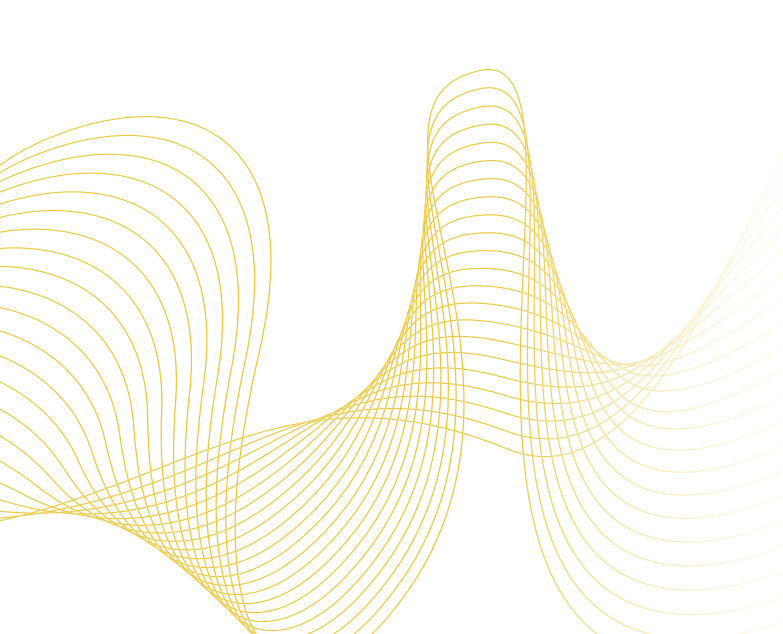




Keck School of Medicine of **USC**



Senior Associate Dean for Health & Biomedical Science Education

LEADERSHIP PROFILE

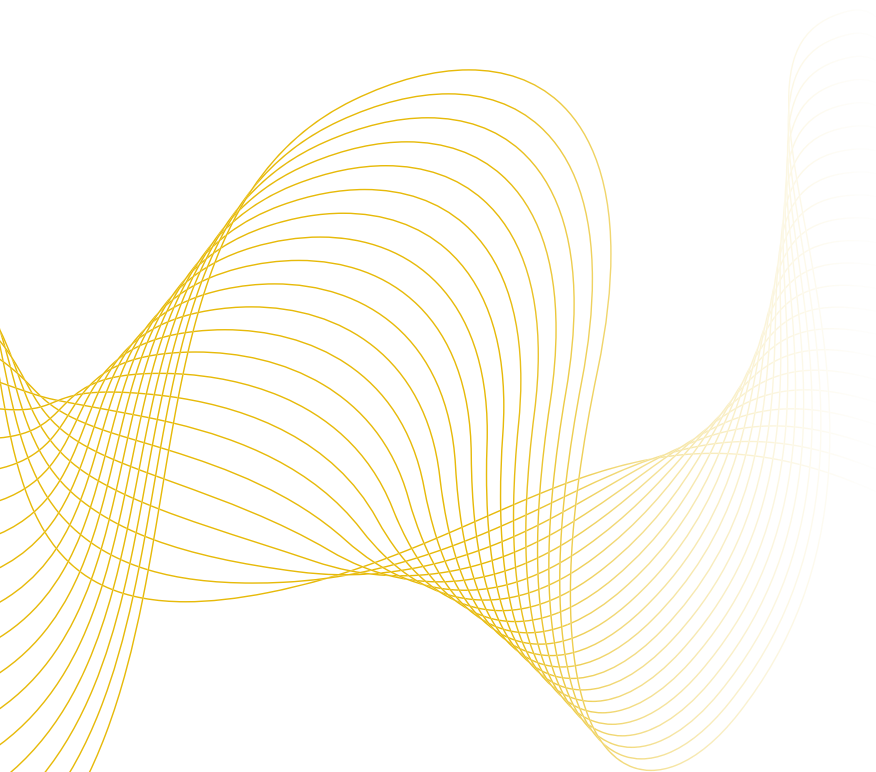
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Prepared by:

