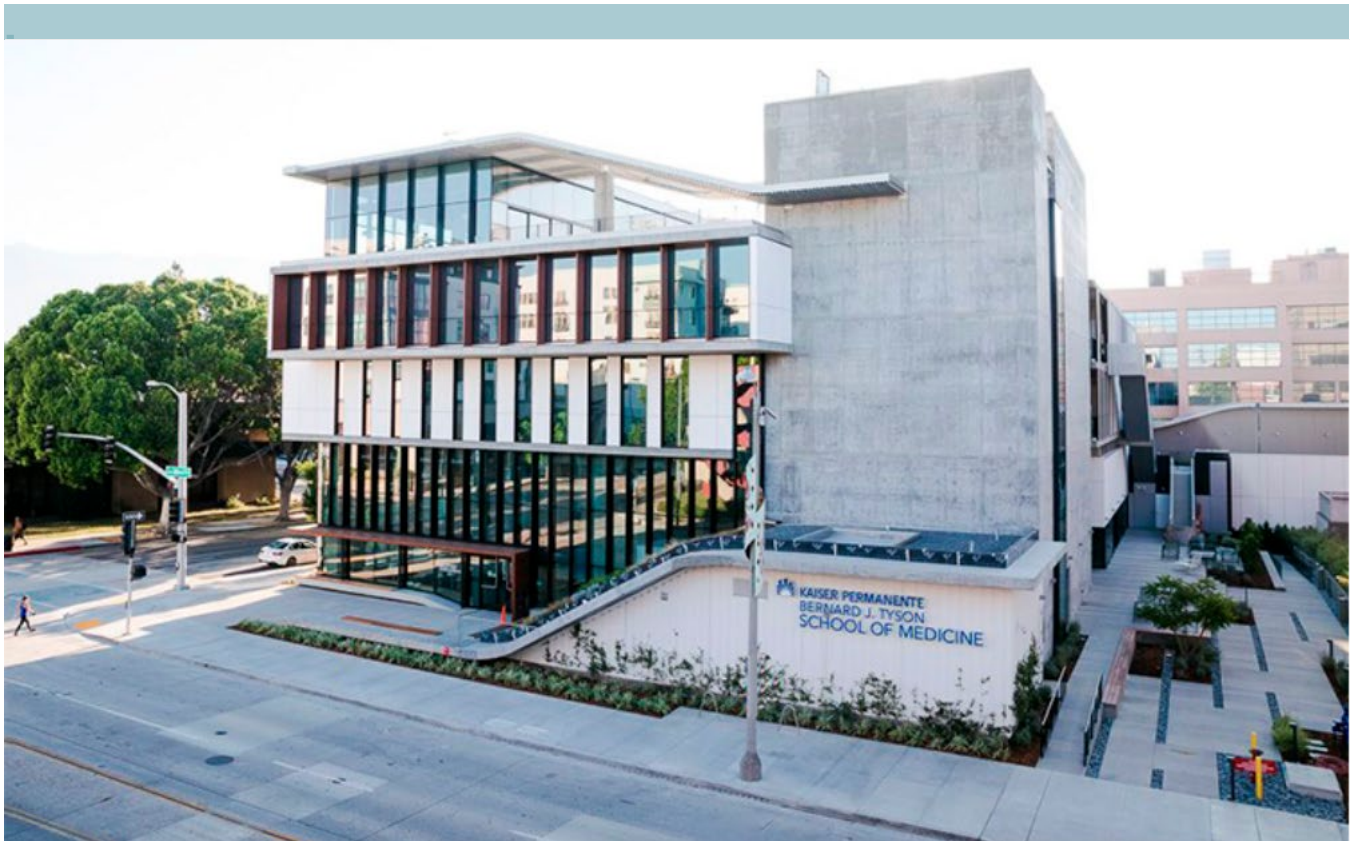


Associate Dean for Assessment and Evaluation

Leadership Profile

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The Opportunity

The Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM) seeks a dynamic and innovative leader with a proven record of accomplishment in assessment and evaluation to serve as the next Associate Dean of Assessment and Evaluation (Associate Dean). The Associate Dean will lead, develop, and implement processes to assess performance in the educational programs and direct initiatives to improve assessment and evaluation strategies throughout the School of Medicine.

