

Position and Candidate Specification



Duke Cancer Institute

Executive Director, Cancer Center

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About the Organization

DUKE UNIVERSITY

[Duke University](#) is a member of the Association of American Universities, and one of the most prestigious higher education institutions in the country, with ten nationally prominent schools, including the Fuqua School of Business, the Sanford School of Public Policy, the Pratt School of Engineering, the Nicholas School of the Environment, the Trinity College of Arts & Sciences, the Law School, the Divinity School, the Graduate School, and the Schools of Medicine and Nursing.

Duke's home campus encompasses three contiguous campuses in Durham as well as a Marine Lab in Beaufort, North Carolina. Duke also is active internationally through the Duke-NUS Graduate Medical School in Singapore, Duke Kunshan University in China, and over 300 research and education programs across the globe.

When the Schools of Medicine, Nursing and Duke University Hospital were established in 1925, the Duke Health System was born. Though it is the youngest of the nation's leading medical enterprises, the component entities of [Duke Health](#) have grown into one of the country's largest clinical and biomedical research institutions. Duke Health encompasses a health system that spans 32 counties in North Carolina and includes areas in neighboring states. Duke Health conceptually integrates the Duke University School of Medicine, Duke-NUS Medical School, Duke University School of Nursing, Duke Health Integrated Practice (DHIP), and the Duke University Health System, and incorporates the health research programs within the Duke Global Health Institute as well as those in schools and centers across Duke University, including the Duke Robert J. Margolis Center for Health Policy.

DUKE UNIVERSITY SCHOOL OF MEDICINE

[Duke University School of Medicine](#), takes pride in being an inclusive community of outstanding learners, investigators, clinicians, and staff where interdisciplinary collaboration is embraced and great ideas accelerate translation of fundamental scientific discoveries to improve human health locally and around the globe. The School is composed of more than 2,600 faculty physicians and researchers, nearly 2,000 students, and more than 6,200 staff.

The School is led by [Dean Mary E. Klotman, M.D.](#) who also serves as Executive Vice President for Health Affairs for Duke University and Chief Academic Officer for [Duke Health](#). The School features [26 clinical and basic science departments](#). There is a strong emphasis on research to improve clinical outcomes and a culture of collaboration between researchers, departments, and schools within the university, which has resulted in the formation of many [centers and institutes](#), including the [Duke Clinical Research Institute](#), the world's largest academic clinical research organization.

The School offers a variety of [health professions](#) and graduate degree programs. These include the [Doctor of Medicine](#) program, recognized nationally for its unique patient-centered curriculum; the nation's first [Physician Assistant](#) program; 16 [biomedical PhD programs](#); an innovative [Master of Biomedical Sciences](#), and numerous

other master's degree programs. The School is also home to the [Medical Scientist Training](#) program which allows students to combine an MD degree with a PhD in the biomedical sciences in partnership with [The Graduate School](#). Duke's [Graduate Medical Education](#) program includes more than 160 residency and fellowship programs and more than 1,000 trainees. In fiscal year 2024, *The Blue Ridge Institute for Medical Research* ranked Duke University School of Medicine #13 in the nation in National Institutes of Health (NIH) funding for all grants and contracts, including R&D.

The combined efforts of the School's basic and clinical faculty members in departments, centers, and institutes make Duke one of the largest biomedical research enterprises in the country with **\$1 billion in sponsored research expenditures annually**.

DUKE UNIVERSITY HEALTH SYSTEM

The Duke University Health System encompasses Duke University Hospital, Duke Regional Hospital, Duke Raleigh Hospital, a campus of Duke University Hospital, Duke Health Integrated Practice, Duke Primary Care, Duke Home Care and Hospice, Duke Health and Wellness, and multiple other affiliations.

- Duke is the largest employer in Durham County and the second-largest private employer in North Carolina.
- Duke University Health System has over 26,000 full-time employees. The Duke University Hospital has more than 11,000 full-time employees.
- In April 2022, physician members voted to endorse a motion to co-create a new physician practice, known as Duke Health Integrated Practice ([DHIP](#)) within Duke University Health System. DHIP, one of the nation's first and largest academic multi-specialty group practices, encompasses 1,900 physicians, 2,300 advance practice providers, nurses, clinic, and administrative staff, 110 primary care and specialty clinics with more than 2 million patient visits.