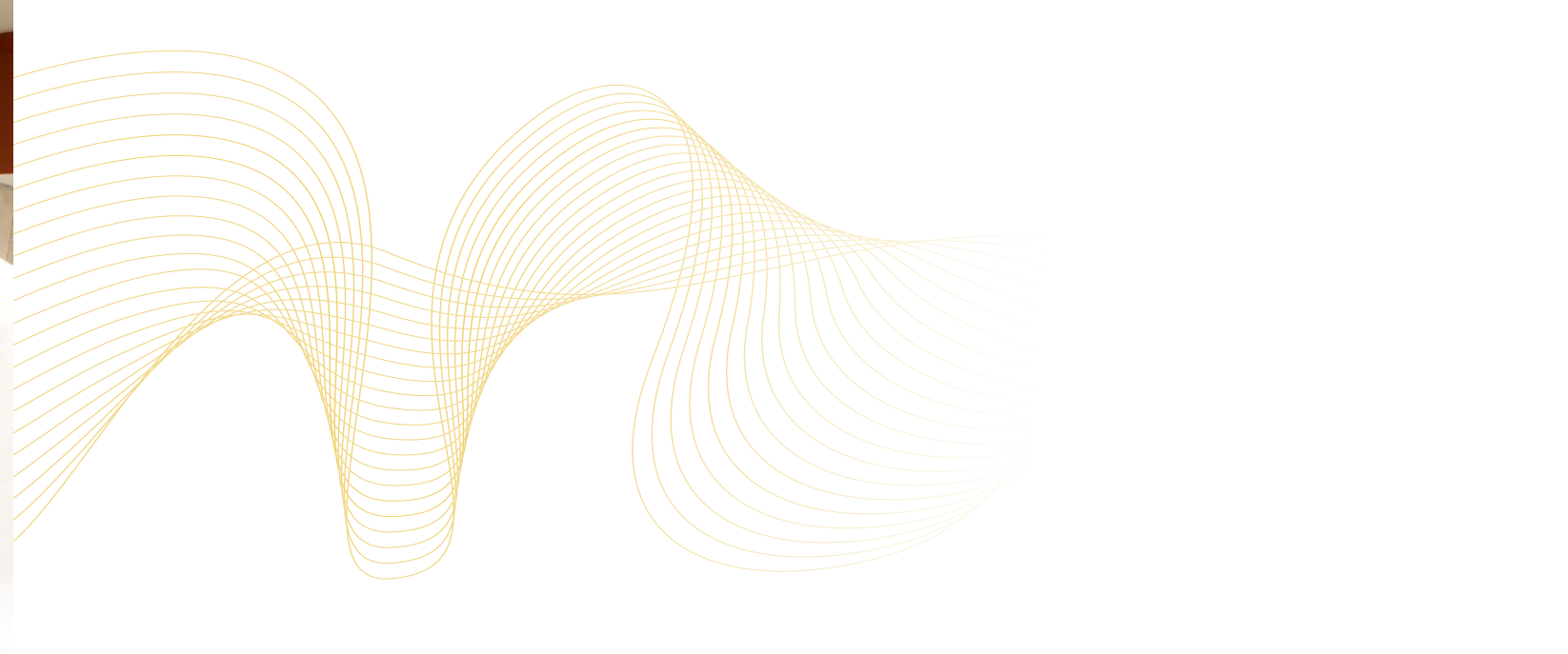
Andrew Bean, PhD,

Megan Welch, Cody Burke

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The Opportunity

The [Keck School of Medicine](#) of the University of Southern California (USC) seeks an accomplished, visionary, and collaborative academic leader to serve as the next Senior Associate Dean for Health & Biomedical Science Education. This is an exceptional opportunity to shape the future of graduate health and biomedical education at one of the nation's leading academic medical centers and to advance innovative educational programs that prepare the next generation of scientists, faculty members, public & population health leaders, healthcare professionals, and research and industry leaders.

Founded in 1885, Keck has evolved into a globally recognized leader in education, research, clinical care, and community impact. The School encompasses 26 academic departments, more than 30 research institutes and centers, approximately 2,000 full-time faculty members, and more than 3,200 students and trainees. As part of USC and in close partnership with [Keck Medicine of USC](#), Los Angeles General Medical Center, and Children's Hospital Los Angeles, Keck provides an unparalleled environment for biomedical discovery, interdisciplinary collaboration, and educational excellence.

Reporting to the Vice Dean for Education, the Senior Associate Dean serves as the chief advocate and strategic leader for health and biomedical education across Keck. Working in close partnership with school leadership, medical education leadership (including graduate and undergraduate medical education), department chairs, program directors, faculty, staff, and students, the Senior Associate Dean will provide vision and oversight for a diverse portfolio of graduate programs, ensuring that they remain innovative, competitive, and aligned with the evolving needs of science, healthcare, and society. Responsibilities include strategic planning, program development and assessment, student recruitment and admissions, faculty engagement, mentorship, academic affairs, and operational leadership.

The Senior Associate Dean will join Keck during a period of significant momentum and institutional investment. Under the leadership of Dean Carolyn Meltzer, the School is advancing an ambitious strategic vision focused on scientific discovery, educational innovation, interdisciplinary collaboration, and community impact. Supported by USC's \$3 billion health sciences fundraising campaign and aligned with the University's Health Sciences 3.0 vision, the Keck School is making bold investments in the future of education, research, and healthcare.

As a member of the School's senior leadership team, the Senior Associate Dean will have a unique opportunity to shape the future direction of health and biomedical education, strengthen existing graduate programs, develop new educational pathways, and foster a culture of academic excellence and innovation. The successful candidate will leverage USC's distinctive strengths in research, technology, entrepreneurship, and interdisciplinary collaboration to create transformative educational experiences and position the Keck School as a national leader in graduate biomedical and health sciences education.

The ideal candidate will be an accomplished scholar and respected academic leader with a demonstrated commitment to educational excellence, student success, faculty engagement, and inclusive leadership. Candidates should possess a PhD or MD/PhD, academic credentials appropriate for appointment at the rank of Professor, and a sustained record of scholarly achievement in a relevant health or biomedical field.

This is a unique opportunity for an accomplished academic leader to shape the future of health and biomedical education, develop the next generation of scientific leaders, and advance the mission and impact of one of the nation's premier medical schools. Information regarding nominations and how to apply can be found in the section titled "Procedure for Candidacy."

