

Position and Candidate Specification



Morgridge Institute for Research

Chief Executive Officer

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April 2026

The **Morgridge Institute** is a private non-profit interdisciplinary biomedical research institute that is closely affiliated with and located in the midst of the University of Wisconsin-Madison. Morgridge's independent status creates synergy between a world-class public research university and a nimble private research institute that encourages flexibility and advisable risk in pursuing new knowledge.

Morgridge is committed to curiosity-driven fundamental research because this type of research most dependably yields important, unexpected discoveries that bring benefit to the society that supports scientific research. As such, Morgridge's investigators are committed to the highest ideals of science, to engaging constructively with the public, and to training the next generation of scientists who will carry these ideals with them. As an institution, Morgridge eschews measures of scale as measures of quality; rather, outstanding scientists are recruited and supported in a manner that encourages rigorous research and yields trustworthy findings. Morgridge takes its **mission, vision, and values** seriously and are guided by them:

MISSION:

- Improve human health through innovative, interdisciplinary biomedical discoveries, and spark scientific curiosity and serve society through translational outcomes, in partnership with the University of Wisconsin-Madison.

VISION:

- We recognize that a **fundamental understanding of biology will drive the next big advances** in human health.
- We take a **long view of research** to address and answer some of the biggest and most far-reaching challenges in biomedicine, with an **eye for unforeseeable solutions**.
- We believe **society is strengthened by science**, and our unique outreach, education, and ethics programs spark public curiosity and passion for discovery.

CORE VALUES:

- **Curiosity:** We embrace and encourage bold questions. We conduct fearless science and follow the results where they take us.
- **Collaboration:** We can't do this alone. We partner with the University of Wisconsin-Madison to achieve the greatest outcomes.
- **Integrity:** We pursue our mission with rigor, discipline, and honesty. We treat everyone with dignity and respect and are committed to equality.
- **Inspiration:** We believe society is strengthened by science. We connect with communities to spark imagination.

Morgridge Investigators have faculty appointments at the [University of Wisconsin–Madison](#), and work in close partnership with the [Wisconsin Alumni Research Foundation](#) (WARF). To learn more, visit: morgridge.org.

The Chief Executive Officer (CEO) serves as the key executive leader and external representative of the Morgridge Institute, providing overall organizational and scientific leadership to establish, implement, and execute the Morgridge’s vision, mission, and strategic goals. Working closely with the Board of Trustees and Morgridge Investigators, the CEO will develop and support strategies, strengthen an atmosphere of synergy among Morgridge investigators, and advance collaborations between Morgridge investigators and other scientists on the UW-Madison campus, in addition to deepening existing partnerships with UW-Madison and WARF based on a shared destiny. Further, the CEO holds responsibility for building the Morgridge Institute endowment and funding ongoing research and operations through private philanthropy, government and foundation grants, and technology transfer activities in ways consistent with the Morgridge’s mission, vision, and values.

KEY RELATIONSHIPS

Reports to [Board of Directors](#)

Direct reports Morgridge Investigators
Chief Operation and Financial Officer
Chief Development Officer
Chief Communication and Engagement Officer

Other key relationships Scientific Advisory Board
Chancellor, Provost, Deans, and other key [University of Wisconsin-Madison leaders](#)
Wisconsin Alumni Research Foundation ([WARF](#))

OPPORTUNITIES AND EXPECTATIONS

- Serve as **chief strategist** for carrying out the mission of the Morgridge, leading plans for future development and growth, ensuring that the strategies align with the mission, vision, and values of the Institute, and are focused on long-term vision.
- **Strengthen trust and commitment to the scientific process** as cornerstones of a diverse, high-performing, innovative and entrepreneurial workforce, and pipeline of talent, setting clear goals, communicate expectations, and engage and motivate employees.
- **Expand the Morgridge’s presence and visibility as a leading scientific institution** while maintaining an unshakeable commitment to excellence and quality, serving as a dynamic storyteller to communicate the compelling and impactful work of Morgridge Investigators to a broad range of audiences.

