines. Its investigators are internationally acclaimed scientists in several of these areas and actively collaborate with partners worldwide. The college is routinely in the top 10 community-based medical schools for NIH funding levels; faculty have attracted research funding from virtually every NIH institute/center, along with many other federal sponsors, including NSF, DOD, DOE, DARPA, CDC, HRSA, NIDDLR and others. Current annual research funding is approximately \$25M per year and the college has been awarded over \$190M since inception. Areas of effective research concentration include: The Sleep and Performance Research Center; Addiction Science; Community Health and Health Disparities; Neuroscience of Autism; Aging and Neurological Disorders; Nutrition and Exercise Physiology and Speech and Hearing Sciences.

Additional information regarding research at the college can be viewed at [Research Overview](#).

Washington State University

Washington State University is one of the nation's leading public research universities and Washington's land-grant institution. Founded in 1890, WSU has spent more than 135 years advancing knowledge, educating leaders, strengthening communities, and serving the people of Washington.

Today, Washington State University is the university that connects discovery, education, and service to solve the state's most pressing challenges. This modern expression of the land-grant mission extends beyond access to higher education. It reflects a university that brings together world-class research, innovative teaching, statewide partnerships, and public engagement to improve lives, strengthen communities, and create lasting economic opportunity throughout Washington and beyond.

As one of only two public R1 research universities in Washington, WSU serves more than 25,500 students through campuses in Pullman, Spokane, Tri-Cities, Vancouver, Everett, and the nationally recognized Global Campus. Through Extension offices in every county, research and extension centers, small business development centers, and partnerships with schools, healthcare organizations, industries, Tribal governments, and communities, the university's work reaches every corner of the state.

Washington State University is among the nation's highest-performing public research universities, with research activity spanning agriculture, medicine, engineering, veterinary medicine, clean energy, advanced manufacturing, artificial intelligence, data science, social sciences, and the humanities.

The university believes research achieves its greatest value when discovery leads to application. WSU increasingly emphasizes translational and use-inspired research that connects fundamental discovery with practical solutions, working alongside industry, healthcare systems, government agencies, entrepreneurs, and communities to accelerate innovation and expand societal impact. This philosophy creates exceptional opportunities for interdisciplinary collaboration across the university, including unique connections among the Colleges of Medicine, Nursing, Pharmacy and Pharmaceutical Sciences, Veterinary Medicine, Agricultural, Human, and Natural Resource Sciences, Engineering and Architecture, Arts and Sciences, Business, Education, and other academic units.

Research at WSU addresses many of society's most important challenges, including food security, sustainable agriculture, health and biomedical sciences, clean energy, advanced materials, artificial intelligence, robotics, environmental resilience, national security, and economic competitiveness. Increasingly, the university's greatest strengths emerge where disciplines intersect and where discovery is translated into practical solutions through partnership.

WSU is recognized not only for the quality of its research and teaching, but also for its ability to connect those strengths to the needs of the state. Faculty, students, alumni, and partners work together to develop new technologies, improve healthcare, strengthen agricultural systems, support economic development, prepare tomorrow's workforce, and expand opportunity for communities across Washington.

Looking ahead, Washington State University is investing in the future of public higher education. Through interdisciplinary research, expanded partnerships, responsible adoption of emerging technologies, and new models of education and engagement, WSU is preparing graduates who will thrive in a rapidly changing world while helping shape the future of the state it serves.

Washington State University operates as an integrated university system, recognizing that the state's needs are best served when its campuses work together rather than independently. This model strengthens collaboration across locations, aligns academic priorities, expands educational access, and creates opportunities for students, faculty, and partners to engage with the full breadth of the university's expertise regardless of geography. This integrated approach allows WSU to combine the strengths of a major public research university with the

responsiveness of a statewide network—bringing education, research, innovation, and service directly to the communities that need them most.

WSU's statewide educational enterprise has expanded in recent years to meet the needs of Washington's growing economy and its increasing population. WSU was founded in 1890 and opened in 1892, features world-class facilities for teaching, research, the arts, and intercollegiate athletics. The Pullman campus is located on 1,742 acres among the rolling hills of southeastern Washington in a geographic region known as the Palouse. Three additional campuses, created in 1989, are located in Spokane, Tri-Cities, and Vancouver. The newest campus, WSU Everett, was established in 2014 to serve the greater Seattle region. The Global Campus, founded in 1992, offers degrees worldwide in an online environment. In addition, the University serves citizens in every county through a network of extension offices, research and extension centers, and small business development centers across the state.

Over the past decade, WSU has made significant progress toward its vision of becoming one of the nation's leading institutions. Among the most notable milestones:

- The percentage of undergraduate students graduating without debt has increased from 39.1% to 56.4%.
- The percentage of resident undergraduate students with college loans has fallen from 51.2% to 34.1%.
- New degrees in cybersecurity, social work, and public health.
- Investment in research supporting soil health and clean energy.
- \$19M in new annual state appropriations to fund the state's second public medical school, admitting 80 Washingtonians per year.
- \$7-9M in state appropriations for a new state-of-the-art simulation center for the health sciences and \$2.5M in annual support for the Rural Health Transformation project to address health science workforce development.
- The Elson S. Floyd College of Medicine has developed three residency programs across the state, ensuring a home-grown pipeline of physicians to care for the state's rural and underserved communities and beyond.
- State funding secured for new buildings or major renovations on all five physical campuses
- WSU had over \$317M in awarded external proposals in 2025 with the following breakdown:
 - \$66.4M from the Department of Health and Human Services
 - \$80.2M from the Department of Agriculture
 - \$32.1M from the Department of Energy
 - \$16.6M from the National Science Foundation
 - \$14.9M from the Department of Defense

Leadership

Elizabeth Cantwell, President



On February 6, 2025, the Washington State University (WSU) Board of Regents met in a special session to announce the selection of Dr. Elizabeth “Betsy” Cantwell as the university’s 12th president. She is the first woman to hold the position in the university’s 135-year history.