KPSOM is named after Bernard J. Tyson, the late Chairman and CEO of Kaiser Permanente, and represents a significant long-term investment in workforce development, health equity, and community impact. 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.

The Kaiser Permanente Bernard J. Tyson School of Medicine 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, it is designed to produce clinicians who are not only skilled providers, but also leaders in transforming healthcare delivery.

Reporting to the Senior Associate Dean for Medical Education, the Associate Dean for Assessment and Evaluation is responsible for overseeing an integrated and rigorous process for assessing and evaluating medical student performance, faculty effectiveness, and the quality of the KPSOM's educational programs. This role provides critical institutional leadership in the generation and use of outcomes data to drive continuous improvement in the curriculum. The Associate Dean will provide strategic and operational oversight to advance KPSOM's system of competency-based medical education (CBME). In coordination with the Strategy and Accreditation leaders and teams, the Associate Dean ensures compliance with Western Association of Schools and Colleges (WASC) and LCME accreditation standards and aligns all assessment and improvement efforts with KPSOM's mission, vision, and values.

Working closely with KPSOM's administration, faculty, curricular governance bodies and the Student Progress and Promotion Committee (SPPC), the Associate Dean provides actionable insights on student, faculty, and curricular performance and oversees development and implementation of improvement plans for curricular programs and learners. The Associate Dean will also lead in the exploration and integration of emerging technologies into assessment and evaluation processes and collaborate with the Office of Medical Education Research and Scholarship to support the School's medical education research agenda.

The Associate Dean fosters a culture that values data-driven reflection on both individual and program performance, supporting continuous and meaningful improvement. This individual will possess strong interpersonal skills, with a proven ability to build effective teams, collaborate with colleagues, and communicate clearly and effectively.

The ideal candidate will hold an M.D., Ph.D., or equivalent degree and have at least five years of experience in evaluation and assessment, along with a demonstrated track record as an educator and scholar. This individual will bring a strong passion for assessment and evaluation, as well as a national reputation in medical education. Candidates should have credentials appropriate for appointment at the rank of associate professor or professor.

This is an outstanding opportunity to join the largest nonprofit health system and private integrated healthcare organization in the United States. This individual will advance competency-based medical education and have significant influence in further shaping the future of KPSOM.

Organization Overview

Kaiser Permanente School of Medicine

The Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM) is a mission-driven medical school located in Pasadena, California, and fully integrated within the Kaiser Permanente health system. 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 system-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 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, but also 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:

- Delivering a world-class medical education
- Inspiring a passion for learning and service
- Advancing the health and well-being of patients and communities

KPSOM's vision:

- Compassionate, patient-centered clinicians
- Lifelong learners
- Leaders capable of transforming healthcare systems and advancing equity

Core themes embedded throughout the program include:

- Health equity and elimination of disparities
- Patient-centered, evidence-informed care
- Advocacy and leadership
- Innovation and system improvement

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 generates at significant scale, with approximately \$127.7 billion in operating 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. The organization is also 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.