Organization Overview

KECK SCHOOL OF MEDICINE

Founded in 1885, the Keck School of Medicine of USC is one of the nation’s leading academic medical centers, driven by a mission to improve human health through excellence in education, research, clinical care, and community engagement. Since its naming in 1999 following a transformational partnership with the W.M. Keck Foundation, the School has continued to expand its impact as a premier destination for biomedical discovery, physician training, and translational science.

Today, the Keck School encompasses 26 academic departments, more than 30 research institutes and centers, and a broad network of interdisciplinary collaborations across USC’s internationally recognized schools and programs. The School is home to approximately 2,000 full-time faculty members and more than 3,200 students and trainees, creating a vibrant academic environment that fosters innovation, inquiry, and leadership development.

The Keck School is distinguished by its commitment to training the next generation of physicians, scientists, and healthcare leaders. Learners benefit from access to world-class research facilities, nationally recognized faculty, innovative educational programs, and diverse clinical experiences across one of the nation’s most dynamic and culturally rich regions.

As one of the country’s leading research-intensive medical schools, the Keck School is nationally recognized for its contributions to cancer research, neuroscience, stem cell biology and regenerative medicine, precision health, population and public health sciences, diabetes, aging, and translational medicine. Faculty investigators lead groundbreaking discoveries that advance scientific knowledge while accelerating the translation of research findings into improved patient care and community health outcomes.

The School’s educational and research missions are strengthened by its close integration with Keck Medicine of USC, one of Southern California’s leading health systems, as well as longstanding affiliations with Los Angeles General Medical Center and Children’s Hospital Los Angeles, consistently ranked among the nation’s top pediatric hospitals. These partnerships provide students and trainees with exceptional opportunities to learn and work in diverse clinical, research, and community settings while serving a population that reflects the breadth and diversity of Los Angeles and the broader region.

Located in one of the most diverse and innovative metropolitan areas in the world, the Keck School benefits from USC’s culture of interdisciplinary collaboration and entrepreneurship. Faculty and students routinely partner with colleagues across the university in engineering, business, public policy, pharmacy, social work, gerontology, data science, and other disciplines to address complex health challenges. This collaborative environment, coupled with USC’s growing investments in the health sciences, positions the Keck School to continue advancing its mission and expanding its impact on health and society for generations to come.



EDUCATION

Education at the Keck School of Medicine of USC is not only transformative but redefining what it means to be a health professional. The context of the diverse city, renowned faculty, state of the art facilities, and broad clinical and research opportunities result in a new kind of leader, equipped to tackle the most complex challenges of the times and committed to improving lives locally and around the globe.

MD PROGRAMS

The Physician–Citizen–Scholar MD Curriculum ensures that Keck School of Medicine students: gain the medical knowledge and clinical skills to be outstanding Physicians; learn through collaboration with other health professionals, patients, and our surrounding communities to be respectful and respected Citizens who serve and lead; and are trained in methods of scientific inquiry and equipped as lifelong Scholars, able to contribute to new discoveries and to solving problems of patient care and health systems.

MD students have access to research opportunities through partnerships with institutions such as the USC Norris Comprehensive Cancer Center, the USC Mark and Mary Stevens Neuroimaging and Informatics Institute, the Broad Center for Regenerative Medicine and Stem Cell Research, and many more. Medical student research programs play a crucial role in connecting students with faculty mentors whose work aligns with their research interests.

The USC–Caltech MD/PhD Program is a highly selective, dual-degree training program designed to develop physician–scientists who integrate clinical medicine with advanced research. Offered jointly by the Keck School of Medicine of USC and the California Institute of Technology (Caltech), the program combines medical education at USC with Ph.D. research opportunities across a wide range of scientific disciplines at both institutions. The program gives students access to Caltech’s stellar faculty and state of the art research facilities. USC’s schools – including the Keck School of Medicine, the Viterbi School of Engineering, the Mann School of Pharmacy and the Dornsife College of Letters, Arts and Sciences – provide students with an enviable range of cross-disciplinary research opportunities. The program’s integrated structure allows students to efficiently complete both degrees while preparing for careers in academic medicine, biomedical research, and leadership roles that bridge science and patient care.



PH.D. PROGRAMS

Keck offers multiple [Ph.D. programs](#) in the basic sciences and in population and public health that provide students with the opportunity to participate in groundbreaking research and collaborate across disciplines in a uniquely supportive environment. Efforts to support graduate education include providing students with resources, opportunities, collaborative and innovative research environment, professional development and mentorship in their training to prepare them as future leaders in the biomedical sciences.

The [USC Neuroscience Graduate Program](#) brings together faculty and students from diverse backgrounds and disciplines to drive scientific discovery, translate theory into practice, and cultivate the next generation of leaders in brain research, education, and outreach.

[Programs in Biomedical and Biological Sciences \(PIBBS\)](#) allow students to explore various biomedical fields via lab rotations before choosing one of six specific interdisciplinary Ph.D. programs. PhDs are available in Cancer Biology and Genomics; Development, Stem Cells and Regenerative Medicine; Infectious Diseases, Immunology and Pathogenesis; Medical Biophysics; and Molecular Medicine.

The [PhD in Integrative Anatomical Sciences](#) provides students with a broad foundation in the anatomical sciences, including human gross anatomy, microanatomy, and neuroanatomy. Students will build on this foundation to develop detailed expertise in their chosen area of research under the guidance of the faculty in the Division of Integrative Anatomical Sciences. Faculty research interests span a wide range of topics including evolutionary morphology, comparative biomechanics, and integrative physiology.

Three degree paths in [Population and Public Health Sciences](#) provide Ph.D. candidates with the analytical skills and methodologies to understand, cure, and prevent disease in their communities and around the world in Epidemiology, Biostatistics and Health Behavior Research.

The [Alfred E. Mann Department of Biomedical Engineering](#) at USC is a joint program between the Viterbi School of Engineering and the Keck School of Medicine. It unites engineers and physicians to translate discoveries into clinical therapies. Key research areas include neuroengineering, artificial intelligence, and stem cell engineering. The department offers two master's programs and a PhD program.

UNDERGRADUATE PROGRAMS

Bachelor's Degrees (B.S. in Global Health or Health Promotion and Disease Prevention)

These undergraduate programs provide students with a strong foundation in public health, global health, disease prevention, and health promotion. They are well suited for students interested in careers or advanced study in medicine, public health, pharmacy, dentistry, epidemiology, health behavior research, and international health. The curriculum emphasizes understanding population health challenges and developing evidence-based approaches to improve health outcomes locally and globally.

PROGRESSIVE DEGREE PROGRAMS

USC's Progressive Degree Program allows high-achieving undergraduates to begin earning credit toward a master's degree while completing their bachelor's degree. This pathway enables students to deepen their expertise, gain advanced training, and potentially complete a graduate degree with as little as one additional year of study. The program is designed for students seeking an accelerated route to specialized knowledge and career advancement.

Additional information on undergraduate and enrichment programs can be found [here](#).

MASTER'S PROGRAMS

The School offers a host of Master's programs that will fall within the portfolio of the Senior Associate Dean:

- [Addiction Science](#)
- [Applied Biostatistics and Epidemiology](#)
- [Biostatistics](#)
- [Cancer Biology and Molecular Medicine](#)
- [Clinical, Biomedical and Translational Investigations](#)
- [Global Medicine](#)
- [Integrative Anatomical Sciences](#)
- [Molecular Microbiology and Immunology](#)
- [Molecular Pathology and Experimental Medicine](#)
- [Narrative Medicine](#)
- [Neuroimaging and Informatics](#)
- [Public Health \(On-campus\)](#)
- [Public Health \(Online\)](#)
- [Public Health Data Science](#)
- [Stem Cell Biology and Regenerative Medicine](#)
- [Translational Biomedical Informatics](#)
- [Translational Biotechnology](#)

PROFESSIONAL PROGRAMS

Keck School of Medicine also offers a Physician Assistant Program, Doctor of Nurse Anesthesia Program, an MS in Speech and Language Pathology and an MS in Perfusion Science.

Additional information on education at Keck can be found [here](#).

Research and Scholarship

From decoding the genetics of cancer to pioneering organ regeneration, Keck School of Medicine researchers are turning bold ideas into life-saving breakthroughs. Ranked among the nation’s top medical research institutions, we unite scientists, clinicians, and engineers to transform the future of health.

The Keck School has gained momentum by recruiting top faculty and equipping them to follow their imagination and curiosity in the quest for new health solutions. In federal fiscal year 2025, the school ranks #1 nationally in National Institutes of Health funding per investigator, according to the Blue Ridge Institute for Medical Research.

Additional information on research at Keck can be found [here](#).

Clinical Care

The world-renowned physicians at the Keck School of Medicine of USC provide advanced clinical care at top hospitals and clinics across Southern California.

Keck Medicine of USC provides the highest level of specialized care for patients in Southern California. Highly-skilled physicians and state-of-the-art facilities provide cutting-edge care to more than a million patients yearly in 100 locations across Southern California and Nevada. One of only two university-based health systems in Los Angeles, Keck Medical Center is nationally ranked in 12 specialties by U.S. News & World Report. Keck’s connection with the Los Angeles General Medical Center, which is among the nation’s largest safety-net hospitals, continues to benefit Angelenos in need.

Nearly 60 research programs supported by external grants unite the Keck School of Medicine and Children’s Hospital Los Angeles (CHLA), with the majority coming from the National Institutes of Health and other federal funders. CHLA ranks among the nation’s top 10 children’s hospitals. Most physicians and many researchers at CHLA are full-time Keck School of Medicine faculty members.

Additional information on clinical care at Keck can be found [here](#).

THE UNIVERSITY OF SOUTHERN CALIFORNIA

USC is a constellation of schools, centers and institutes where some of the brightest minds, working together in a dynamic and collaborative environment, are leading the way to the future of education and a healthier, more joyful and more sustainable Los Angeles and world.

[President Beong-Soo Kim](#) leads the university in close partnership with its dedicated Board of Trustees, distinguished deans from 23 schools and academic units, and a dynamic senior administration—all working together to advance a bold vision for USC’s future.

USC’s Good Neighbors Campaign is dedicated to transforming lives and communities for the better. For almost three decades, it has provided over \$26 million in grants that foster collaboration between university staff, faculty and local nonprofits on projects with a lasting positive influence around both University Park and Health Sciences campuses.

USC is making a long-term investment in the future, committing over \$30 million of additional financial aid annually to ease rising costs and provide need-based financial assistance for students from all economic backgrounds. This generous commitment will ensure that deserving scholars won’t be left behind – no matter their financial situation – as they pursue their education at USC.

Additional information on USC can be found [here](#).



Position Summary

The Senior Associate Dean is responsible for promoting the academic excellence, integrity and effectiveness of the biomedical graduate, undergraduate, and certificate programs at the Keck School of Medicine. The Senior Associate Dean will work with programs to attract the best and brightest students, monitor and support degree progression for students, ensure that our students are treated fairly and with dignity, and optimize efficiency in the administration of those programs. The Senior Associate Dean provides leadership for the Office for Health and Biomedical Sciences and holds overall responsibility for oversight and management of graduate and undergraduate education, along with development of novel courses and curricula in those programs, at the Keck School of Medicine.

The Senior Associate Dean for Health and Biomedical Science Education will report to the Vice Dean for Education, [Dr. Donna Elliott](#).

Direct responsibilities of the Senior Associate Dean include, but may not be limited to, the following:

ADMINISTRATION OF GRADUATE PROGRAMS

The Senior Associate Dean will work to ensure administrative services are provided to all programs through the Office of Health and Biomedical Sciences. The Office will oversee recruitment, admissions, letters of offer, benefits, degree requirements, clearance for courses, curriculum submissions, and issues of academic integrity, career development, mentoring, commencement activities, and award of degrees for all graduate students, undergraduate students, and certificate holders. The Office will monitor degree progression for all programs and certify that the individual has completed all aspects of the required criteria and will coordinate commencement events. The Office for Health and Biomedical Sciences will assist with administrative tasks for postdoctoral trainees.

The Senior Associate Dean will work with the program directors to assign Keck school teaching assistant (TA) positions, as needed, for course instruction, and to provide assistance, as needed, with sites for training, and provide resources needed, within reason, to support graduate program development.

The Senior Associate Dean will also be responsible for coordination of interschool graduate programs (e.g., the Neuroscience Ph.D. program) where trainees from those programs work with Keck faculty.

On an annual basis, the Senior Associate Dean will work with the Office of Budget and Finance to develop an annual balanced budget that provides the resources needed to support graduate programs.

STRATEGIC DEVELOPMENT OF GRADUATE PROGRAMS

The Senior Associate Dean will work with key faculty, institutes, and departments to promote the development of new graduate programs aligned with the school’s strategic plan and initiatives (such as MESH, Stem Cell Biology, Emerging Pathogens, clinical and translational science, etc.). The Senior Associate Dean will develop strategies for elevating graduate programs into the top programs in the nation.

HEALTH EDUCATION COUNCIL

The Senior Associate Dean will lead the Health Education Council (composed of program directors), a consultative body that considers issues concerning graduate, undergraduate, or certificate programs, including oversight, compliance, development, operations, benefits and program and course curricula for trainees in graduate programs. The Council is responsible for helping create strategies to align graduate programs with the strategic plan.

ACADEMIC INTEGRITY

The Senior Associate Dean will be responsible for ensuring that issues of academic integrity involving trainees are investigated by the Associate Dean for Academic Integrity and will be key in determining or implementing any disciplinary actions that may be necessary, according to the policies and guidelines of USC’s Graduate School.

CURRICULUM OVERSIGHT

The Senior Associate Dean will coordinate curriculum for training programs and ensure that the curriculum for all graduate programs is rigorous. The Senior Associate Dean will additionally ensure that all programs and courses meet University requirements. The Senior Associate Dean would thus serve as the end-signing authority for all new graduate programs and courses for the curriculum management system.

RECRUITMENT OF STUDENTS

The Senior Associate Dean will assist in developing recruitment strategies to help attract the best trainees to all graduate programs. The Senior Associate Dean will work with the Associate Dean for Student Engagement and Cultural Affairs to provide outreach to support the diversity initiatives of programs that are in place, and to ensure the experience of all meets with university objectives in creating a diverse workforce. The Senior Associate Dean will work with the Vice Dean for Faculty Affairs, Advancement and Inclusion and program directors of graduate programs on recruiting faculty to teach and instruct in training programs.

SUPPORT FOR TRAINEES

The Senior Associate Dean will help develop an infrastructure for submission of graduate and postgraduate training grants, and for submission of career development awards for trainees. The Senior Associate Dean will work with the Dean to provide scholarship funding for graduate students through philanthropic gifts, school and university funds that may be available, or other mechanisms.

REPRESENTATION

The Senior Associate Dean will represent the Keck School of Medicine at the AAMC GREAT group and work to maintain a national presence for postdoctoral, graduate and undergraduate programs. The Senior Associate Dean will represent the Keck School of Medicine to the University community, by coordinating with the Vice Provost for Graduate Affairs.

SAFETY AND WELLNESS

The Senior Associate Dean will participate in ensuring the safety and wellness of trainees on the health sciences campus. This includes ensuring that safe practices are observed in research laboratories, and that trainees receive instruction in appropriate handling of hazardous materials. If emergencies arise, The Senior Associate Dean will work with university offices (DPS, etc., Biosafety) to ensure appropriate and timely response.

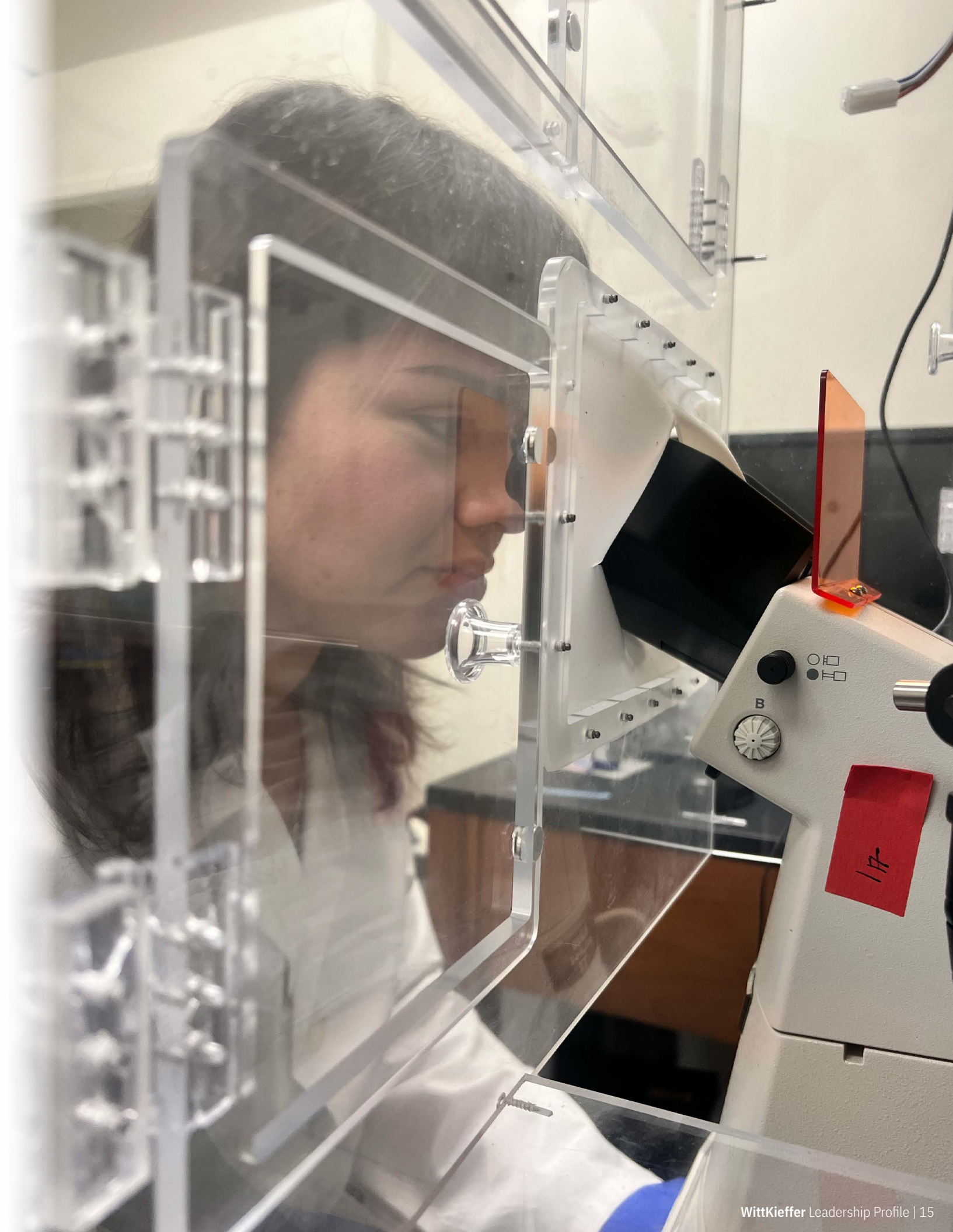
The Senior Associate Dean’s office may develop wellness, and other engagement activities for trainees in which trainees can participate, to add to the sense of wellbeing of those trainees.

RECORDKEEPING

The Senior Associate Dean and the Office for Graduate Affairs will be responsible for maintaining trainee records and data about all programs. The Senior Associate Dean will report trainee information as needed for annual reports to the school. The Senior Associate Dean will work with the Vice Dean for Research to aid in submission of training grants, fellowship applications, and will provide data and disseminate requests for information as needed.

BENEFITS

The Senior Associate Dean and the Office for Health and Biomedical Sciences will ensure that trainees receive all appropriate benefits from the school and University, including services such as healthcare coverage and parking.



Goals and Objectives

The following goals and objectives have been identified as priorities for this position in the first 12–24 months:

REVIEW AND REFINE THE BIOMEDICAL GRADUATE PROGRAM PORTFOLIO.

The next Senior Associate Dean will work closely with school leadership, faculty, program directors, and students to develop a strategic vision for the future of biomedical graduate education at the Keck School of Medicine. This work will include a comprehensive assessment of the existing master’s, doctoral, and professional graduate programs to ensure they remain competitive, responsive to workforce needs, and aligned with the School’s mission and strategic priorities. The Senior Associate Dean will identify opportunities to strengthen existing programs, develop innovative educational offerings, enhance interdisciplinary collaboration, and position Keck to attract exceptional students and trainees from across the country and around the world.

CREATE EDUCATIONAL EXPERIENCES THAT LEVERAGE THE DISTINCTIVE STRENGTHS OF KECK.

The next Senior Associate Dean will work closely with school leadership, faculty, program directors, and students to develop a strategic vision for the future of biomedical graduate education at the Keck School of Medicine. This work will include a comprehensive assessment of the existing master’s, doctoral, and professional graduate programs to ensure they remain competitive, responsive to workforce needs, and aligned with the School’s mission and strategic priorities. The Senior Associate Dean will identify opportunities to strengthen existing programs, develop innovative educational offerings, enhance interdisciplinary collaboration, and position Keck to attract exceptional students and trainees from across the country and around the world.

BUILD A STUDENT BODY COMPRISED OF EXCEPTIONAL SCHOLARS PREPARED FOR SUCCESS.

A key priority for the Senior Associate Dean will be attracting, recruiting, supporting, and retaining highly talented students from a broad range of backgrounds and experiences. Working in partnership with program leaders and admissions teams, the Senior Associate Dean will strengthen recruitment strategies, enhance the visibility and reputation of Keck’s graduate programs, and develop initiatives that support student success throughout the educational journey. The successful candidate will foster an environment where students receive exceptional mentorship, rigorous academic preparation, meaningful research opportunities, and professional development experiences that position them for leadership roles in academia, industry, healthcare, government, and beyond.



CREATE A ROBUST COMMUNITY OF ENGAGED FACULTY EDUCATORS AND MENTORS.

The strength of Keck’s graduate education enterprise is rooted in the engagement, expertise, and commitment of its faculty. The Senior Associate Dean will work to further strengthen a culture of educational excellence by supporting faculty involvement in graduate education, promoting innovative teaching and mentoring practices, and creating opportunities for interdisciplinary collaboration across departments and programs. This leader will ensure faculty contributions to education are recognized and rewarded, while helping to build a sustainable pipeline of future educational leaders who share a commitment to student and trainee success.

ESTABLISH INNOVATIVE AND EFFECTIVE ADMINISTRATIVE AND OPERATIONAL SYSTEMS.

The Senior Associate Dean will provide strategic oversight of the administrative infrastructure that supports biomedical graduate education. This includes ensuring that policies, procedures, and systems operate efficiently and effectively to support students, faculty, and staff while maintaining compliance with university, regulatory, and accreditation requirements. The successful candidate will champion continuous quality improvement, leverage data to inform decision-making, and identify opportunities to streamline processes and enhance the overall student and faculty experience. Building an organizational culture grounded in innovation, accountability, service excellence, and institutional effectiveness will be essential.

STRENGTHEN FACULTY ENGAGEMENT AND EDUCATIONAL LEADERSHIP.

The Senior Associate Dean will serve as a champion for faculty educators and program directors, advancing excellence in teaching, mentorship, and graduate training across the Keck School. In partnership with academic leaders, this individual will support faculty development initiatives, promote educational scholarship, and create opportunities for collaboration and knowledge sharing across programs and disciplines. Emphasis will be placed on developing and recognizing educational leaders, strengthening mentorship structures, and fostering a community of educators dedicated to continuous improvement and student success. By investing in faculty engagement and leadership, the Senior Associate Dean will help ensure the long-term vitality, innovation, and impact of Keck’s biomedical education programs.

Candidate Qualifications

EDUCATION AND CERTIFICATION

- PhD, MD/PhD, or equivalent terminal degree in a biomedical, health sciences, or related discipline.
- A track record of scholarly activity that warrants eligibility for a faculty appointment at the rank of Professor.
- National or international recognition for contributions to research, education, mentorship, and/or academic leadership.
- Demonstrated commitment to academic excellence, innovation, and the advancement of biomedical or health sciences education.
- Record of successful collaboration across research, education, and administrative domains within a research-intensive institution.

KNOWLEDGE AND WORK EXPERIENCE

- Five years of progressively responsible experience in leading graduate educational programs within a complex academic health system.
- An ongoing record of successful research in a relevant biomedical field.
- History of building and/or enhancing graduate education programs.
- Understanding best practices in curriculum design, assessment, program evaluation, and educational innovation.
- Familiarity with accreditation standards, regulatory requirements, and policies governing graduate education.
- Demonstrated success developing and implementing strategic initiatives that advance educational quality, student outcomes, and institutional goals.
- Experience recruiting, mentoring, and supporting students, trainees, faculty, and academic leaders.
- Experience fostering interdisciplinary collaboration across departments, schools, and research centers.
- Knowledge of emerging trends in biomedical education, including workforce development, translational science, data science, artificial intelligence, and team-based research.
- Experience leading organizational change and managing complex academic and administrative initiatives.
- Demonstrated success securing resources, managing budgets, and aligning investments with strategic priorities.
- Understanding of student recruitment, admissions, retention, professional development, and career outcomes within graduate education.

- Experience partnering with faculty and program directors to promote excellence in teaching, mentorship, and educational scholarship.
- Strong understanding of the opportunities and challenges facing graduate biomedical and health sciences education in research-intensive academic environments.

