Mark & Mary Stevens
School of Medicine

Sutter Health

Santa Clara University

Founding Dean

LEADERSHIP PROFILE

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WittKieffer

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THE OPPORTUNITY

Santa Clara University and Sutter Health invite nominations and applications for the Founding Dean of the Mark & Mary Stevens School of Medicine, a bold new medical school being established through one of the most innovative partnerships in American medical education. As the first new MD degree-granting medical school in California's San Francisco Bay Area in more than a century, the School represents a transformational opportunity to reimagine physician education at the intersection of academic excellence, healthcare innovation, and human-centered care.

Founded through a partnership between Santa Clara University, California's oldest institution of higher education, and Sutter Health, one of the nation's largest integrated not-for-profit health systems, the School is being created to address critical physician workforce shortages while preparing future physicians to lead healthcare transformation. The medical school will combine Santa Clara University's Jesuit commitment to educating leaders of competence, conscience, and compassion with Sutter Health's extensive clinical, educational, and research infrastructure to create a distinctly contemporary model of medical education.

The Founding Dean will have a rare opportunity to shape this new medical school, from vision and culture to curriculum, faculty, governance, and institutional strategy. Working alongside leaders from both Santa Clara University and Sutter Health, the Dean will guide the School through accreditation, recruit leaders and educators, build strategic partnerships, and establish a nationally recognized institution designed for the future of medicine. The successful candidate will inherit strong momentum, including a historic $175 million naming gift from Mark and Mary Stevens, the largest cash gift in the history of Santa Clara University or Sutter Health and the largest ever received by Catholic higher education.

As healthcare undergoes unprecedented change, advances in artificial intelligence, digital health, precision medicine, data analytics, and team-based care are redefining how physicians deliver care and engage with patients. At the same time, persistent physician shortages, widening health disparities, technological advances and increasing complexity across the healthcare landscape demand new approaches to medical education. The Mark & Mary Stevens School of Medicine seeks to prepare physicians who are grounded in humanity, shaped by innovation, and deeply committed to serving individuals, families, and communities.

This is a career-defining opportunity for an accomplished academic leader who is energized by institution building, inspired by innovation, and committed to advancing healthcare through education, research, and service. The Founding Dean will help establish a medical school designed not only to educate excellent physicians, but also to influence how medicine is practiced and healthcare is delivered for generations to come.

ORGANIZATION OVERVIEW

Mark & Mary Stevens School of Medicine

The Mark & Mary Stevens School of Medicine was established through a landmark collaboration between Santa Clara University and Sutter Health and is intended to become a premier destination for innovative, mission-driven medical education. Located in the heart of Silicon Valley, the School will leverage the distinctive strengths of both organizations to develop physicians equipped to improve healthcare systems, advance innovation, and serve communities across California and beyond.

Mission

To prepare physicians to lead healthcare transformations — grounded in humanity, shaped by innovation, and deeply committed to serving individuals, families, and communities.

Vision

To shape a future where medicine anticipates illness, promotes healing and deepens trust.

Values

- *Human Flourishing*: Health is holistic and continuous.
- *Humility & Courage*: Vulnerability paired with the boldness to lead change.
- *Discernment & Ethical Judgement*: Navigate uncertainty and face ambiguity earnestly.
- *Perpetual Learning & Innovation*: Continuous learning and adaptability increases patient trust.
- *Collaboration & Stewardship*: Healthcare transformation happens through teams and shared leadership.
- *Service to the Common Good*: Physicians bear responsibility to improve healthcare for everyone, especially communities most affected by inequity.

Unlike many emerging medical schools that must develop complex networks of clinical partners, the School will be embedded within Sutter Health's integrated delivery system. Students will learn alongside physicians, residents, fellows, and multidisciplinary care teams across a broad range of hospitals, ambulatory settings, and community-based care environments. This integration creates a unique academic and clinical ecosystem where education, research, innovation, and patient care are intentionally aligned.

The School will be located in a newly designed facility adjacent to Sutter's East Santa Clara Campus. The curriculum will leverage immersive, active-learning methodologies, including small-group instruction, simulation, team-based learning, and emerging technologies. Students will benefit from opportunities to engage with Sutter Health's Innovation Center as well as Santa Clara University's academic strengths in engineering, applied artificial intelligence, ethics, business, law, and public service. The school's location, just a few miles from the University, will enable students to fully benefit from the rich array of resources and services available across campus, including recreational facilities, faith-based and spiritual services, cultural events, and comprehensive mental health and wellness support.

The inaugural class is expected to enroll approximately 60 students, with planned growth to 120 students per class and approximately 480 total students at full capacity. Upon maturation, the School is expected to graduate approximately 120 physicians annually into the healthcare workforce, helping address longstanding physician shortages in California and the nation. More than 600 physicians are already engaged as faculty within Sutter's educational enterprise, providing a strong foundation for the School's future academic growth.