Networks and Affiliates

Duke Network Services supports a wide range of community-based specialties and hospital affiliations by linking them with the renowned expertise of Duke Health through innovative programs that promote evidence-based medicine, improve community health, and facilitate access to research. Duke Health is dedicated to strengthening hospitals in the communities they serve. Duke Network Services has more than 25 years of experience in 44 community-based specialties and hospital affiliations across the region and nation.

Duke LifePoint Healthcare is a joint venture between DUHS and LifePoint Health, a leading healthcare company dedicated to making communities healthier. DUHS joined forces with LifePoint as they share an interest in collaborating with hospitals, healthcare providers, and patients to bring high-quality, innovative healthcare services to communities. Duke LifePoint combines Duke's unparalleled expertise in clinical excellence, quality care, and patient safety with LifePoint's extensive resources, knowledge, and experience in hospital operations.

Duke Network Services also oversees a range of specialty affiliation options designed to enhance clinical offerings, clinical research participation, and educational opportunities in community-based hospitals to keep care local. Affiliation programs are tailored to meet hospitals' unique needs and goals—and are developed after a collaborative assessment and planning process.

New Initiatives

Duke Health Cary

Duke Health Cary (DHC) is a medical complex located on 84 acres in Cary, the fastest growing area in all of North Carolina. Located 22 miles south of Duke University Hospital, it presently has the first of two outpatient centers and will soon break ground on a 100-bed hospital and cancer center that is slated to open in 2029.

Lake Norman

In December 2024, Duke Health signed an agreement to acquire Lake Norman Regional Medical Center and its related businesses, from subsidiaries of Community Health Systems Inc., a for-profit health system based in Franklin, TN. The deal, worth \$280 million, is expected to close in the first quarter of 2025. The acquisition of the 123-bed, acute-care hospital represents a significant expansion of Duke Health's clinical services outside of the greater Triangle area.

Novant Health Partnership

In March 2025, Duke Health and Charlotte, N.C.-based Novant Health shared plans to partner and build new campuses across the state to expand care. Under the partnership, clinicians from both systems will offer services in new locations to increase primary care and advanced specialty treatment access. The partnership also aims to reduce wait times, create more appointment availability and increase virtual access to specialists. Duke Health and Novant Health aim to kick off construction for their first sites this summer and fall, with around 18 months of construction expected for each site.

North Carolina Children's (NCC)

In January, 2025 it was announced that Duke Health and UNC Health are uniting to create a new children's health system in North Carolina, featuring the state's only freestanding hospital dedicated to caring for kids. Plans for NC Children's feature a 500-bed hospital along with an ambulatory surgical center, medical office building, and behavioral health hospital. The campus will include play areas and rehabilitation facilities, translational research capabilities with a dedicated innovation/collaboration zone, and is expected to break ground in 2027.

There will be cancer care, in some form, at all the new initiatives for Duke Health.

DUKE CANCER INSTITUTE

The Duke Comprehensive Cancer Center was founded as a matrix center within the Duke University School of Medicine in 1972 under the leadership of William Shingleton, MD, and has since been continuously recognized as an NCI-designated Comprehensive Cancer Center. Over the past four decades, Duke's unwavering commitment to excellence in education, research and cancer care has benefited patients. Today, Duke Cancer Institute has become a collaborative powerhouse—at the center of a world-renowned university and medical center.

The Duke Cancer Institute (DCI) was formally launched in 2010 as a single entity that brings cancer care and research even closer together. By uniting hundreds of cancer physicians, researchers, educators, and staff across the medical center, medical school, and health system under a shared administrative structure, the DCI has enabled unprecedented opportunities for teamwork among scientists in the labs and caregivers in hospitals and clinics. DCI has a robust research agenda from early discovery science to a broad clinical trials portfolio.

Members of DCI interact with investigators across the school of medicine and university to advance cancer research. DCI's vision is to accelerate research advances related to cancer and improve Duke's ability to translate these discoveries into the most advanced cancer care for patients. DCI is one of the premier cancer centers in the U.S. and the #1 cancer center in North Carolina, according to [U.S. News & World Report](#). As an [NCI-designated comprehensive cancer center](#), the Duke Cancer Institute has only a level of cancer expertise found in the top 4% of U.S. centers.