LEADERSHIP SKILLS AND COMPETENCIES

- **Strategic Leadership:** Ability to articulate a compelling vision for biomedical education, align stakeholders around shared priorities, and translate strategy into measurable outcomes.
- **Adaptability and Flexibility:** Adapts to change, embraces new ideas and approaches, takes on new responsibilities, and adjusts plans to meet evolving organizational needs.
- **Initiative:** Tackles challenges proactively, identifies opportunities for improvement, generates innovative solutions, and drives projects forward with appropriate urgency.
- **Listening Skills:** Listens attentively to others, asks thoughtful questions, values diverse perspectives, and fosters an environment of open communication and mutual respect.
- **Relationship Driven:** Outstanding interpersonal skills with a demonstrated ability to build trust, foster collaboration, and cultivate a positive and inclusive culture.
- **Organizational Savvy:** Navigates complex organizational structures effectively, builds consensus among diverse stakeholders, understands institutional dynamics, and advances initiatives through influence and partnership.
- **Self-Development:** Actively seeks feedback, pursues ongoing professional growth, remains current on emerging trends, and models a commitment to continuous learning.
- **Faculty Engagement and Development:** Demonstrated ability to inspire, support, and empower faculty educators, fostering excellence in teaching, mentorship, and educational leadership.
- **Collaboration and Team Building:** Brings people together across disciplines, promotes shared accountability, and creates productive partnerships that advance institutional goals.
- **Communication Skills:** Exceptional written, verbal, and presentation skills, with the ability to communicate effectively with students, faculty, staff, senior leadership, alumni, and external partners.
- **Student-Centered Leadership:** Demonstrates a deep commitment to student success, well-being, professional development, and the creation of an exceptional learning environment.
- **Innovation and Change Management:** Embraces new approaches, leads transformation effectively, and fosters a culture of creativity, continuous improvement, and innovation.
- **Emotional Intelligence:** Demonstrates empathy, self-awareness, integrity, and sound judgment while building productive relationships across diverse constituencies.
- **Execution and Accountability:** Balances strategic thinking with operational excellence, establishes clear expectations, and consistently delivers results.



The Community

LOS ANGELES, CALIFORNIA

Los Angeles County is the nation’s most populous county, home to approximately 9.8 million residents across 88 cities and numerous unincorporated communities spanning more than 4,000 square miles. Widely recognized as one of the most ethnically and culturally diverse regions in the world, the county includes more than 180 nationalities and 140 languages.

The region’s landscape is equally diverse, encompassing 70 miles of Pacific coastline, mountain ranges, valleys, forests, lakes, rivers, islands, and desert terrain. As a global center for entertainment, digital media, international trade, aerospace, technology, healthcare, and professional services, Los Angeles continues to be a major driver of innovation, economic growth, and cultural influence.

The University of Southern California (USC) has grown alongside the city it calls home. Located in the heart of Los Angeles, USC is one of the world’s leading private research universities and reflects the energy, diversity, and entrepreneurial spirit of the region. Deeply connected to the city’s evolution as a global hub for culture, technology, industry, and commerce, USC plays a vital role in shaping the future of Los Angeles and beyond.

USC is also a significant economic engine for the region. As the largest private employer in Los Angeles, the University provides nearly 27,000 jobs and generates approximately \$4.9 billion in annual economic activity. Supported by a vast network of influential alumni and academic leaders, USC continues to have a lasting impact on the business, healthcare, education, and civic communities throughout Southern California and around the world.

Additional information on Los Angeles can be found [here](#).

Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting USC Keck School of Medicine with this recruitment, preferably via e-mail, to USCKeckBiomedEd@wittkieffer.com.

MEGAN WELCH,
Consultant, Academic Medicine
and Health Sciences mwelch@wittkieffer.com 630-575-6904

ANDREW BEAN, PHD,
Principal, Academic Medicine
and Health Sciences abean@wittkieffer.com 630-575-6953

CODY BURKE,
Senior Associate, Academic Medicine
and Health Sciences cburke@wittkieffer.com 630-575-6161

The annual base salary range for this position is \$250,000–\$350,000. When extending an offer of employment, the University of Southern California considers factors such as (but not limited to) the scope and responsibilities of the position, the candidate’s work experience, education/training, key skills, internal peer equity, federal, state, and local laws, contractual stipulations, grant funding, as well as external market and organizational considerations.

USC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other characteristic protected by law or USC policy. USC observes affirmative action obligations consistent with state and federal law. USC will consider for employment all qualified applicants with criminal records in a manner consistent with applicable laws and regulations, including the Los Angeles County Fair Chance Ordinance for employers and the Fair Chance Initiative for Hiring Ordinance, and with due consideration for patient and student safety. Please refer to the [Background Screening Policy Appendix D](#) for specific employment screen implications for the position for which you are applying.

USC provides reasonable accommodations to applicants and employees with disabilities. Applicants with questions about access or requiring a reasonable accommodation for any part of the application or hiring process should contact USC Human Resources by phone at (213) 821-8100, or by email at uschr@usc.edu. Inquiries will be treated as confidential to the extent permitted by law.

- [Notice of Non-discrimination](#)
- [Employment Equity](#)
- [Read USC’s Clery Act Annual Security Report](#)
- [USC is a smoke-free environment](#)
- [Digital Accessibility](#)

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from USC documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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Improving Quality of Life through Impactful Leadership

ABOUT WITTKIEFFER

WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit health care delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

Visit [wittkieffer.com](https://www.wittkieffer.com) to learn more.