Founding Dean Roadmap

Milestone

What the Founding Dean owns from appointment through program launch (2027–2030)

2027 — Establish the Academic Enterprise

- Establish governance, leadership, faculty, and curriculum
- ★ Lead Candidate Status submission
- Create the academic foundation

2028 — Operationalize the School

- Build institutional infrastructure
- ★ Complete faculty and staff recruitment
- Demonstrate readiness for accreditation review

2029 — Recruit and Prepare

- ★ Achieve Preliminary Accreditation
- Launch admissions; select the inaugural class
- Complete facility, technology, and operational readiness

2030 — Launch the Program

- ★ Matriculate the inaugural class
- Deliver the curriculum
- Establish a culture of continuous improvement and academic excellence

Board Message: Build the School (2027) → Operationalize the School (2028) → Recruit Students (2029) → Successfully Launch the MD Program (2030)

Key Decisions and Milestones

The Founding Dean will provide visionary leadership across every phase of development from planning and accreditation through the launch of the inaugural class. Working closely with Santa Clara University and Sutter Health leadership, as well as with faculty, community partners, and accrediting bodies, the Founding Dean will lead strategic planning, oversee the development of the curriculum and academic programs, recruit, develop, and build the founding faculty, advance philanthropy and external partnerships, and guide the design of educational and research facilities. The Dean will be responsible for ensuring successful progression through the LCME accreditation process, establishing the administrative and student support infrastructure, and creating a culture of excellence, innovation, and service that will define the Mark & Mary Stevens School of Medicine. By the opening of the school in 2030, the Founding Dean will have transformed a vision into a fully operational, accredited medical school prepared to educate its first cohort of future physicians.

Governance and Partnership Model

The School of Medicine represents an innovative model of collaboration between higher education and healthcare delivery. Organized as a separate 501(c)(3) subsidiary of Santa Clara University, with Santa Clara serving as the degree-granting institution, the School operates through a jointly governed structure that reflects equal partnership between Santa Clara University and Sutter Health.

Oversight is provided through a governing board with equal representation from both institutions. Strategic decisions require collaboration and shared commitment from both organizations, ensuring alignment between academic and clinical priorities. The Dean will work closely with leaders from each institution to advance the School's mission and strategic objectives.

The partnership reflects a shared belief that the future of physician education requires closer integration among medical education, clinical care, research, technology, and community engagement. Together, Santa Clara University and Sutter Health are creating a medical school that combines academic rigor, humanistic values, healthcare innovation, and real-world clinical experience in ways rarely achieved through traditional models.

Mark and Mary Stevens '84

Mark and Mary Stevens, who currently reside in Steamboat Springs, Colo., after several decades living in Silicon Valley, have been long-standing champions of both Santa Clara University and Sutter Health. Through their philanthropy and personal engagement, they have helped build and strengthen connections between the organizations, honoring shared leaders and advancing joint efforts in care, education, and innovation, including Sutter recently opening a state-of-the-art Bronco Student Health Clinic adjacent to the Santa Clara campus.

Their ongoing and generous support to Santa Clara includes the Stevens Soccer Stadium, extensive athletic enhancements of facilities, program competitiveness, endowed scholarships and leadership positions, and operational support; and the Paul L. Locatelli, S.J. '60, Student Activity Center. Their support of Sutter Health has included a generous contribution to expand cancer care in Silicon Valley in honor of Locatelli, their late friend and former Santa Clara president and priest, and Bart Lally, M.D., a long-time physician leader at Sutter's Palo Alto Medical Foundation and a Santa Clara alumnus of 1959.

The Stevens family has also supported initiatives such as Scout by Sutter Health™, an award-winning app that helps teens and young adults manage their everyday mental health needs. Together, these contributions reflect a sustained commitment to advancing partnership impact across both organizations.