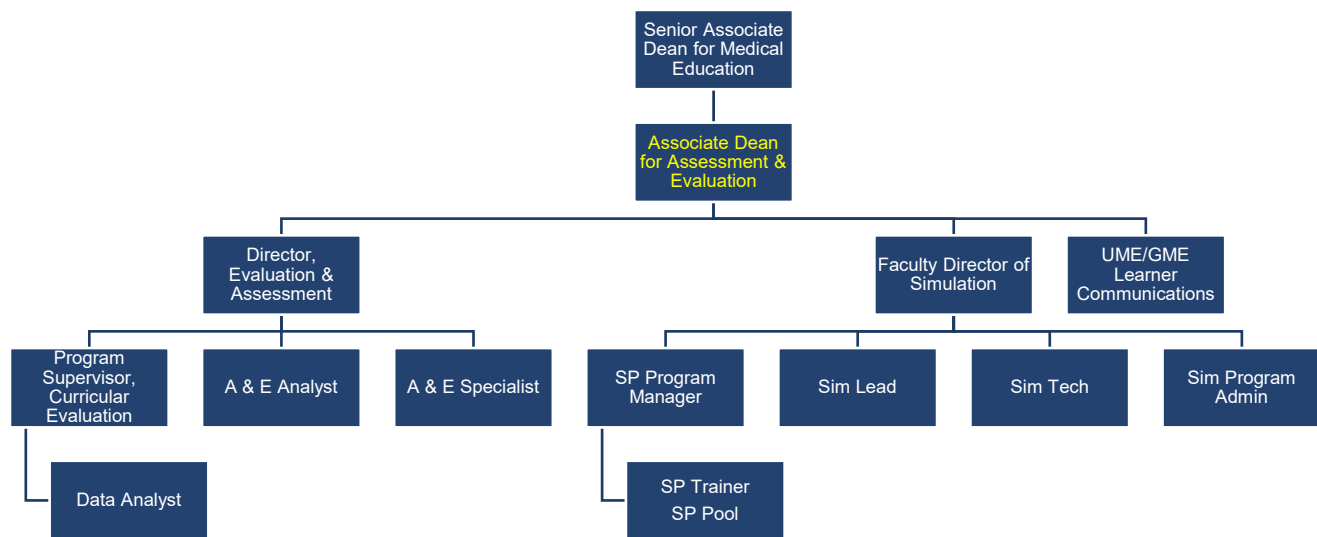
Position Summary

Reporting to the Senior Associate Dean for Medical Education, [Carla Lupi, M.D., FACOG](#), the Associate Dean for Assessment and Evaluation will oversee all aspects of assessment of student learning within the M.D. degree program, including both formative and summative, as well as course-based and programmatic assessment. The Associate Dean will develop and implement comprehensive assessment and evaluation strategies, collaborating with faculty, deans, staff, and students to design and sustain effective approaches to measuring student learning, faculty teaching, and curricular effectiveness. The Associate Dean will work closely with key stakeholders to standardize and continuously improve clinical skills assessment across sites, while providing oversight and guidance for curriculum evaluation efforts. In partnership with the Senior Director of Faculty Educator Development, this individual also leads faculty development initiatives related to assessment and evaluation, supports the identification and remediation of at-risk students, and contributes to programmatic curricular evaluation and continuous improvement.

The Associate Dean will play a central role in advancing innovation and infrastructure in assessment, including the integration of emerging technologies and development of appropriate platforms, databases, and student portfolios in coordination with the School's technology team. This individual will oversee the Office of Assessment and Evaluation, including leadership, staff management, and budget responsibility, while contributing to strategic initiatives such as the implementation of KPSOM's competency-based medical education (CBME) model and broader strategic planning efforts.

The Associate Dean will support institutional effectiveness and scholarship by providing data and insights to curricular governance bodies, facilitating evidence-based curricular enhancements, and collaborating on medical education research and innovation with faculty and institutional leaders. They contribute to efforts to achieve and maintain compliance with accreditation requirements (LCME, BPPE, WASC) through accurate reporting and data availability, while maintaining adherence to legal and ethical standards related to student records and evaluation data. The Associate Dean will engage with the broader medical education community and contribute to national dialogue on assessment and evaluation, while serving on institutional committees and representing the School at regional and national forums.

Direct reports to the Associate Dean for Assessment and Evaluation include the Director of Assessment and Evaluation and the Faculty Director of Simulation.



