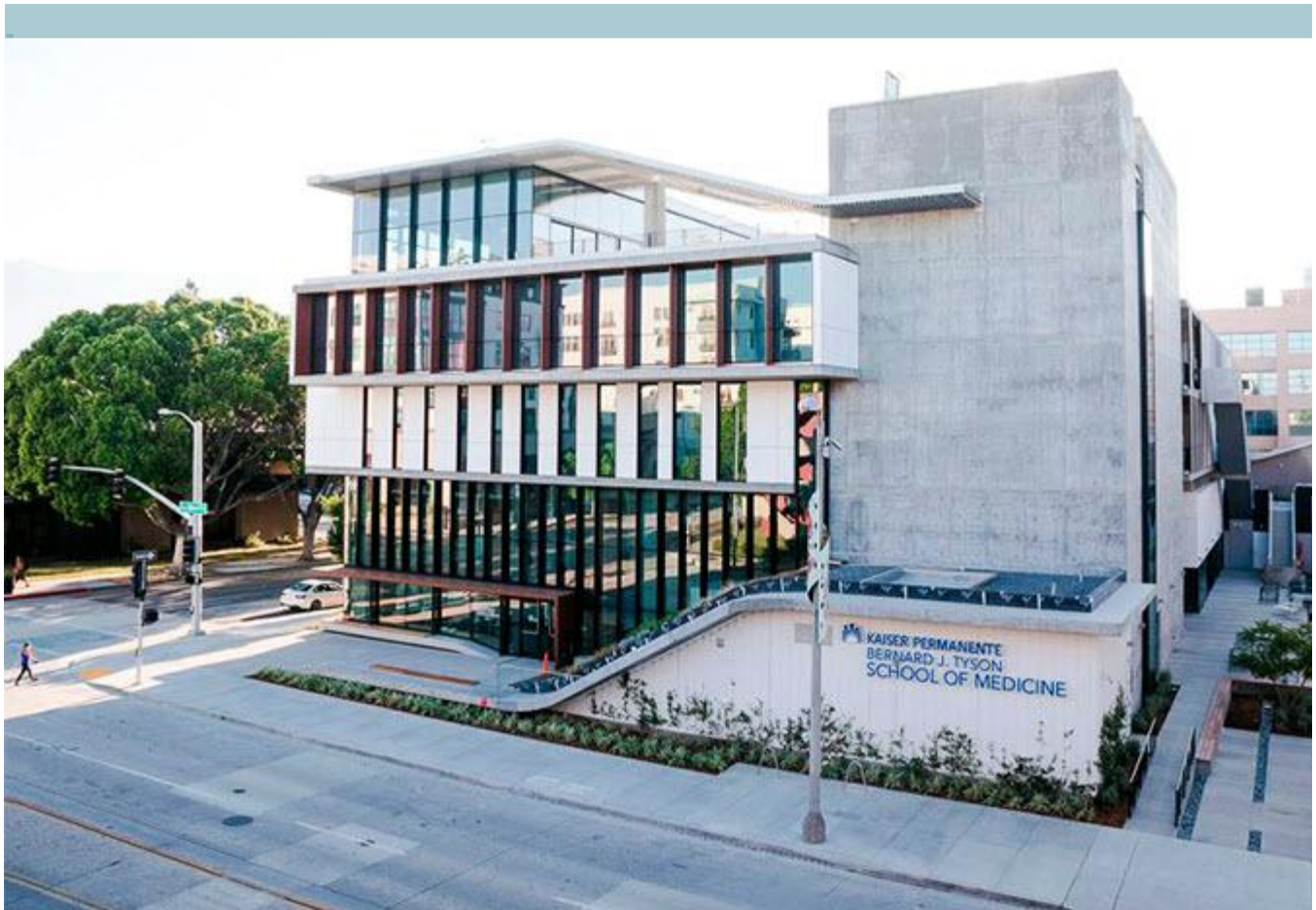


Chief Accreditation and Strategy Officer

Leadership Profile

August 2026

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The Opportunity

The Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM) seeks a creative, innovative, and purpose-driven leader with extensive academic experience to serve as the inaugural Chief Accreditation and Strategy Officer (CASO). The CASO will lead accreditation and strategic planning and oversee the use of data to drive institutional effectiveness and continuous quality improvement, advancing the mission of and supporting the long-term success of Kaiser Permanente Bernard J. Tyson School of Medicine.