Sutter Health

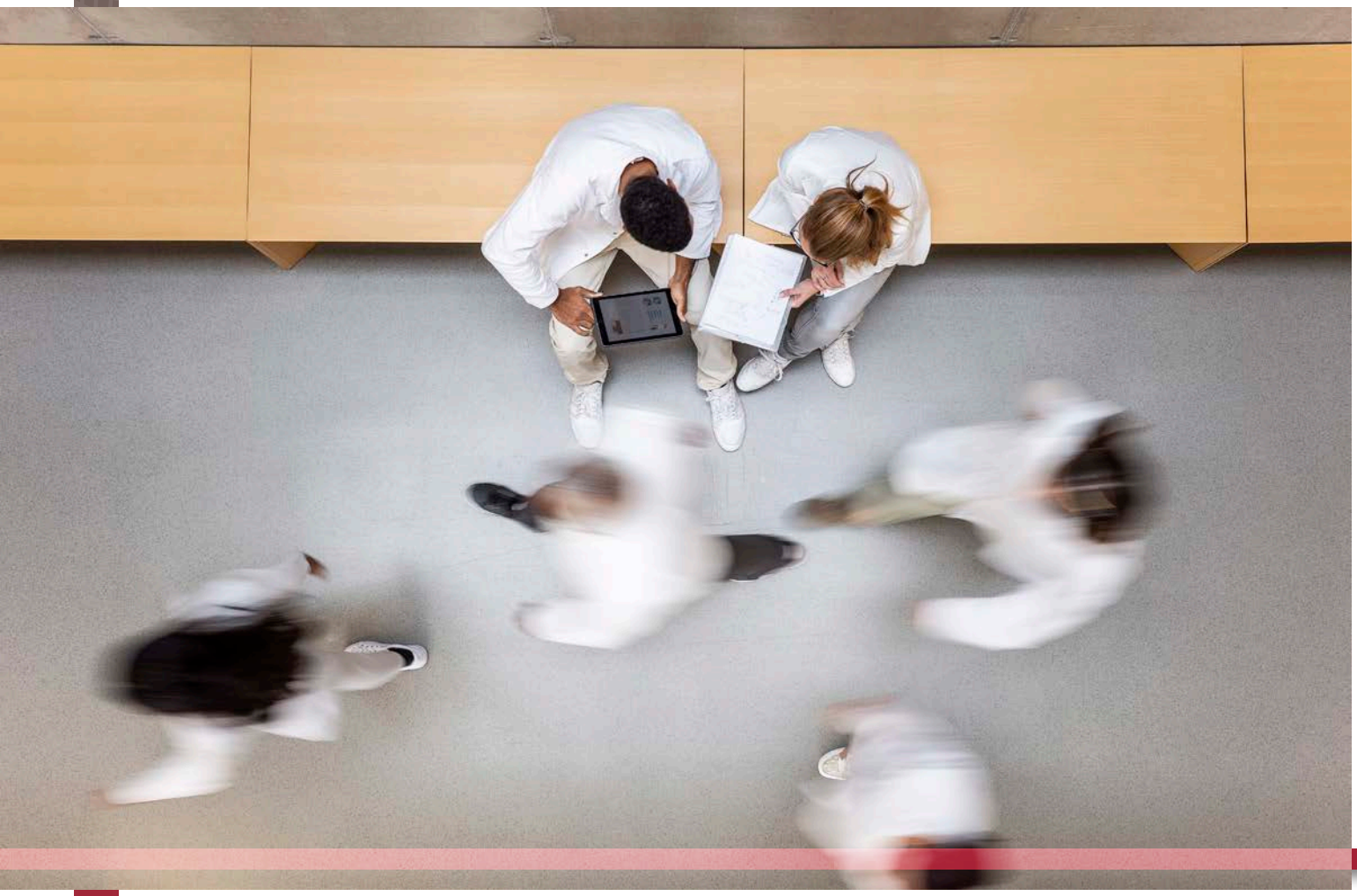
Headquartered in Sacramento, California, Sutter Health is one of the largest not-for-profit health care systems in the United States. It has a strong history and heritage of serving communities in Northern California. Sutter Health's entities or predecessor organizations have been caring for patients for more than 100 years. Sutter Health relies on the dedication of more than 12,000 physicians and clinicians, and more than 63,000 employees, including 15,000 nurses, to deliver integrated care to 3.6 million patients.

Today, Sutter Health consists of 27 acute care facilities with more than 3,800 beds, more than 300 medical foundation clinics and urgent care sites, 37 ambulatory surgery centers, and a home health division with more than 700,000 annual visits. Sutter Health currently has 32 accredited Graduate Medical Education programs, expanding fivefold in this decade, and invests $60 million annually in research and clinical trials development. For the fiscal year ending December 31, 2025, Sutter Health had total revenues of more than $19 billion. Structured into five distinct divisions—Hospital, Medical Groups, Community-Based, Specialty and Center-Based Services, and Health Plans & Shared Services, Sutter Health has invested in infrastructure to reshape healthcare in Northern California, including Home Health, Care Coordination, a Sutter-owned health plan, and investments in physician/system joint ventures. It is pursuing a diversification strategy into related healthcare businesses that will position the system for success in a rapidly changing environment, where the system will take financial risk for the total cost of care provided.

Serving more than 100 communities of Northern California, from the Oregon border to the San Joaquin Valley, and from the Pacific Coast to the Sierra Foothills, Sutter Health is a regional leader in cardiac care, cancer treatment, orthopedics, obstetrics, and newborn intensive care, and is a pioneer in advanced patient safety technology. Sutter Health invested more than $10 billion in the past decade to build and improve healthcare facilities and launch cutting-edge technologies. As

a not-for-profit, Sutter Health has reinvested more than $8 billion over the past 10 years to provide care for patients in need and to support community health programs. Sutter Health cares for more low-income Medi-Cal patients in Northern California than any other health system and proudly funds and partners with community programs to help ensure those in need have access to care and social services.