Responsibilities

The successful Associate Dean for Assessment and Evaluation candidate will:

- Oversee all aspects of assessment of student learning within the M.D. degree program, including formative and summative and course-based and programmatic assessment.
- Develop appropriate assessment and evaluation strategies, with an eye to continuous improvement of assessment and evaluation strategies.
- Work closely with key stakeholders to continually improve standards common across all sites for assessing clinical skills development.
- Facilitate the identification and remediation of at-risk students.
- Collaborate with the Senior Director of Faculty Educator Development to provide oversight and direct faculty development in assessment and evaluation.
- Collaborate with faculty, deans, staff, students, and others to design, launch, and maintain effective assessment of medical student learning and evaluation of faculty teaching and curricular programs.
- Oversee programmatic curricular evaluation.
- Provide oversight and guidance to faculty and staff working on evaluation of curriculum.
- Participate in the development of strategy around the incorporation of emerging technologies into assessment and evaluation.
- Coordinate with the School's technology team to identify, construct, and manage appropriate assessment platforms and databases to include student portfolios.

- Contribute to the creation and implementation of KPSOM's second strategic plan to advance the CBME model.
- Provide leadership and oversight to the mapping and development of the KPSOM curriculum, including educational program outcomes and milestones.
- Identify and develop instruments to assess students, faculty, and aspects of the educational program, including exams, surveys, observation protocols, interview focus group questionnaires, and scoring rubrics.
- Provide the appropriate student data, analysis, and evaluations for writing medical student performance evaluations for graduating students each year and oversee the production of the medical student performance evaluation (MSPE).
- Provide outcomes data and analysis as requested to support curricular governance bodies in continuous quality improvement of the educational program.
- In collaboration with leadership of the Office of Medical Education, facilitate strategic changes in the curriculum to enhance and improve medical education based on KPSOM outcomes data and analysis.
- Create appropriate reports for the LCME, BPPE, and WASC accrediting bodies and ensure the availability of assessment and evaluation data relevant to accreditation in collaboration with accreditation and strategy leaders and teams.
- Oversee the operations of the Office of Assessment and Evaluation, managing and supervising leadership and staff roles.
- Understand legal and ethical issues regarding the maintenance of student records and other data generated through the Office of Assessment and Evaluation and oversee the development and implementation of policies and procedures aligning with legal and ethical requirements.
- Prepare, oversee, and manage the budget related to all aspects of learner assessment and educational program evaluation.
- Support educational research and initiatives, collaborating with the Associate Dean for Medical Education Research and Scholarship, faculty, staff, and students to develop innovative research ideas, prioritize pilot projects, and participate in these projects; collaborate with the deans and other research leaders to publish scholarship based on assessment and evaluation data related to the KPSOM educational program; implement an evaluation strategy for the School to be able to report on the effectiveness of its educational techniques.
- Serve on relevant KPSOM committees and teams.
- Engage with the field of assessment and evaluation in the larger medical education community.
- Attend regional and national meetings related to learner and teacher assessment and program evaluation.
- Oversee the program of academic performance coaching.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- **Advance a Competency-Based Medical Education (CBME) Assessment Strategy.** Lead the design and implementation of a comprehensive, CBME-aligned assessment and evaluation framework that strengthens curricular alignment, enhances assessment rigor, and addresses LCME expectations—particularly related to fairness and consistency in the clinical learning environment.
- **Build and Lead an Integrated Assessment and Evaluation Infrastructure.** Establish and scale a centralized Office of Assessment and Evaluation, including recruitment of specialized staff, development of data infrastructure (e.g., dashboards, data lakes), and coordination across units currently siloed to ensure seamless, data-driven decision-making.
- **Drive Faculty Development and Engagement in Assessment Practices.** Serve as a trusted thought partner and institutional resource to faculty by leading robust faculty development initiatives in assessment, CBME principles, and data utilization to foster shared understanding, collaboration, and alignment between teaching and assessment.
- **Cultivate a Culture of Inquiry, Equity, and Data-Informed Improvement.** Promote a culture emphasizing psychological safety, accountability, and continuous improvement through real-time use of data, co-creation of evaluation priorities, and a strong commitment to health equity in both educational outcomes and assessment practices.
- **Innovate and Elevate Assessment Scholarship and National Engagement.** Advance scholarly activity in assessment and evaluation by building collaborative teams, contributing to national conversations, and developing innovative approaches—including AI integration—that demonstrate and document the unique outcomes of the institution's educational model.