KPSOM is named after Bernard J. Tyson, the late Chairman and CEO of Kaiser Permanente (KP), and represents a significant long-term investment in workforce development, health equity, and community impact by the organization. The school welcomed its inaugural class of 50 students in 2020 and achieved full accreditation from the Liaison Committee on Medical Education (LCME) in 2024, a key milestone affirming its academic rigor and program quality.

KPSOM is an innovative, mission-driven medical school that blends academic excellence with real-world system integration. With its small class size, tuition support, early clinical immersion, and focus on health systems science, the School of Medicine is designed to produce clinicians who are not only skilled providers, but also leaders in transforming healthcare delivery.

Reporting to the Dean and CEO, the CASO will partner with school leadership and key constituents at KP in the implementation of the recently developed 2026-2030 strategic plan and further the school's focus on alignment, operational maturity, and sustained growth. The CASO will play a central role in strengthening accreditation readiness, advancing institutional effectiveness, and supporting enterprise-wide strategic priorities. This individual will be responsible for strategic planning, institutional effectiveness, accreditation, artificial intelligence strategy, data-informed decision support, continuous quality improvement (CQI), and special projects for the Dean's Office.

In addition, the CASO oversees the school's accreditation activities, ensuring compliance with standards and managing the preparation and submission of accreditation requirements for the LCME, the California Bureau for Private Postsecondary Education (BPPE), and the WASC Senior College and University Commission (WSCUC).

The CASO will be a seasoned accreditation leader and strategic thinker who combines LCME expertise, institutional effectiveness skills, health system literacy, and executive presence. They must be able to operationalize strategy, manage complex governance, and build trust both across the School of Medicine and Kaiser Permanente.

The ideal candidate will hold a graduate degree (master's degree or higher) in business, strategy, public policy, academic leadership, medicine, or a related field, with progressive experience in strategy, accreditation, quality improvement, or operational leadership within academic or healthcare environments. They will bring a proven track record of leading strategic planning initiatives, managing accreditation processes, driving quality improvement efforts, and overseeing cross-functional teams. The successful candidate will possess strong analytical, project management, and change leadership skills. Exceptional communication and relationship-building abilities are essential, including experience presenting to leadership and collaborating effectively across diverse stakeholder groups. A doctoral degree and experience in health professions education are preferred.

This is an outstanding opportunity to join the largest nonprofit health system and private integrated healthcare organization in the United States. This individual will ensure that accreditation standards are met, lead institutional effectiveness, and serve as the Dean's strategic partner in shaping the school's next era of growth.

Organization Overview

Kaiser Permanente Bernard J. Tyson School of Medicine

The Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM), located in Pasadena, California, and fully integrated within the Kaiser Permanente healthcare system, exemplifies a unique model of medical education. Established in 2020, the school was created to train physicians in 21st-century medicine with a strong emphasis on patient-centered care, population health, health equity, and systems-based practice.

The School of Medicine reflects Kaiser Permanente's broader philosophy of integrated, value-based care, aligning clinical education with real-world delivery system operations. Its founding vision is to modernize physician training by preparing graduates not only as clinicians, but also as leaders in healthcare transformation, capable of improving quality, access, and affordability at scale.

KPSOM offers a four-year M.D. program built around a highly innovative and integrated curriculum known as the INSPIRE framework—which stands for Integration, Nurturance, Scholarship, Population Health, Innovation, Resilience, and Equity.

The curriculum is structured around three core domains:

- [Biomedical Science](#): foundational scientific knowledge
- [Clinical Science](#): patient care, diagnosis, and treatment
- [Health Systems Science](#): care delivery, population health, and system improvement

A defining feature of the program is its early and continuous clinical exposure. Students begin participating in patient care teams early in their first year rather than waiting until traditional third-year clerkships. The program incorporates:

- Early clinical experience in year 1.
- Longitudinal Integrated Clerkships (LICs) across multiple specialties.
- A case-based, spiral curriculum, where students revisit concepts in increasing depth over time.
- Dedicated focus on leadership, advocacy, interprofessional collaboration, and health equity.

The curriculum also integrates four longitudinal “threads” throughout all four years:

- Advocacy and Leadership
- Inclusive Practice
- Health Promotion
- Interprofessional Collaboration

This approach aligns closely with the needs of modern healthcare systems, preparing graduates to operate effectively in team-based, data-driven, and value-oriented environments.