Sutter Health has a multi-year strategy to guide efforts to make healthcare more personalized, accessible, and affordable for all. Sutter Health is moving forward with a bold strategy to change the care model in the best interests of patients, clinicians, employees, and communities. Guided by its mission, vision, and values, the transformation will focus on three main categories. The first is a focus on expanding access by partnering with local employers to offer compelling, affordable, and differentiated products, deliver more effective care to their Medicare patients, and increase community access for Medi-Cal patients. The organization will also focus on providing more personalized, affordable care by partnering with clinicians to develop ambulatory practices of the future and create "new front doors" to serve patients where and how they want to receive care. This includes evolving services to meet the unique needs of the patient population served and delivering those services at market-competitive prices that reflect the organization's commitment to long-term affordability. Finally, Sutter Health will transform its operating environment by engaging clinicians in new ways to promote alignment and change throughout the organization, and by cultivating a "safety first culture" to create a high-reliability organization and bring more joy to those receiving and giving care.



Mission

Caring for our patients first and our people always.

Vision

To be the most comprehensive, integrated and connected health system for getting and staying well.

Values

- *Excellence* – We deliver high-quality care, have courage to take on the toughest challenges and model stewardship.
- *Curiosity* – We are constantly learning and creating new ways to advance healthcare.
- *Teamwork* – We collaborate with humility and solve for ONE Sutter.
- *Compassion* – We show empathy and understanding in every personal interaction.
- *Inclusion* – We cultivate a sense of belonging by creating spaces for all of our people to feel valued.
- *Integrity* – We earn trust by doing the right thing and delivering on our commitments.

Awards and Recognition

The doctors, hospitals, and other healthcare services of the Sutter Health network provide a consistent level of exceptional, personalized care to patients. The Sutter Medical Network includes many of California's top performing, highest-quality physician organizations. Sutter-affiliated hospitals often receive awards for the quality of care they provide, including cardiac care, women's and children's services, cancer care, orthopedics, and advanced patient safety technology.

Santa Clara University

Founded in 1851, Santa Clara University (SCU) sits in the heart of Silicon Valley — the world's most innovative and entrepreneurial region. The University's stunningly landscaped 106-acre campus is home to the historic Mission Santa Clara de Asís. Ranked among the top 15 percent of national universities by U.S. News & World Report, Santa Clara has one of the highest four-year graduation rates in the nation and is rated by PayScale in the top 1 percent of universities with the highest-paid graduates. The University has produced elite levels of Fulbright Scholars as well as four Rhodes Scholars. With undergraduate and graduate programs across six schools (Arts and Sciences, Business, Education and Counseling Psychology, Engineering, Theology and Ministry, and Law), the curriculum blends high-tech innovation with social consciousness grounded in the tradition of Jesuit, Catholic education.

Santa Clara University sits on the land of the Ohlone and the Muwekma Ohlone people.

Mission

The University pursues its vision by creating an academic community that educates the whole person (*cura personalis*) within the Jesuit Catholic tradition, making student learning and personal formation the central focus, continuously improving the curriculum and co-curriculum, strengthening scholarship and creative work, and serving communities in Silicon Valley and around the world.

Vision

Santa Clara University will educate leaders of competence, conscience, and compassion, and cultivate knowledge and faith to build a more humane, just, and sustainable world.

Fundamental Values

The University is committed to the following core values, which guide the institution in carrying out its mission and realizing its vision:

- *Academic Excellence*: SCU seeks an uncompromising standard of excellence in teaching, learning, creativity, and scholarship within and across disciplines.
- *Search for Truth, Goodness, and Beauty*: SCU prizes scholarship and creative work that advances human understanding, improves teaching and learning, and adds to the betterment of society by illuminating the most significant problems of the day and exploring the enduring mysteries of life. In this search, Santa Clara University's commitment to academic freedom is unwavering.
- *Engaged Learning*: SCU strives to integrate academic reflection and direct experience in the classroom and the community, especially to understand and improve the lives of those with the least education, power, and wealth.
- *Commitment to Students*: Teachers and scholars, mentors, and facilitators all endeavor to educate the whole person; nurturing and challenging students intellectually, spiritually, aesthetically, morally, socially, and physically, preparing them for leadership and service to the common good in their professional, civic, and personal lives.
- *Service to Others*: SCU promotes a culture of service, not only to those who study and work at Santa Clara University, but to society in general, especially to its most disadvantaged members as work is done with and for others to build a more humane, just, faith-filled, and sustainable world.
- *Community and Diversity*: SCU cherishes a diverse and inclusive community of students, faculty, staff, administrators, and alumni. It seeks to build a community that is enriched by people of different backgrounds, respectful of the dignity of all of its members, enlivened by open communication, and caring and just toward others.
- *Jesuit Distinctiveness*: The University treasures a Jesuit heritage, which incorporates all of these core values. This tradition gives expression to the Jesuit educational mission and Catholic identity while welcoming and respecting other religious and philosophical traditions, promoting the dialogue between faith and culture, and valuing opportunities to deepen religious beliefs.

Santa Clara's Jesuit Catholic foundation is complemented by a leadership team and faculty drawn from diverse faith traditions and backgrounds, reflecting a commitment to inclusivity, intellectual exchange, and broad representation within the academic community.

POSITION SUMMARY

Reporting Relationships

The Dean serves as the chief academic and administrative officer of the Mark & Mary Stevens School of Medicine.

The Dean reports to:

- School of Medicine Board
- Santa Clara University President

The Dean will also have dotted-line relationships to:

- Santa Clara University Provost for coordination with other schools and colleges at Santa Clara University
- Sutter Health Chief Academic Officer for coordination with the other academic infrastructure at Sutter Health, including Graduate Medical Education

The Dean will maintain close working relationships with the President of Santa Clara University, the Chief Executive Officer of Sutter Health, the leadership teams of both organizations, and the School's governing body. The Dean will provide strategic, academic, financial, and operational leadership for all aspects of the School and will be responsible for advancing its mission, vision, and long-term success.

Responsibilities

Strategic Leadership and Founding Vision

Articulate and implement a compelling vision for the School of Medicine and establish a culture characterized by excellence, innovation, collaboration, accountability, and service. As the founding leader, the Dean, partnering with leaders from both Sutter Health and Santa Clara University, will define the institution's strategic direction and position it among the nation's most innovative new medical schools.

Accreditation and Academic Leadership

Lead all accreditation efforts and ensure successful progression through LCME milestones. The Dean will oversee development of a distinctive curriculum that integrates clinical excellence, ethical decision-making, technological sophistication and artificial intelligence, digital health, interdisciplinary collaboration, population health, and whole-person care.

Fostering Culture

Establish a culture of excellence and effective governance between and among the medical school administration, faculty, students and the community, creating an environment that promotes student, faculty, staff and leadership wellness and resilience. Partner closely with the physician leaders and physician faculty of Sutter Health to ensure a strong clinical learning environment.

Faculty Recruitment and Development

Recruit, develop, and retain distinguished faculty educators, clinicians, and researchers. In partnership with Sutter Health and Santa Clara University, the Dean will establish academic policies, faculty governance structures, promotion pathways, and professional development programs that support educational excellence and scholarly achievement.

Research, Innovation, and Interdisciplinary Collaboration

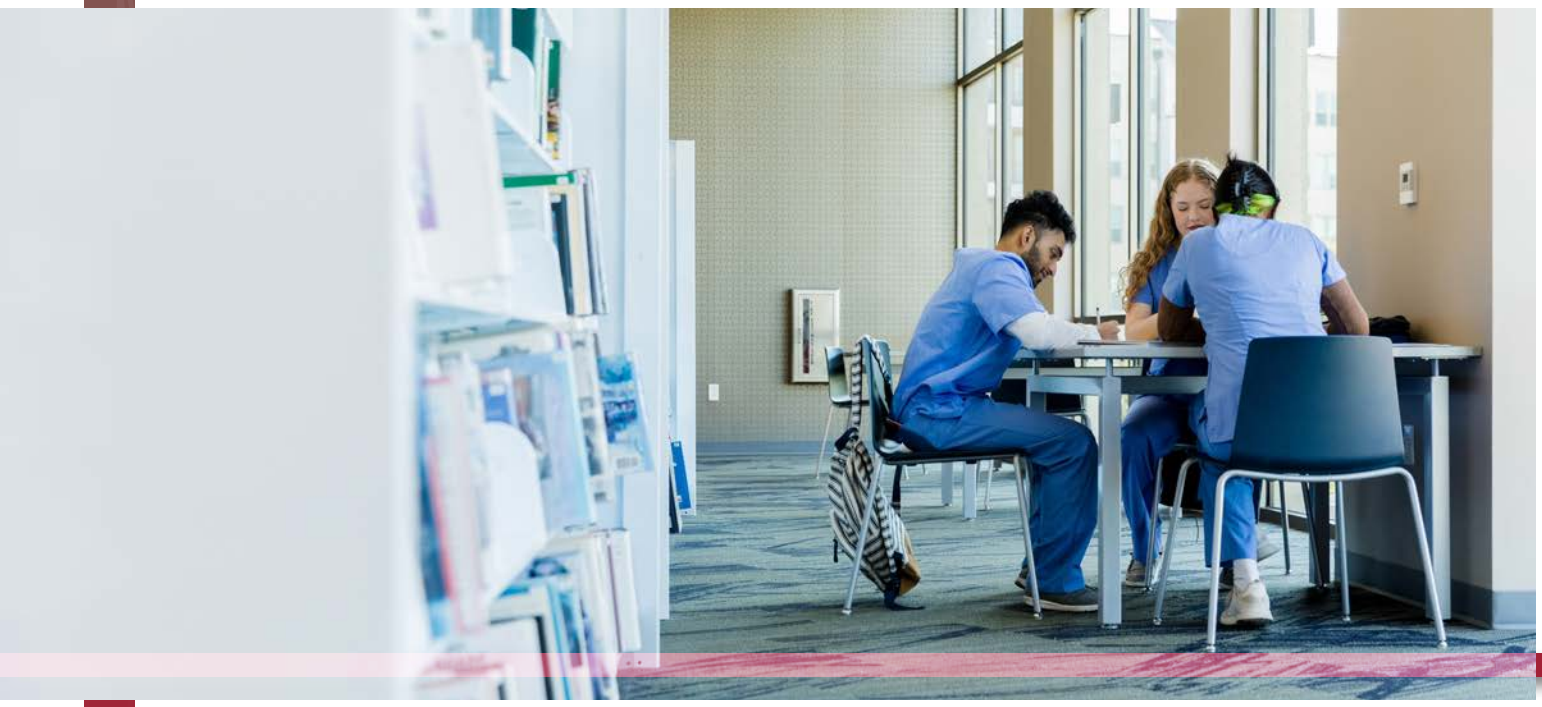
Establish an innovation and research strategy that builds upon the strengths of both organizations and promotes collaboration across medicine, engineering, business, ethics, law, data science, and other disciplines. The Dean will position the School as a leader in innovation-enabled, evidence-based healthcare transformation and physician leadership development.

External Relations and Advancement

As the principal ambassador of the School, the Dean will cultivate relationships with donors, healthcare organizations, government leaders, community partners, industry leaders, and academic institutions. The Dean will play an important role in advancing philanthropic priorities and increasing the School's visibility and reputation nationally.

Operational and Financial Stewardship

The Dean will provide effective oversight of the School's academic, operational, financial, and administrative functions. In partnership with University and Health System leaders, the Dean will establish a sustainable foundation for ongoing growth, quality improvement, and institutional success.



GOALS AND OBJECTIVES

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

Successfully Launch the School of Medicine

Advance the School through critical accreditation milestones and establish the organizational, academic, financial, and operational infrastructure necessary to support matriculation of the inaugural class.

Start-Up and Ongoing Strategic Planning

Be accountable for and lead the implementation and start-up phase of the School. Develop a compelling strategic plan consistent with the School's mission.

Develop a Distinctive Educational Model

Create and implement an innovative curriculum informed by Ignatian pedagogy that prepares physicians who are purpose-driven, ethically grounded, technologically sophisticated, and committed to improving healthcare systems and patient outcomes.

Develop an Outstanding Founding Faculty

Establish faculty by-laws and governance policies while building a diverse and accomplished faculty community committed to excellence in education, scholarship, service, and whole-person patient care. This includes growing the School's faculty through the recruitment of academic leaders and foundational scientists, as well as partnering with Sutter Health to recruit physician educators. Foster an academic culture that promotes collaboration, innovation, and continuous learning.

Advance Innovation

Establish the School's research and innovation goals, identifying priority areas that align with regional health needs and the complementary strengths of Santa Clara University and Sutter Health, fostering interdisciplinary collaboration, and promoting innovative approaches to healthcare delivery and physician education.

Establish National Recognition

Position the School as a nationally respected leader in medical education, healthcare innovation, and physician workforce development while reflecting the missions and values of both partner organizations.

Build a Unified Academic Community

Establish a collaborative and inclusive culture that brings together faculty, learners, administrators, clinicians, and community partners across both founding organizations. Foster engagement across Sutter Health's distributed clinical network while creating a strong sense of identity, belonging, and shared purpose for the School.

CANDIDATE QUALIFICATIONS

Candidates should hold an M.D. or M.D./Ph.D. with credentials appropriate for academic rank at the level of full professor and bring a record of achievement in academic medicine, along with substantial leadership experience in complex organizations that integrate education, research, and clinical care. Additional qualifications include:

- Board certification in the candidate's specialty or discipline.
- Senior leadership experience (e.g., dean, vice dean, department chair, health system executive, or equivalent) with responsibility for complex academic operations.
- Extensive leadership and experience with LCME accreditation and deep knowledge of compliance requirements for medical education programs.
- Demonstrated success managing large and complex budgets, including responsibility for financial performance and long-term sustainability.
- Demonstrated success in recruiting and retaining faculty and specialty physicians across clinical and academic areas.
- Experience with philanthropy, external relations, and institutional advancement activities.
- Demonstrated knowledge of contemporary medical education trends and expertise in curriculum design and pedagogical methods.
- A recognized presence at the national level with medical education organizations.
- Experience developing a strategic plan for medical education.
- Proven ability to bridge organizational cultures and unite stakeholders around a shared mission, vision, and set of strategic priorities.

The ideal candidate will be:

- Innovative, forward-thinking, and visionary about the future of medical education and training the next generation of providers.
- Collaborative and relationship-oriented.
- Grounded in cultural humility, integrity, and ethical judgment.
- Committed to academic excellence and continuous learning.
- Passionate about improving healthcare and developing future physician leaders.
- Skilled at navigating complexity and ambiguity.
- Respectful of Santa Clara University's Jesuit mission and values.
- Dedicated to advancing health equity, community engagement, and service to the common good.
- Entrepreneurial with a passion for building and creating new programs.
- Effective at navigating competing priorities, aligning diverse stakeholder interests, and building confidence through transparency, collaboration, and trust.