Cantwell came to Washington State University from Utah State University, where she successfully led a \$1.3 billion annual operating budget spanning across the state of Utah in a 30-campus system. As president, she had significant achievements, including a record-breaking

\$495 million in sponsored research expenditures, a 10% increase in student scholarship funding, and the expansion of physical infrastructure with the groundbreaking of new education buildings and facilities, not to mention strengthened academic partnerships with industry leaders and a reorganization of the Academic Enterprise. Beyond her academic accomplishments, Cantwell demonstrated strong leadership in intercollegiate athletics, successfully navigating the complex landscape of modern college sports and engaging in the revitalization of the Pac-12 Conference.

Prior to her role at Utah State University, Cantwell held senior leadership positions in research and innovation at the University of Arizona and Arizona State University. At the University of Arizona, she oversaw a research portfolio exceeding \$825 million annually. During her tenure at Arizona State University, she spearheaded the impressive growth of their research enterprise, increasing annual research expenditures from \$435 million to \$680 million in just three years.

Cantwell’s career also includes extensive service to U.S. national security. She held leadership roles at Lawrence Livermore National Laboratory and at Oak Ridge and Los Alamos national laboratories. Her work advanced critical missions in energy, defense, and space exploration, collaborating with key federal agencies such as the Department of Energy (DOE), the Department of Defense (DOD), NASA, and the National Nuclear Security Administration (NNSA).

Cantwell holds an MBA from the University of Pennsylvania’s Wharton School; a doctorate in mechanical engineering from the University of California, Berkeley; and a bachelor’s degree in human behavior from the University of Chicago.

T. Chris Riley-Tillman, Provost and Executive Vice President



T. Chris Riley-Tillman was named WSU provost and executive vice president for the WSU System in May 2024 and joined WSU on July 1, 2024.

Prior to joining WSU, Dr. Riley-Tillman was the Dean of the College of Education & Human Development at the University of Missouri. He held the Joanne H. Hook Dean’s Chair in Educational Renewal and was a Professor in the Department of Educational, School & Counseling Psychology.

He previously served as Associate Provost for Faculty Affairs and Institutional Effectiveness. Dr. Riley-Tillman is one of the co-

developers of Direct Behavior Ratings as well as a recognized authority in evidence-based practice in schools and the application of experimental design and analysis in applied educational settings.

In relation to these interests, Dr. Riley-Tillman has participated in leadership roles on seven federal grants and is a senior advisor for the National Center on Intensive Intervention. He is also the creator and lead developer of the Evidence-Based Intervention Network. This nonprofit website contains free evidence-based intervention and assessment resources for educational professionals developed by researchers. He has published over 80 journal articles and six books.



Spokane Washington

Spokane became a city in 1881, primarily known for its natural resources: farms, forests, fur, and mines, as well as being a railroad hub for shipping. The original inhabitants of this region are the Spokane people, who were forcibly removed and placed on reservations, as was the case with the many neighboring tribes in the Inland Northwest. The Spokane River and its falls were the source of life and livelihood for the Spokane people – and also attracted early settlers interested in their hydroelectric potential, rugged beauty, and life-sustaining qualities.

Today, Spokane is a bustling hub of the Pacific Northwest. Greater Spokane has a population of over 600,000, making it the largest city along the northern tier of the United States between Seattle and Minneapolis. There is a strong university presence in the region, with Gonzaga University just across the Spokane River from WSU Spokane. The Spokane campus is less than half a mile from downtown Spokane and 15 minutes from the Spokane International Airport. The city is epitomized by its slogan, “Creative by Nature,” offering vast opportunities for a range of interests and outdoor activities.

The region’s scenic setting offers unlimited opportunities for enjoying the Northwest’s great outdoors. The area’s 76 lakes, three skiing areas, 33 golf courses, and three major shopping malls offer faculty, staff, and students a variety of off-campus pursuits. Multiple music venues, live theater and Broadway plays, the Spokane Symphony, three professional sports teams, and a vital downtown shopping and entertainment district add a lively spirit to the mix. Numerous independent restaurants feature local and organic food and emphasize sustainable eating practices. Wine enthusiasts can visit several tasting rooms and wineries, while beer lovers will enjoy the ever-growing craft brewery scene.

Spokane has been selected as an All-America City multiple times. In recent years, Parenting Magazine ranked Spokane one of the top 10 places to raise a family, and MarketWatch report ranked Spokane the No. 1 city in the U.S. to save money. Spokane also ranks as the top city in the U.S. for freelancers and has been selected as the best place to live on a six-figure salary.

Learn more about [Spokane](#).

Procedure for Candidacy

[WittKieffer](#) is assisting Washington State University in this search. All applications, nominations, and inquiries are invited.

Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time.

Application materials, confidential nominations, and inquiries should be submitted by **August 19, 2026**:

Jessica Herrington, Jeff Schroetlin, and Jillian Williams at:

jwilliams@wittkieffer.com

The anticipated compensation range for this position is between \$575,000 and \$650,000 annually.

Washington State University is an Equal Opportunity/Affirmative Action educator and employer. Members of ethnic minorities, women, disabled veterans, veterans of the Vietnam-era, recently-separated veterans, and other protected veterans, persons of disability, and/or persons age 40 and over are encouraged to apply. WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility.