

Keck School of Medicine of USC

Search for the Chair, Department of Anesthesiology
Keck School of Medicine
University of Southern California
Los Angeles, CA

THE SEARCH

The [Keck School of Medicine](#) (Keck School) of the University of Southern California (USC) invites applications for a collaborative and visionary leader to serve as the next Chair of the [Department of Anesthesiology](#) (USC Anesthesiology).

This is an exceptional moment to lead a vital clinical department at a top-tier medical school with a legacy of educational innovation and community-based clinical care. Keck Medicine of USC (Keck Medicine), the university's academic medical enterprise, and the entire health enterprise is in a period of important growth and expansion and is continuing to invest in its clinical and academic priorities, fueled by strong alignment with the Keck School and a shared vision for the future. Building on this momentum, the next Chair will shape and enhance anesthesia care services in one of the most dynamic health care environments in the country. They will become part of a strong and collaborative leadership team that is committed to advancing the Keck School's four foundational mission areas of research, education, patient care, and community, bringing meaningful impact to the Department, the Keck School, and an expansive network of hospitals, clinics, and affiliate sites across Southern California.

USC Anesthesiology is central to the success of the Keck School's missions, intersecting with nearly every service line and playing an indispensable role in delivering high-acuity, complex care to a diverse and expansive patient population. The Department comprises 129 full-time faculty, 18 staff members, 72 USC+LA General residents, 10 Keck School sponsored residents, and 11 fellows. It also houses two residency programs, including a newly launched, first-of-its-kind Keck School sponsored residency program that began in December 2024. With its suite of training and education programs, USC Anesthesiology is poised to shape the next generation of anesthesiology leaders while laying the foundation for future residencies sponsored by the Keck School.

Reporting to the Dean of the Keck School, [Dr. Carolyn Meltzer](#), the new Chair will join a talented and dedicated faculty in a robust department that is poised for its next stage of growth. The Chair will be charged with providing strategic leadership to the Department, with the latitude to define and implement

a vision that builds on its solid foundation. Bringing a collaborative and entrepreneurial spirit, the Chair will serve as a leader and role model who builds trust, inspires colleagues, and advances partnerships across the enterprise. They will refine and strengthen clinical operations, apply sound financial judgement to ensure the department's long-term sustainability, and lead with values that foster a cohesive, people-first departmental culture. By aligning people, resources, and strategy around shared goals, the Chair will position the Department for broader recognition as a leader in anesthesiology, delivering the highest quality medical education and training, research, and patient care in Los Angeles and beyond.

To achieve these goals, the next Chair must be an experienced leader with a demonstrated record of clinical excellence, educational innovation, and a commitment to advancing research that informs and improves patient care. They will also bring strong skills in relationship-building and organizational leadership, along with a professional commitment to community engagement and to foster trust, transparency, and accountability. To be successful, the Chair will build on the Department's strengths while addressing key opportunities and challenges, listed below and outlined in detail starting on page seven of this document:

- Advance a unifying vision that builds on the Department's robust clinical foundation and enhances synergy with health system leadership and surgical services
- Enhance clinical operations through a collaborative, team-based approach to strengthen operating room efficiency and the patient experience
- Strengthen faculty recruitment, retention, and mentorship across subspecialties
- Serve as a visible, collaborative leader to deepen partnerships across USC's medical enterprise and with community affiliates
- Promote excellence across the Department's full portfolio of forward-thinking educational programs
- Grow research activity that supports the Keck School's mission and informs patient care
- Elevate the Department's national profile and reputation

A complete list of the desired qualifications and characteristics can be found at the conclusion of this document, which was produced with the support of Isaacson, Miller, a national executive search firm.

ABOUT THE KECK SCHOOL OF MEDICINE

The Keck School of Medicine of USC (Keck School) is one of the nation's premier medical schools, distinguished by its robust research enterprise, excellence in medical and graduate education, and deep commitment to health equity and community service. The Keck School is home to 1,963 full-time faculty, 310 part-time faculty, 1,176 voluntary faculty physicians, 71 Keck School and Children's Hospital Los Angeles (CHLA) combined fellows, more than 1,200 residents and fellows across three major hospitals, 2,329 staff, and more than 3,000 students enrolled in a wide range of academic programs. These include a nationally regarded MD program, 30 graduate programs in the health sciences, dual-degree pathways

such as MD/PhD, MD/MPH, and a robust portfolio of postdoctoral, undergraduate, and continuing education offerings.