One of KPSOM's most distinctive advantages is direct integration with Kaiser Permanente's extensive care delivery network, providing students with access to a highly coordinated, technology-enabled healthcare system. Students train in real-world settings across Kaiser Permanente facilities, benefiting from exposure to:

- Integrated care models.
- Advanced population health management.
- Robust electronic health records and data infrastructure.

The school recognizes the value of individualized attention, strong faculty mentorship, and collaborative learning. Students are supported through a comprehensive ecosystem that includes academic advising, physician mentorship, wellness resources, and career development programming. KPSOM has emerged as one of the most competitive medical schools in the country, admitting students who demonstrate both outstanding academic and experiential profiles, along with a commitment to health equity and systems-based thinking.

Additionally, the school places a strong emphasis on student well-being and resilience, recognizing the demands of modern medical training and prioritizing long-term professional sustainability.

Mission, Vision, and Educational Philosophy

KPSOM's mission:

To provide a world-class medical education that ignites a passion for learning, a desire to serve, and an unwavering commitment to improve the health and well-being of patients and communities.

KPSOM's vision:

Our graduates will be compassionate healers who reflect and are committed to serving a broad range of communities. They will be lifelong learners and courageous leaders of change with the skills and resilience to lead the transformation of healthcare delivery, and to maintain the highest values of the profession.

KPSOM's values:

- Collaboration
- Equity
- Excellence
- Innovation
- Service
- Trustworthiness

Kaiser Permanente

Kaiser Permanente (KP) is the largest nonprofit health system in the United States, serving approximately 13.1 million members across multiple markets, including California, Colorado, Georgia, Hawaii, the Mid-Atlantic region, Oregon, and Washington, as well as Washington, D.C. With more than 75 years of continuous operation, the organization operates a substantial care delivery network, with approximately 55 hospitals and more than 800 medical offices (including affiliated entities), supported by a workforce of over 240,000 employees and tens of thousands of physicians and nurses. Kaiser emphasizes a care approach combining connected care teams, preventive care, convenient access, and a single digital ecosystem.

Kaiser Permanente operates at significant scale, with approximately \$127.7 billion in revenue in 2025. The system is committed to continued investment in facilities, technology infrastructure, and care delivery capabilities. Its integrated structure allows it to manage cost trends more effectively than many peers, though like the broader industry, it continues to navigate pressures from rising care acuity, labor costs, and pharmaceutical spending.

Strategically, KP continues to position itself at the forefront of healthcare transformation, focusing on affordability, digital care delivery, health equity, and scalability of its model beyond its traditional footprint. Additionally, the organization is a major contributor to graduate medical education, research, and community health, investing billions annually in community benefit programs and access initiatives. For healthcare executives, Kaiser Permanente represents a unique and influential operating model—combining payer, provider, and physician alignment—that continues to shape national conversations around cost, quality, and the future of healthcare delivery in the United States.

Kaiser Permanente's distinctive model is built on the alignment of three core entities: the Kaiser Foundation Health Plan (insurance arm), Kaiser Foundation Hospitals (owned facilities), and the [Permanente Medical Groups](#) (physician organizations). This structure enables a highly coordinated, closed-loop system where physicians, hospitals, and the health plan operate under a shared financial and clinical framework. Unlike traditional fee-for-service systems, KP emphasizes preventive care, population health management, and salaried physicians, allowing for greater focus on outcomes, efficiency, and long-term patient engagement.



Position Summary

Reporting to the Dean and CEO, [John L. Dalrymple, M.D.](#), the Chief Accreditation and Strategy Officer will work closely and collaboratively with leaders across Kaiser Permanente Bernard J. Tyson School of Medicine and Kaiser Permanente to lead high-impact initiatives and ensure that all activities, programs, and resources align with the school's mission and strategic goals. The CASO will play a pivotal role in shaping and advancing the school's strategic priorities, partnering with constituents both within and outside of KPSOM to develop and implement an actionable, forward-looking strategy for the school.

The CASO will lead institutional effectiveness, including overseeing data governance, stewardship, collection, analysis, and dissemination. The CASO spearheads data-informed decision-making and drives continuous improvement through the systematic evaluation of the school's mission, goals, and outcomes.