Candidate Qualifications

Education/Certification

- M.D., Ph.D., or equivalent degree
- Academically eligible for appointment at the rank of associate or full professor

Professional Experience, Leadership Skills, and Competencies

- Ten years of experience as an educator and scholar with the proven values and skills needed to contribute significantly to the development of a unique educational enterprise with extraordinary clinical and research partnerships
- Five years of experience leading the assessment and evaluation function or units thereof in a medical school, and/or experience leading assessment and evaluation initiatives in other health professions programs
- Five years of managerial experience with direct supervision of team members
- Demonstrated expertise in assessment and evaluation within medical education, including experience designing and implementing rigorous, competency-based assessment systems aligned with curriculum goals and accreditation expectations (e.g., LCME standards, including fairness in clinical assessment)
- Deep knowledge of and commitment to Competency-Based Medical Education, with the ability to translate CBME principles into practical assessment strategies across foundational and clinical learning environments
- Proven leadership experience building and scaling programs, teams, or offices, including the ability to recruit, develop, and lead high-performing teams and establish sustainable infrastructure for assessment and evaluation
- Experience advancing assessment innovation, including familiarity with multiple assessment modalities, data systems, and emerging tools (e.g., dashboards, data aggregation strategies, AI-enabled approaches), and the ability to align these with institutional goals
- Demonstrated ability to lead faculty development initiatives in assessment and evaluation, serving as a trusted thought partner to faculty and helping integrate assessment with teaching and learning practices
- Strong track record of collaboration and relationship-building, with the interpersonal effectiveness to engage diverse stakeholders (faculty, clinical preceptors, IT partners, academic support teams) and build trust across a complex, evolving organization
- Demonstrated understanding of analytics and psychometrics, with the ability to interpret complex data, apply measurement principles, and inform evidence-based decision-making to advance assessment and evaluation strategies
- Experience working within or alongside integrated academic medical centers or complex healthcare systems, with an understanding of how to assess existing capabilities, identify gaps, and build more cohesive, data-informed environments
- Commitment to fostering a culture of inquiry, continuous improvement, and data-informed decision-making, including experience using real-time data to guide programmatic changes and engaging faculty in interpreting and acting on assessment findings

- Demonstrated dedication to advancing health equity through assessment and evaluation practices, ensuring inclusive, fair, and meaningful measurement of learner performance
- Experience in clinical assessment environments, with an understanding of the unique challenges and opportunities of assessment in longitudinal, distributed, or community-based clinical settings
- Established record of scholarship in medical education, including dissemination of outcomes (e.g., presentations, publications), with strong national engagement and professional networks in assessment, evaluation, and/or CBME
- Strategic mindset with a builder's orientation, including experience conducting needs assessments, developing and executing strategic plans, and leading change in settings where infrastructure and processes are still evolving
- Exceptional communication skills and leadership presence, with the ability to serve as an ambassador for assessment and evaluation, articulate a clear vision, and foster a culture grounded in psychological safety, accountability, and respect
- High level of intellectual curiosity and passion for assessment and evaluation, with the ability to inspire others, translate complex concepts into actionable insights, and champion the role of assessment in achieving educational excellence

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.

Valerie Weber, M.D.

Principal

(781) 564-2667

Tricia Porter

Senior Associate

(508) 369-0231

Salary Range

The salary range for this position is \$304,900 - \$394,460.

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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