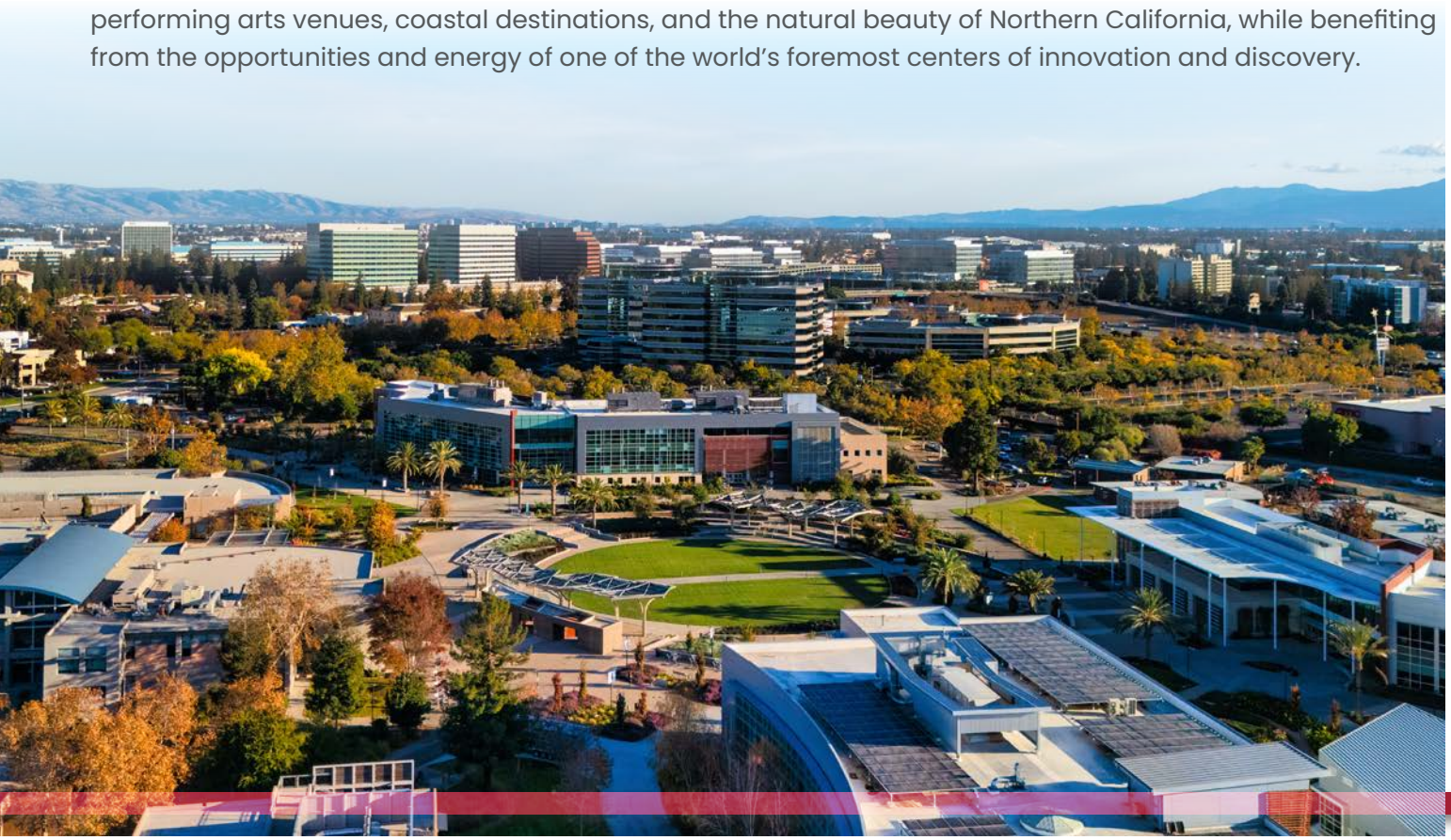
THE COMMUNITY

Santa Clara and Silicon Valley

Santa Clara County, known globally as Silicon Valley, offers an exceptional quality of life and is widely recognized as one of the nation's most dynamic and diverse regions. Home to nearly two million residents and more than 100 languages and dialects, the area combines economic vitality, cultural richness, and intellectual capital. The region serves as headquarters to many of the world's leading technology companies, including Apple, Google, Meta, Nvidia, Intel, Cisco, LinkedIn, and PayPal.

Located 40 miles south of San Francisco in the heart of Silicon Valley, Santa Clara University is situated where innovation, entrepreneurship, and technology converge with a longstanding commitment to ethics, social justice, and service. The University's location has helped establish it as a growing center for innovation and interdisciplinary collaboration, benefiting from proximity to some of the world's leading technology, healthcare, and research organizations.

The county's Mediterranean climate, vibrant arts and cultural scene, professional sports organizations, and abundant outdoor recreation contribute to its appeal. Residents enjoy access to world-class museums, performing arts venues, coastal destinations, and the natural beauty of Northern California, while benefiting from the opportunities and energy of one of the world's foremost centers of innovation and discovery.