In addition, the CASO leads the school's accreditation function, remaining current on evolving accreditation standards and overseeing the preparation and timely submission of requirements of the Liaison Committee on Medical Education, the State of California Bureau for Private and Post-Secondary Education, and the Western Association of Schools and Colleges Senior College and University Commission. This includes monitoring compliance with accreditation standards and documenting continuous quality improvement initiatives. The CASO serves as a key advisor to school leadership on accreditation-related matters and acts as the WSCUC Accreditation Liaison Officer (ALO).

Responsibilities

The successful Chief Accreditation and Strategy Officer candidate will:

Strategy

- Lead institutional strategic planning and translate long term goals into actionable priorities and measurable objectives.
- Facilitate cross functional collaboration to advance strategic initiatives and ensure alignment with budget, operations, and accreditation requirements.
- Advise unit leaders in their unit level strategies, ensuring alignment with institutional goals.
- Conduct benchmarking and trend analysis in higher education, medical education, and emerging technologies to inform strategic direction and identify opportunities for innovation and improvement.
- Communicate institutional priorities, progress, risks, and outcomes to support informed decision making.

Institutional Effectiveness

- Develop and oversee the institutional effectiveness framework to support continuous quality improvement across units.
- Manage analytics, dashboards, and data governance policy and standards to inform planning and monitor institutional performance.
- Build understanding of accreditation standards, data sources, and CQI practices across partners.
- Coordinate committees and review processes that foster organizational learning and improvement.

- Oversee institutional survey administration (e.g., internal, external, regulatory) and other assessments and integrate results into strategic and CQI decision making.
- Oversee and/or partner with other leaders on the school's AI strategy to integrate artificial intelligence into academic, operational, and administrative functions, guiding responsible adoption and aligning AI related initiatives with institutional mission, values, and long-term strategic priorities.

Accreditation

- Direct institutional and programmatic accreditation activities to ensure compliance with all LCME, WSCUC, and BPPE standards and requirements.
- Lead self-studies, reporting, and readiness efforts for accreditation reviews and site visits.
- Serve as the WSCUC Accreditation Liaison Officer and maintain communication with accrediting bodies.
- Partner with faculty and school leadership to document performance, monitor compliance, and maintain accreditation aligned policies and materials.

Special Projects

- Lead high impact institutional projects sponsored by the Dean's Office, ensuring effective planning, execution, and evaluation.
- Guide cross functional teams in delivering initiatives aligned with institutional priorities.
- Advise senior leadership on strategic priorities, accreditation considerations, AI governance, and organizational readiness.
- Provide leadership and oversight to staff, supporting development and team effectiveness.



Goals and Objectives

The Chief Accreditation & Strategy Officer (CASO) serves as a senior leader responsible for safeguarding the school's accreditation standing, advancing institutional effectiveness, and guiding long-range strategic planning in alignment with Kaiser Permanente's mission and integrated care model. The CASO ensures that KPSOM remains fully compliant with accreditation standards, strategically positioned for growth, and equipped with the data, systems, and partnerships required to thrive as a new and innovative medical school.

Accreditation Leadership & Continuous Quality Improvement – Ensure sustained compliance with the accreditation standards of LCME, BPPE, and WSCUC. Lead the school's continuous quality improvement framework, establishing processes that identify, track, and remediate areas requiring attention. Direct all accreditation activities including self-study preparation and progress reporting, ensuring accuracy and institutional alignment. Serve as the primary liaison to accrediting bodies, representing KPSOM with professionalism and clarity. Embed accreditation literacy and readiness across academic and clinical units.

Strategic Planning & Institutional Effectiveness – Guide development, implementation, and evaluation of the school's strategic plan, translating institutional priorities into measurable goals and performance indicators. Establish a comprehensive institutional effectiveness infrastructure that integrates assessment, evaluation, and data-driven decision-making. Provide regular strategic updates to the Dean, the Board of Directors, and Kaiser Permanent enterprise leadership as requested. Ensure alignment between KPSOM's academic mission and KP's enterprise priorities in population health, workforce development, and health equity. Identify emerging opportunities for programmatic innovation, partnership development, and long-term institutional growth.

Data Governance, Analytics & Reporting – Build and oversee a modern data governance ecosystem that supports accreditation, strategic planning, and operational decision-making. Ensure data quality, integrity, and accessibility across academic and administrative units. Develop dashboards and analytic tools that enable leadership to monitor performance, anticipate needs, and respond to trends. Partner with IT and Assessment & Evaluation teams to ensure seamless data integration and reporting.