- Foster a **spirit of community and collaboration** throughout the organization, creating an environment in which all grow and thrive and strengthening a culture that supports and reflects the mission, vision, and values of the Morgridge.
- **Capitalize on the Institute's private status** within the environment of a large public research university to work collaboratively with the University of Wisconsin and WARF leadership to ensure smooth coordination of strategic activities.
- **Manage external relations efficiently and effectively with the University of Wisconsin-Madison, WARF, and the wider community** to facilitate support and collaboration for its scientific and research activities, and its public engagement and education activities, effectively representing the Institutes to professional organizations, governmental agencies, other research facilities, and the public.
- Advance **strong, mutually beneficial collaborations and interdisciplinary programs and initiatives within the University of Wisconsin-Madison scientific community**, working to catalyze and execute innovative ideas across campus, as well as initiating, establishing, developing, and managing collaborative relationships with key academic, industry, and governmental partners.
- **Transparently communicate strategies to all stakeholders** in a manner that increases understanding of the Morgridge's priorities and aspirations relative to their connection to the Institute's mission.
- **Develop and fully leverage a strong, effective Scientific Advisory Board**, ensuring an environment supportive of engagement with the SAB and investigators and responsiveness to their recommendations by both the CEO and the Board.
- **Build and sustain the Morgridge Institute endowment**, supporting development efforts, fundraising activities, and donor relations.
- Oversee the **overall financial and operational management and results of the Morgridge** to achieve long-term sustainability of its vision, working to enable the accomplishment of financial and operational objectives of the organization, and analyzing results relative to established objectives.

IDEAL EXPERIENCE

Strong candidates will possess many of the following experiences and characteristics:

- A history of excellence in leading a research-based organization or unit in academia or industry, preferably in an independent research institute, health system, academic, or government setting, with strong collaborative system experience.
- A demonstrated record of scientific standing and research success, with an earned Ph.D., M.D., or other advanced degree in biology, chemistry, medicine, engineering, genetics, bioinformatics, or another related scientific field.
- Broad intellectual curiosity and scientific vision, with the ability to lead cross-functional teams and build scientific collaborations.
- Demonstrated experience leading the development and implementation of organizational strategies that align with and advance an institution's mission and values.
- Experience in growing and developing infrastructure to facilitate an innovative, high-functioning, and interdisciplinary research organization.
- The capacity to serve as a compelling and engaging external representative to a range of audiences, including potential donors. Prior experience and success as a fundraiser is preferred.
- An understanding of the dynamics of partnering with a high-performing board of trustees and/or experience engaging with a scientific advisory board.
- Knowledge and experience interfacing with federal funding agencies, including the National Institutes of Health and National Science Foundation, is preferred.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Leadership

- Demonstrated ability to establish strategic goals and objectives that support the Institute's mission and to direct and organize program activities.
- An understanding of, and commitment to, the mission, vision, and values of the Morgridge Institute for Research, consistent with that of the Board of Trustees. Understanding of the role of governance and experience with Board service.
- Highly mission-driven, with the ability to represent the organization's best interests at all times with unquestioned integrity and loyalty to the organization and its mission.

Collaborating and Influencing

- Excellent interpersonal skills with a variety of personnel, with the ability to interact with tact, diplomacy, and flexibility, to effectively navigate ambiguity and uncertainty, and to apprehend and negotiate across cultural differences associated with different academic disciplines and organizational sectors.

- The capacity to form and sustain strong, mutually beneficial collaborations within academia and industry.
- Demonstrated ability to communicate and execute vision both within an academic research environment as well as with public audiences, the capacity to dynamically communicate the Morgridge's mission, vision, and values to potential donors, key partners, and the broader scientific community.

Building Talent

- The ability to lead, motivate, and mentor high-performing teams, with a demonstrated record of identifying and developing exceptional scientific and administrative or operational talent.
- An informed perspective on how to establish a robust set of scientific goals and outcomes for the Morgridge that align with the Institute's mission and values and its commitment to supporting long-horizon, curiosity-driven research.
- The capacity and standing to establish and embody high standards that promote a strong team environment, fostering the growth of other leaders at the Institute, and demonstrating respect and recognition for every person's contribution.

THE SEARCH PROCESS

The Morgridge Institute has retained Spencer Stuart, a global executive search and leadership advisory firm, to support the search for its next CEO. The Search Committee is eager to receive input that will help it build a pool of talented individuals to consider for this important leadership opportunity. To that end, comments, inquiries, applications, and nominations may be submitted via the confidential search mailbox:

MorgridgeCEO@SpencerStuart.com.