The Keck School holds academic affiliations with leading Los Angeles institutions including Children's Hospital Los Angeles (CHLA) and Los Angeles General Medical Center (LA General). Keck School also benefits from its integration within a broader university-based medical system—Keck Medicine of USC—which includes the Keck Medical Center of USC (comprising Keck Hospital and the USC Norris Cancer Hospital), USC Arcadia Hospital, USC Verdugo Hills Hospital, and more than 40 outpatient clinics. In total, Keck School of Medicine boasts over 450,000 square feet of research space across 19 buildings, supporting a wide array of biomedical research initiatives.

A New Era of Renewal, Opportunity, and Growth

The Chair of Anesthesiology will join the Keck School at a time of continued institutional momentum. Under the leadership of Dean Carolyn Meltzer—an accomplished academic radiologist and national leader in faculty advancement and diversity—Keck School is advancing a bold [strategic roadmap](#) focused on discovery, translational science, community engagement, and educational innovation. Appointed in 2022, Dean Meltzer previously served as Chair of Radiology and Imaging Sciences at Emory University for nearly 16 years and held key leadership roles in research, academic advancement, and culture and community engagement, including roles on a national level, such as professional and advisory boards of the Radiological Society of North America, Council of Deans at the Association of American Medical Colleges, American Society of Neuroradiology, American College of Radiology Board of Chancellors, and California Institute of Regenerative Medicine.

USC has launched a \$3 billion-dollar fundraising campaign in support of the health sciences. As the university undergoes a leadership transition in 2025, with President Carol Folt concluding her term and new interim leadership in place, the Keck School remains anchored by a strong and ambitious health enterprise strategy. The Health Affairs division, led by Senior Vice President for Health Affairs Steven Shapiro, continues to oversee the integration of clinical, research, and educational priorities across the academic health system, including schools of pharmacy, social work, dentistry, and gerontology.

Keck School of Medicine is executing a forward-looking Strategic Roadmap (2025–2027) that aligns with USC's Health Sciences 3.0 vision. Key initiatives include expanded support for cross-campus collaboration, industry partnerships, and commercialization through the [USC MESH Academy](#). Recent examples of this innovation ecosystem include: a strong partnership across the Viterbi School of Engineering and Keck School with a joint center for stem cell engineering and multiple pilot grant programs, a partnership with StemCardia to advance regenerative cardiology, and a revamped primary care curriculum that integrates lifestyle medicine and prevention science. These efforts reflect Keck School's commitment to pioneering research, entrepreneurial thinking, and patient-centered care.

ABOUT KECK MEDICINE OF USC

Keck Medicine of USC (Keck Medicine) is the University of Southern California's academic health system, recognized as one of the leading university-based medical enterprises in the Los Angeles area. It encompasses a comprehensive network of hospitals, outpatient clinics, and specialized care centers, delivering advanced, research-driven healthcare services to a diverse patient population across Southern California.

Clinical Network and Facilities

At the core of Keck Medicine is the Keck Medical Center of USC, comprising:

- **Keck Hospital of USC:** A 401-bed acute care hospital offering a wide range of specialized services, including organ transplantation, neurosurgery, and minimally invasive surgical procedures.
- **USC Norris Cancer Hospital:** A 60-bed facility dedicated to cancer care, closely integrated with the USC Norris Comprehensive Cancer Center.

In addition to these flagship hospitals, Keck Medicine includes:

- **USC Verdugo Hills Hospital:** A community hospital providing comprehensive healthcare services to the Glendale area.
- **USC Arcadia Hospital:** Formerly Methodist Hospital of Southern California, this facility joined Keck Medicine in 2022, expanding the system's reach into the San Gabriel Valley.
- **More than 40 outpatient clinics:** These facilities extend Keck Medicine's services across Los Angeles, Orange, Kern, Tulare, and Ventura counties, offering accessible care in various specialties.

Keck Medicine is also expanding its reach through major new cancer care facilities beyond the Health Sciences Campus. In Pasadena, [a new state-of-the-art medical office building is slated to open in 2025](#), offering comprehensive oncology services—including infusion, medical oncology clinics, and radiation oncology—bringing cancer care closer to patients in the San Gabriel Valley.

Academic Integration and Research Excellence

Keck Medicine is closely affiliated with the Keck School of Medicine of USC, fostering a synergistic environment where clinical care, research, education, and community partnerships intersect. This integration facilitates the translation of scientific discoveries into clinical applications, enhancing patient outcomes and advancing medical knowledge.

Community Engagement and Impact

Committed to serving the diverse communities of Los Angeles, Keck Medicine actively engages in partnerships aimed at improving public health and increasing access to care. Collaborations with institutions like LA General and CHLA exemplify this commitment. These partnerships not only enhance healthcare delivery but also provide valuable training opportunities for medical students and residents, reinforcing Keck Medicine's role in cultivating the next generation of healthcare professionals. USC Street Medicine is a leading national model of care delivered to people experiencing homelessness.

THE DEPARTMENT OF ANESTHESIOLOGY

For over a century, USC Anesthesiology has advanced the art and science of anesthesiology across its missions of clinical care, training and education, and research. Anesthesiology is a service integrated throughout USC's clinical enterprise, and close collaborations with departments throughout the Keck School of Medicine ensure broad impact across specialties. Residents, students, and other learners train with expert providers on highly acute, complex cases serving a diverse patient population.

Current Context

The new Chair will join a department that is deeply integrated across USC's health system, working across multiple hospitals and clinics to enhance its operations in perioperative care, critical care, and other core domains of anesthesiology. With faculty expertise across several subspecialties, the Department is positioned to continue driving clinical innovations, fostering research collaborations, and advancing educational excellence. The next Chair will harness this momentum to shape the next chapter of growth and drive impact across the Department's clinical, educational, and research missions.

Clinical

USC Anesthesiology provides state-of-the-art care for more than 30,000 patients undergoing a variety of surgical procedures, including over 5,800 pain procedures and blocks for post-operative pain annually. They achieve this across 66 anesthesiology sites and 40 ICU beds covered by the Department. Faculty and staff are committed to innovation in patient safety, including the broad adoption of Enhanced Recovery After Surgery (ERAS) protocols. The Department's highly trained anesthesiologists provide care across all surgical disciplines and bring subspecialty expertise in the following: Cardiac, Critical Care Medicine, Neuroanesthesia, Obstetrics, Pain Medicine, Pediatric Anesthesiology, Regional/AIPPS, Transplant Service, and Trauma Anesthesiology. For more information, please visit: <https://keck.usc.edu/anesthesiology/patient-care/>.

Education

The Department of Anesthesiology is committed to training the next generation of anesthesiology leaders. To achieve this, USC Anesthesiology provides excellent educational opportunities for members of the

medical profession, including anesthesiologists, faculty CRNAs, residents, SRNAs, medical students, and fellows. The Department's bi-campus locations provide a rich environment for a stimulating experience, and its training sites include the following:

- Los Angeles General Medical Center
- Keck Hospital of USC
- USC Norris Comprehensive Cancer Center
- Children's Hospital Los Angeles
- Cedars-Sinai Medical Center
- Fresh Tissue Dissection Lab (FTDL)

USC is home to two anesthesiology residency programs: [USC + Los Angeles General Anesthesiology Residency Program](#) and the [Keck School of Medicine of USC Anesthesiology Residency Program](#), the latter which began in December 2024. Both Anesthesiology residency programs are ACGME-approved and consist of a four-year curriculum (PGYI-IV) where residents are exposed to a wide variety of cases during their training, covering all aspects of modern anesthesiology practice. Residents gain experience in all major subspecialties of anesthesiology.

The Department offers additional educational opportunities through the following:

- [Fellowship Program](#): This program provides fellowship training in several areas, including Cardiothoracic Anesthesiology, Pain Medicine, Regional Anesthesiology, and Neuroanesthesiology.
- [Medical Student Rotation](#): This rotation introduces medical students to the art and science of anesthesiology. It enhances the professional careers of all medical students, including those who will pursue a different specialty.
- [Nurse Anesthesia](#): This program is a full-time, 36-month curriculum in anesthesiology leading to the Doctor of Nurse Anesthesia Practice (DNAP) degree. It offers an intense academic and comprehensive clinical curriculum where students gain experience in a variety of clinical specialty areas.

It also offers learning opportunities through the [Zelman Center for Distance Learning](#) and the [Anesthesiology Simulation Center](#).