Enterprise Integration & Strategic Partnerships – Strengthen relationship with Kaiser Permanente entities to support shared priorities in education, clinical integration, and workforce strategy. Represent the school in enterprise-level strategy discussions, ensuring KPSOM's mission and needs are clearly articulated and advanced. Facilitate cross-organizational initiatives that enhance student learning, faculty engagement, and community impact.

Organizational Leadership & Team Development – Lead and develop a high-performing Office of Accreditation & Strategy, fostering a culture of collaboration, transparency, and continuous improvement. Mentor staff and faculty leaders in accreditation readiness, strategic thinking, and data-informed decision making. Ensure the office scales effectively as the school expands programs, partnerships, and class size.

Innovation & Future-Focused Strategy – Advance a forward-looking strategy for digital transformation and responsible integration of emerging technologies, including AI, to enhance educational quality and operational efficiency. Position KPSOM as a national model for modern accreditation practice, blending innovation with compliance.

Key Outcomes

- Sustained LCME compliance with no areas of noncompliance or significant concern.
- Demonstrated progress toward strategic plan goals through clear metrics and reporting.
- A robust institutional effectiveness and data governance infrastructure.
- Strengthened enterprise partnerships resulting in new initiatives and shared strategic outcomes.
- A school-wide culture of CQI, strategic alignment, and innovation.

Candidate Qualifications

Education/Certification

- Master's degree in business, strategy, public policy, academic leadership, or related discipline.
- Doctoral Degree in a relevant field such as business administration, public administration, education, public health, or medicine preferred.
- Experience with health professions education ideal but not required.

Professional Experience, Leadership Skills, and Competencies

- Ten years of experience in strategy, education accreditation, quality improvement, or administrative or operational management in an academic or healthcare setting.
- Demonstrated experience developing, implementing, and monitoring comprehensive strategic plans that align organizational priorities, drive measurable outcomes, and support long-term institutional growth and success.
- Proven success leading accreditation activities at the institutional, college, or health professions education program level, including self-study development, compliance monitoring, stakeholder engagement, site visit preparation, and continuous accreditation readiness.
- Eight years of experience in supervision of a team; experience leading cross functional project teams.
- Demonstrated ability to assess, govern, and strategically implement artificial intelligence initiatives, ensuring alignment with organizational goals, ethical standards, regulatory requirements, risk management principles, and operational effectiveness.
- Exceptional ability to build and sustain collaborative partnerships with faculty, staff, administrators, and external stakeholders across diverse disciplines, fostering trust, engagement, and shared accountability for organizational priorities.
- Proven capacity to manage multiple complex projects and competing priorities simultaneously, delivering high-quality results while effectively mobilizing resources, coordinating stakeholders, and maintaining strong relationships in a collaborative and collegial environment.
- Experience designing, implementing, and evaluating quality improvement initiatives that enhance organizational performance, operational efficiency, compliance, and outcomes through the use of data-driven decision-making and continuous improvement methodologies.
- Demonstrated success organizing, directing, and coordinating large-scale, cross-functional initiatives involving multiple departments, teams, and stakeholder groups, ensuring alignment, accountability, and successful execution of strategic objectives.
- Outstanding analytical and leadership skills, with expertise in complex problem-solving, strategic planning, program development, project management, organizational change management, process improvement, and facilitation of diverse groups to achieve consensus and results.
- Advanced proficiency in analytics and visualization tools (Power BI, Tableau, etc.) and ability to translate data.
- Proficient with MS Office products (Word, PowerPoint, and Excel).

The Community

Pasadena, CA

Located just northeast of downtown Los Angeles at the base of the San Gabriel Mountains, Pasadena is one of Southern California's most historic and architecturally distinctive cities. Originally part of a Spanish land grant in the 19th century, it evolved into a premier winter resort destination for affluent Midwesterners in the late 1800s—a legacy still evident in its elegant historic homes, tree-lined streets, and landmark institutions.

Pasadena is best known globally as the host of the Tournament of Roses Parade and Rose Bowl Game, a New Year's Day tradition dating back to 1890. The city has also played a significant role in shaping Southern California's scientific and educational landscape, with institutions such as the California Institute of Technology (Caltech) and the Jet Propulsion Laboratory (JPL) reinforcing its reputation as a center of innovation.

Pasadena offers a unique blend of urban sophistication and suburban livability, making it especially attractive to professionals and families. The city features a highly walkable downtown, a mix of historic neighborhoods and modern housing options, and access to well-regarded public and private schools. Residents enjoy convenient proximity to major employment centers across Los Angeles while benefiting from a more community-oriented and less congested environment than many parts of the city.