Community Oncology Program

Wake County: The Duke Cancer Institute Community Oncology program in Wake County is designed to serve the local needs of patients by bringing Duke quality cancer care closer to home. Medical oncologists specialize in multiple cancer disease-group areas, including breast, lung, head and neck, GI, GU, GYN Onc, endocrine surgery, melanoma, and hematologic malignancies. Locations include Duke Cancer Center Raleigh; Duke Women's Cancer Care at Raleigh; and Duke Cancer Center Cary, North Carolina. There were close to 2,000 analytic cases in 2022, and DCI offers four linear accelerators (LINACs) at Wake County locations.

North Durham: Duke Cancer Center North Durham provides medical oncology, breast surgical oncology, colorectal surgical oncology, radiation oncology, and chemotherapy infusion services for patients in one convenient North Durham County location. North Durham also has a LINAC and six infusion chairs.

Duke Cancer Network

The Duke Cancer Network collaborates with organizations to bring excellent cancer care to their communities. There are currently 12 Duke Cancer Network Affiliates from Michigan to Florida. Affiliations are tailored to meet the needs of each program and begin with an initial cancer program assessment, with a report of customized findings and programmatic recommendations. The spectrum of service and affiliation models includes:

- Clinical Research and Education Affiliations: The Duke Cancer Network team conducts regulatory and clinical research audits and supports policy development, access to Duke investigator-initiated and cooperative group trials, faculty presentations, tumor board, and CME/CE programming.
- Cancer Program Affiliations: Duke Cancer Network works with our cancer affiliates on program development and enhancement by defining best practices while improving quality.
- Clinical Affiliations: For regionally based hospitals, clinical affiliations may be an option, including all of the services of our cancer program affiliation in addition to Duke physician coverage for affiliated oncology services.

KEY DUKE CANCER INSTITUTE FACTS

DCI is organized by 11 disease programs and an experimental therapeutics (Phase I) program. Leaders within the programs collaborate to promote and advance cancer patients' diagnosis, treatment and continuing care. They include:

- Brain and Spinal Cord Tumors
- Breast Cancer
- Endocrine Neoplasia
- Gastrointestinal Cancer
- Gynecologic Cancer
- Hematologic Cancer
- Head and Neck Cancer
- Thoracic Cancer

- Melanoma
- Genitourinary Cancer
- Sarcoma
- Experimental Therapeutics (Phase I)

Patient Population

DCI sees around 40,000 new cancer patients each year. Most DCI patients are from Durham, Wake, and Orange counties in North Carolina. The DCI catchment area includes 67 counties in North Carolina, 31 in Virginia, and 6 in South Carolina. About 15 to 25% of patients live further than 200 miles from Durham, NC.

DCI's diverse patient population includes:

- 62% non-Hispanic White
- 24% Non-Hispanic Black
- 8% Hispanic
- 2% Asian
- 2% Other
- 1% Native

Social Determinants of Health

- 25% are families with an annual household income of less than \$25,000.
- 16% have less than a 12th-grade education.
- 22% live in rural areas.
- 78% live in urban areas.

ACADEMIC HIGHLIGHTS AND PARTNERSHIPS

The DCI faculty comprise an exceptional group of outstanding laboratory and clinical investigators, including two Nobel Laureates, nine National Academy of Sciences, nine National Academy of Medicine members, and numerous ASCI, AAP, AAA&S, and AAAS members. With more than 400 researchers and physicians, DCI includes clinical and research partnerships in India, Tanzania, China, Singapore, and across the United States. It receives over \$115 million annually in cancer research funding from various sources.

Duke Health and the Duke School of Medicine have continued their strong commitment to the DCI, with generous financial support for DCI operational and programmatic activities and allocation of new laboratory research space that was instrumental in recruiting several high-impact, nationally renowned cancer scientists.

CULTURE

Mission: We discover, develop, and deliver the future of cancer care now.

Vision: At Duke Cancer Institute, we capitalize on our critical mass of talent, game-changing science, and integrated patient care. In collaboration with our patients, their loved ones, and forward-looking supporters, we WILL change the rules on cancer. We will set a bar for what is possible—a way to end the life-robbing status quo. A way to win the battle against cancer.