Research

The Department of Anesthesiology's research currently spans industry-funded clinical trials, as well as collaborative projects with other campuses, departments, and institutions. Research covers Clinical and Operating Room Operations, Quality Metrics and Education, including patient quality and safety, as well as health systems delivery research. Residents and medical students are actively involved in presenting at major conferences, such as the: American Society of Anesthesiologists (ASA), International Anesthesia

Research Society (IARS), Society for Neuroscience in Anesthesiology and Critical Care (SNACC), and Society of Critical Care Anesthesiologists (SOCCA).

Collaborations include joint efforts with Family Medicine faculty on the topic of treating pain in a primary care setting and partnerships through USC's Center for Health Systems Innovation (CHSI). CHSI brings together experts from medicine, engineering, business, public policy, and other fields to discuss interdisciplinary approaches to resolving intractable problems in healthcare. The Department also participates in national initiatives such as the Perioperative Surgical Home Collaborative and works closely with the Anesthesia Quality Institute to advance quality, safety, and patient outcomes.

THE ROLE OF THE CHAIR OF THE DEPARTMENT OF ANESTHESIOLOGY

The Chair will oversee the strategic direction and day-to-day operations of the Department, ensuring it advances Keck School's four foundational mission areas of research, education, patient care, and community. They will lead a dynamic team comprised of 129 full-time faculty, 18 staff members, 72 USC+LA General residents, 10 Keck School sponsored residents, and 11 fellows. With oversight of a departmental budget of approximately \$72 million in fiscal year 2026, the Chair will be expected to demonstrate strong financial acumen and ensure the effective allocation of resources by strategically managing the department's finances for long-term sustainability, supporting faculty and learner development, and maintaining the necessary infrastructure to support the department's continued growth and impact.

KEY OPPORTUNITIES AND CHALLENGES FOR THE NEW CHAIR

To be successful, the new Chair will address the following key opportunities and challenges:

Advance a unifying vision that builds on the Department's robust clinical foundation and enhances synergy with health system leadership and surgical services

- Define and articulate a strategic plan that builds on the Department's strong clinical work while enhancing its operations, educational programs, research, and innovation, with a focus on deepening collaboration with health system leadership and surgical departments. Preserve the Department's legacy of excellence while adapting to the evolving clinical demands.
- Align the Department's goals with those of the Keck School and Keck Medicine to reinforce the Department's role as a vital partner in system-wide collaboration and institutional growth.
- Create and encourage an environment where innovation and collaboration can thrive by strengthening morale, building bridges across training sites, and ensuring clear, timely communication, particularly around policies, compensation, and scheduling. Serve as a tireless communicator and attentive listener, fostering transparency and accountability across all sites.
- Champion an environment where faculty, learners, and staff feel valued and choose to build their careers at USC.

Enhance clinical operations through a collaborative, team-based approach to strengthen operating room efficiency and the patient experience

- Adapt organizational structures to meet growing clinical needs and optimize departmental operations, such as standardizing workflows to support the delivery of patient care and improve the experience of members in the Department.
- Implement creative staffing solutions to address demand while preventing provider burnout and maintaining high-quality care. This includes expanding the role of CRNAs and APPs to enhance flexibility, coverage, and efficiency.
- Structure faculty assignments to balance clinical demands while also protecting time for teaching, research, and professional growth.
- Collaborate closely with leaders across the health system—including clinical, operational, academic, and administrative stakeholders—to improve operating room efficiency, strengthen coordination, and elevate the patient experience throughout Keck Medicine.
- Expand the Department's footprint beyond the operating room to grow outpatient clinical services and advance its role across the enterprise.

Strengthen faculty recruitment, retention, and mentorship across subspecialties

- Nurture, mentor, and recruit the next generation of faculty and trainees in a competitive landscape.
- Continue to attract and retain top talent across subspecialties, ensuring the Department can meet the demands of complex cases while fostering opportunities for scholarship and innovation.
- Foster an environment where faculty feel valued, supported, and engaged equitably in shaping the Department's future to encourage long-term commitment to the Department. This includes mentoring faculty for career advancement and leadership roles, enhancing accessibility through multiple trusted points of departmental leadership, supporting professional development and recognition programs, and actively listening to the concerns, preferences, and aspirations of department faculty, learners, and staff.