PROCEDURE FOR CANDIDACY

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled. For fullest consideration, all materials should be received by November 23, 2026.

This position offers a base salary in the range of $900,000-$975,000. Compensation will be commensurate with experience and skills relevant to the role. Information about Santa Clara's benefits can be found here. Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting the Mark and Mary Stevens School of Medicine with this recruitment (listed below), preferably via e-mail, to apenley@wittkieffer.com.

Nominations and applications may also be directed through the WittKieffer Candidate Portal by clicking here.

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Santa Clara University is an equal opportunity employer. All qualified applicants are encouraged to apply and will receive consideration for employment without regard to race, color, ethnicity, national origin, citizenship, ancestry, religion, age, sex, sexual orientation, gender, gender expression, gender identity, marital status, parental status, veteran or military status, physical or mental disability, medical conditions, pregnancy or related conditions, reproductive health decision-making, or any other characteristic protected by federal, state, or local laws. For a complete copy of Santa Clara University's equal opportunity and nondiscrimination policies, please visit the Office of Equal Opportunity and Title IX website at https://www.scu.edu/title-ix/.

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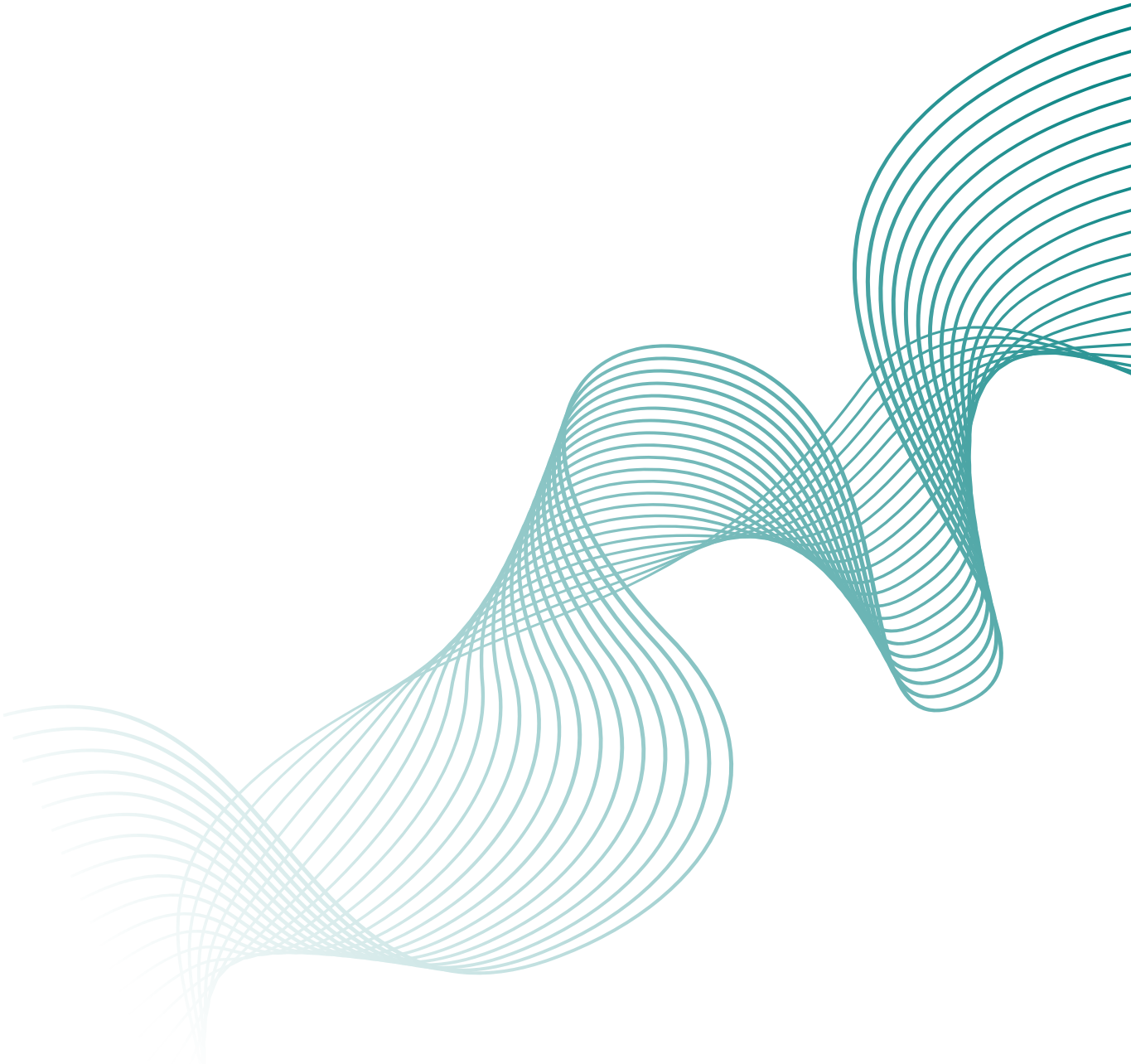

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