Culturally and recreationally, Pasadena offers a rich array of amenities that enhance its appeal. Notable attractions include the Norton Simon Museum, the Huntington Library, Art Museum, and Botanical Gardens, and the historic Pasadena Playhouse. Outdoor opportunities abound with the iconic Rose Bowl Stadium and surrounding Arroyo Seco parkland, golf courses, and trails, along with quick access to the San Gabriel Mountains for hiking and recreation.

Vibrant districts such as Old Pasadena and South Lake Avenue provide diverse dining, shopping, and entertainment options. Combined with a strong sense of community, access to leading academic and research institutions, and a balance of professional opportunity and quality of life, Pasadena remains a highly desirable destination for those considering relocation.

To learn more about these communities, visit <https://www.pasadena-chamber.org/visitors/about-pasadena>.



Procedure for Candidacy

Confidential review of applications, nominations, and expressions of interest will begin immediately. Please direct all nominations and inquiries to the WittKieffer consultants assisting the Kaiser Permanente Bernard J. Tyson School of Medicine with this recruitment (listed below), preferably via e-mail, to tporter@wittkieffer.com.

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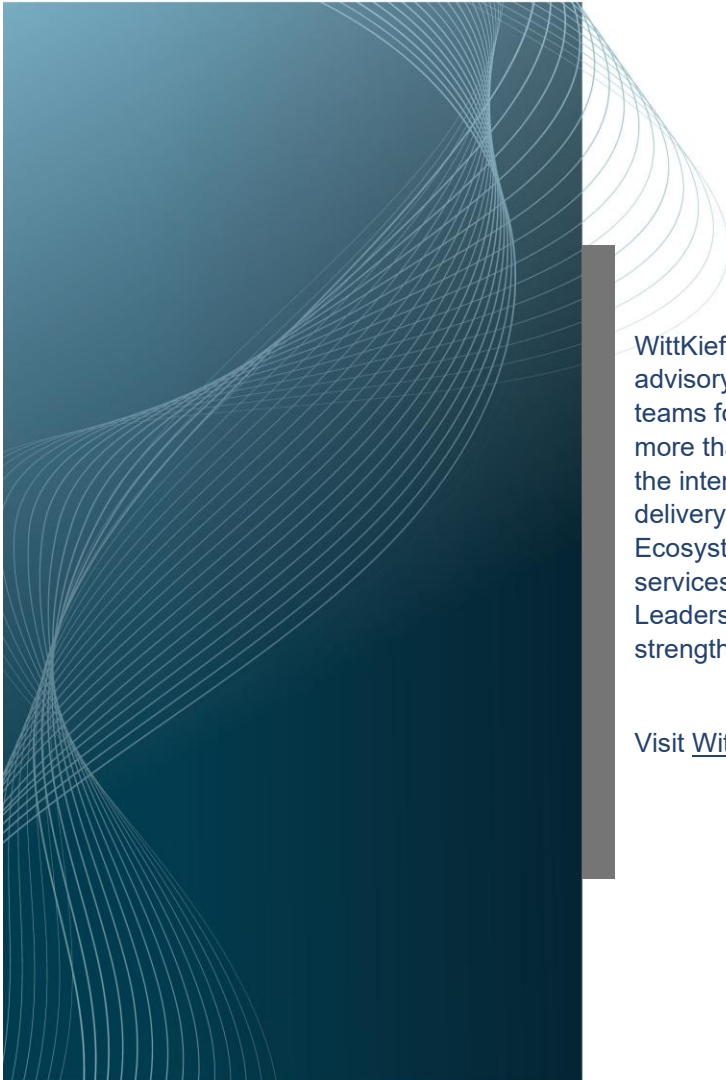
Salary Range

Kaiser Permanente strives to offer a market competitive total rewards package and is committed to pay equity and transparency. The posted pay range is based on possible base salaries for the role and does not reflect the full value of our total rewards package. Actual base pay determined at offer will be based on labor market data, internal alignment, and a candidate's years of relevant work experience, education, certifications, skills, and geographic location.

Kaiser Permanente is an equal opportunity employer committed to fair, respectful, and inclusive workplaces. Applicants will be considered for employment without regard to race, religion, sex, age, national origin, disability, veteran status, or any other protected characteristic or status.

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