Position Summary

Duke Cancer Institute

The Duke University School of Medicine and Duke University Health System seek a leading physician-scientist to guide Duke Cancer Institute's (DCI) ongoing evolution as one of the nation's leading cancer enterprises. Building on its strong legacy, this strategic and dynamic leader will provide leadership over DCI's future direction in all aspects of the clinical, research, and academic missions. This pivotal role requires an innovative and growth-oriented physician-scientist with a profound understanding and passion for advancing cancer care, prevention, treatment, and cancer survivorship through education, research, and patient care.

The Executive Director is also responsible for fostering greater impact and alignment for the entire cancer program and Duke's broader health enterprise through collaboration with Duke University's School of Medicine and Duke University's Health System executive leadership, faculty, staff, and other University leaders. This leader will also engage externally and recognize the value of strategic partnerships with industry and other healthcare providers in advancing DCI's eminence and growth. This position reports directly to and is strategically aligned with the Executive Vice President for Health Affairs/School of Medicine Dean and the Chief Executive Officer of the Duke University Health System.

KEY RELATIONSHIPS

Reports to Mary E. Klotman, M.D., Dean, Duke University School of Medicine
and Executive Vice President for Health Affairs, Duke University
Craig Albanese, M.D., CEO, Duke University Health System

Direct reports DCI Deputy Director
DCI Associate Directors
Co-Chairs, Scientific Review Committee
Director of Surgical Sciences
Chair, Department of Radiation Oncology
DCI Surgeon-in-Chief
Chief, Pediatric Hematology-Oncology
DCI Chief Data Officer
DCI Chief Medical officer

Other key relationships Duke Cancer Institute Shared Resource Oversight Committee
Duke Cancer Institute Executive Committee
Duke University School of Medicine and Health System Leadership

KEY RESPONSIBILITIES

- Execute a comprehensive strategic plan for the Duke Cancer Institute, fully aligned with Duke University Health System's and School of Medicine's strategic plans and priorities for clinical care and research, including resource prioritization and allocation decisions, recruitment and retention of faculty and staff, and collaborative relationships with external faculty and leaders.
- Work with relevant departmental chairs and center/institute directors to align strategy in cancer across missions.

- Enhance the interface between the clinical- and research-related activities across the enterprise, foster the development of translational research and focus on the recruitment of innovative translational physician scientists.
- Work with School of Medicine leadership to align operational teams related to research administration and other centralized services with the School's organizational framework for all units.
- Ensure patient-centric approaches and the highest quality and safety standards in clinical care.
- Lead a culture of innovation, collaboration, and continuous improvement to advance cancer patient care in full alignment with the University's teaching, research, and service missions.
- Oversee the fiscal health of DCI, including budget development, resource allocation, financial stability, and alignment between the clinical and academic missions of the cancer program.
- Explore and secure funding opportunities through philanthropy, partnerships, and grants.
- Facilitate the growth and enhancement of cutting-edge cancer programs.
- Identify and pursue opportunities for increased collaboration across the University, with a focus on development of disease-based cancer research programs.
- Serve as the representative of DCI with key external stakeholders, including NCI, ASCO, and other relevant external organizations
- Ability to serve as Principal Investigator on the Comprehensive Cancer Center Support Grant (CCSG) and address any issues identified from the renewal process.
- Ensure compliance with legal and regulatory requirements, other licensure and accreditation standards, and industry best practices.

DESIRED OUTCOMES

- Building on its strong legacy, propel the Duke Cancer Institute to the next level of eminence and comprehensive impact across all mission areas, increasing DCI's brand identity regionally, nationally, and internationally as one of the nation's most outstanding cancer programs by any leading metric.
- Preserve and enhance DCI's status as a leader in the community for providing world-class care with unparalleled patient care quality, safety, and experience.
- Elevate the national and international reputation of DCI's cancer programs through facilitating greater faculty engagement, leadership, and recognition in key national organizations such as the National Institutes of Health/National Cancer Institute, the National Academy of Medicine, American Association for Cancer Research, American Society of Clinical Oncology, and the American Society for Clinical Investigation.
- Significantly improve patient access through continued ambulatory and population health program expansion and key strategic partnerships.
- Fully leverage the breadth and depth of resources and relationships across the Duke Health enterprise and the broader University to improve health locally, regionally, nationally, and internationally through innovation in education, research, and patient care.

