

Search for the Vice Dean for Faculty Affairs and Development
Keck School of Medicine
University of Southern California
Los Angeles, California

The Keck School of Medicine (KSOM) at the University of Southern California (USC) seeks a Vice Dean for Faculty Affairs and Development (Vice Dean). A key member of the KSOM leadership team, the Vice Dean will join a top-tier medical school with a legacy of educational innovation and community-focused healthcare at a time of great excitement, new and innovative leadership, and forward momentum. The Vice Dean will function as the primary liaison between KSOM and the faculty, fortifying a robust infrastructure of support and engagement.

KSOM has built a legacy at the forefront of innovation in academic medicine and community service that continues to this day. KSOM holds academic affiliations with two Los Angeles-based hospitals: Los Angeles County + USC Medical Center (LAC+USC) and Children's Hospital Los Angeles (CHLA). KSOM is part of an integrated academic health system that includes Keck Medicine of USC as well as partnerships with USC health sciences schools of pharmacy, social work, dentistry, and gerontology. Keck Medicine owns and operates the Keck Medical Center of USC, which includes two acute care hospitals: Keck Hospital of USC and USC Norris Comprehensive Cancer Hospital. Both hospitals are staffed by more than 500 physicians who are faculty at KSOM. Keck Medicine includes the ownership of two community hospitals, USC Verdugo Hills Hospital and USC Arcadia Hospital, and more than 40 outpatient locations.

KSOM is home to 2,079 full-time faculty, as well as 269 part-time faculty; 2,080 voluntary faculty physicians; 1,006 resident and fellow physicians at Keck and LAC+USC Medical Center, and an additional 260 residents and fellows at CHLA; 2,329 staff; and 3,006 students, including MD, PhD, MD/PhD, master's, undergraduate, certificate, and part-time students. In addition to the MD program, whose innovative curriculum integrates clinical study with basic science and issues of health justice, and close work with faculty mentors, KSOM offers 30 graduate programs – MD/PhD, PhD, master's, and certificates – in which students work on the world's most pressing health and biomedical problems. The School also offers postdoctoral training programs, a number of professional degree programs, two undergraduate degree programs, and opportunities for continued medical education. U.S. News and World Report ranks KSOM 28th in research, and in the top 50 for the most diverse medical schools in the country.

Under the leadership of the new Dean, Dr. Carolyn Meltzer, the Vice Dean will have the unique opportunity to craft and build a world-class faculty affairs unit, identifying resources and priorities for faculty development opportunities, promoting wellness and belonging, and investing in retention and advancement efforts. The Vice Dean will be a member of the Dean's Executive Council. As KSOM continues to dramatically grow its research and clinical functions over the next several years, the Vice Dean will play a critical role in ensuring the faculty are equipped to thrive and share in the success of these expansion efforts. The Vice Dean will leverage USC's extraordinary strengths, entrepreneurial spirit, and unparalleled location in Los Angeles to help establish KSOM as the premiere destination for professional growth and advancement for medical faculty.

To achieve these goals, the Vice Dean must be a collaborative, highly empathetic leader of great integrity, have a proven track-record around diversity, equity, inclusion initiatives, and demonstrate the ability to create a sense of shared purpose and community within KSOM. The Vice Dean must also be a visionary institutional thinker who can strategically articulate and align the operational and developmental missions with those of the broader Keck Medicine and USC goals. In doing so, the Vice Dean will address a number of key opportunities and challenges:

- Craft and execute an inclusive strategic vision and direction for faculty affairs;
- Lead a coordinated operational effort codifying faculty affairs' best practices within KSOM and beyond;
- Build and guide a high performing, transparent, and innovative faculty affairs unit;
- Foster a culture of growth and advancement through high-impact programming and structures;
- Champion and advocate for equity, diversity, inclusion, and belonging;
- Develop proactive resources for faculty development and wellness; and
- Develop and oversee robust faculty recognition, onboarding, and mentorship/sponsorship programs.

USC has retained the Isaacson, Miller, a national executive search firm, to assist in this search. Screening of complete applications will begin immediately and continue until the completion of the search process; for best consideration, please apply by **December 3, 2022**. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://apptrkr.com/3482027>. Electronic submission of materials is required.

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USC is an equal-opportunity educator and employer, proudly pluralistic and firmly committed to providing equal opportunity for outstanding persons of every race, gender, creed and background. The university particularly encourages members of underrepresented groups, veterans and individuals with disabilities to apply. USC will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. Further information is available by contacting uschr@usc.edu.