IDEAL EXPERIENCE

Senior leader in academic medicine

Previous successful senior leadership role in an NCI-designated comprehensive cancer center. Strong understanding of cancer care, healthcare operations, and academic medicine in a highly matrixed, multidisciplinary, and interprofessional environment.

Expanding and fostering strong clinical programs

Experience in developing, growing, and managing complex clinical programs focused on access, high quality, and outstanding patient satisfaction.

Faculty and physician development

Demonstrated excellence in attracting, recruiting, and developing world-class physician-scientists focused on providing unparalleled cancer care for patients and families, achieving greater scientific impact and success in competing for and receiving large programmatic grants and other extramural funding.

Experience with external relations

Proven success in engaging as a leader in the community and championing philanthropic objectives, policy priorities, and community engagement goals.

Demonstrated business knowledge

Demonstrated managerial and business acumen, including the ability to successfully oversee budgetary responsibilities, create and motivate effective senior leadership teams, and provide guidance and direction to achieve strategic goals.

Academic credibility

A personal track record of independent, peer-reviewed, external funding and scientific excellence that meets the academic accomplishments required to be appointed to full Professor at Duke; M.D., M.D./Ph.D., D.O., and appropriate board certification required, with additional degrees, certification, or licensure desirable; eligibility for a license to practice medicine in North Carolina.

CRITICAL LEADERSHIP CAPABILITIES

Leading People

- Provides vision, leadership, and management for DCI, retaining, attracting, and developing leaders, faculty, and staff, and setting clear expectations for faculty contributions.
- Motivates individual team members, empowering them to innovate, initiate projects or strategic objectives independently, and take ownership of roles based on unique strengths and abilities.
- Partners with internal and external stakeholders while navigating highly matrixed organizations to develop, inspire, communicate, and operationalize a shared vision.

- Fosters a culture of innovation, collaboration, and continuous improvement to advance cancer patient care, education, and research.

Acting Strategically

- Inspires and unites the team while aligning people, programs, and processes to drive the execution of a transformational agenda, growing the scale and level of excellence across the cancer program in collaboration with other internal and external partners.
- Demonstrates excellence in retaining, attracting, recruiting, and developing world-class faculty and staff talent, team building, vision and strategy-setting, and executing multifaceted decisions.
- Stays abreast of major changes in the rapidly evolving healthcare arena and develops innovative solutions to stay ahead of local, regional, and national competitors.

Driving Results

- Restructures or re-engineers the cancer care delivery to ensure a measurable and positive impact on patients and their families.
- Promotes a culture of accountability and sets benchmarks independent of and beyond the current organizational best practices.
- Identifies ways to transform clinical practice and create greater synergies between the clinical and academic missions throughout the cancer program and the health enterprise.
- Creates best-in-class programs and solutions and drives their successful execution across the cancer program.

OTHER PERSONAL CHARACTERISTICS

- A passion and commitment to the mission and vision of the DCI with a strong dedication to being an institutional leader across Duke Health.
- A strong entrepreneurial spirit and interest in building organizations and new models for care delivery.
- Upholds the highest standards of ethical conduct, fostering a culture of integrity, accountability, and ethical decision-making throughout the organization.
- An aptitude for fundraising and philanthropic pursuits. The ability to articulate a mission and vision in a compelling manner in order to optimize relationships with potential donors and the broader community.
- Exhibits strong political savvy, emotional intelligence, authenticity, and the ability to communicate effectively and transparently.
- Exemplifies a collaborative and inclusive leadership style
- Is adaptable and forward-thinking in the rapidly evolving field of oncology
- Exhibits resilience in the face of challenges and demonstrates the ability to adapt.
- Maintains a deep commitment to patient-centered care, ensuring that all strategies and initiatives prioritize the well-being and experience of cancer patients.

FOR CANDIDATES

Mark Furman, M.D., Matthew Robbins, Alexis Stiles, and Sanna Bryant of Spencer Stuart are assisting in this recruitment. Inquiries, nominations, and applications are invited and should be submitted to sbryant@spencerstuart.com. Review of applications will begin immediately and will continue until the position is filled, although indication of interest is encouraged by May 15, 2025 for full consideration.

FOR YOUR CONVENIENCE: CONTACT INFORMATION “TEAR OFF” SHEET

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