Serve as a visible, collaborative leader to deepen partnerships across USC's medical enterprise and with community affiliates

- Collaborate and build strong, positive relationships with other chairs and service chiefs to integrate anesthesiology more fully into interdisciplinary initiatives, such as critical care collaborations and outpatient procedure growth.
- Strengthen connections with all affiliate sites to ensure consistent quality, alignment of educational experiences, and seamless patient care.
- Maintain regular presence in the operating room and within the Department to model engagement and clinical excellence.
- Advocate for the Department's role as an equal and indispensable partner within the health system and beyond.

Promote excellence across the Department's full portfolio of forward-thinking educational programs

- Build the new Keck School sponsored residency program into a signature initiative that strengthens the pipeline of future anesthesiology leaders and serves as a model for future Keck School sponsored residencies.
- Ensure both anesthesiology residency programs are embraced as integral to the Department's mission to foster a cohesive educational culture across sites.
- Support faculty and learners with mentorship, professional development, and access to scholarly opportunities.

Grow research activity that supports the Keck School's mission and informs patient care

- Support the Department's continued dedication to making a significant impact in anesthesiology, science, and medicine by strengthening the Department's research footprint. In doing so, the Chair will maintain balance across the Department's clinical, educational, and research missions while keeping clinical excellence as a central focus.
- Develop strategic research opportunities that build on the Department's existing strengths while identifying new areas for growth and leveraging cross-departmental partnerships to advance clinical practice.
- Support resident and faculty engagement in research that complements the Department's clinical and educational priorities. Encourage interdisciplinary collaborations that expand access to research opportunities without overextending resources.

Elevate the Department's national profile and reputation

- Increase visibility of the Department's clinical, educational, and research achievements through national presentations, publications, and leadership roles.
- Position USC Anesthesiology as a destination for complex, high-acuity care and as a leader in advancing innovative practices across diverse clinical settings.
- Leverage and create philanthropic opportunities to support programmatic expansion and faculty development.

QUALIFICATIONS AND CHARACTERISTICS

This position requires a leader with vision, breadth, drive, and an entrepreneurial spirit. A compelling combination of organizational leadership skills and the interpersonal ability to lead and inspire confidence in diverse constituents working across a vast, matrixed environment. The Chair must possess a clear vision for how the Department can combine research, education, and clinical care in alignment with the Keck School's ambitious goals and strategies, as well as for how to engage, nurture, and maximize the potential of members in the Department.

The successful candidate must have an MD, MD/PhD, or equivalent clinical doctoral degree, board certification in Anesthesiology, and should have significant experience as an organizational leader. They must also have a strong commitment to education across a broad spectrum of learners. The successful candidate must have a record commensurate with appointment at the rank of Professor. The Chair is expected to remain clinically active to model excellence in patient care and ensure visibility and credibility as a practicing colleague across perioperative services. The Chair will possess most, if not all, of the following:

- A detailed and nuanced understanding of clinical operations, research, and education in anesthesiology;
- Understanding of, and enthusiasm for, the Keck School's four mission areas, along with knowledge of the culture and care delivery processes of complex academic medical institutions;
- Experience working in a highly matrixed environment and proven effectiveness in a complex system of distributed leadership; experience driving improvement in anesthesiology services in such environments;
- Proven support for innovation in medical education and training programs;
- Fluency in human relationships and the commitment and ability to work well with people at all levels - university, hospital, faculty, students, and staff;
- Demonstrated experience in recruiting, retaining, and developing faculty, fellows, and residents;
- Exceptional leadership skills and judgment with the proven ability to foster a spirit of unity and collaboration, while learning from the perspectives of others;
- Strong interpersonal skills to build and maintain relationships with faculty, administration, learners, and medical staff;
- Demonstrated commitment to promoting inclusivity and respect in the workplace;
- The highest standards of ethics and integrity, with a deep commitment to transparency and accountability in policy and strategy;
- Demonstrated record of strong financial, budgeting, and resource management skills; and
- Personal qualities that include creativity, adaptability, courage, a sense of humor, and the disposition of a learning leader.

COMPENSATION

The anticipated compensation for this position is about \$700,000 - \$800,000 annually and is commensurate with related experience and qualifications. Relocation assistance is available. USC offers an inspiring higher education environment and excellent benefits, including medical, dental, vision, retirement, and paid time off. Learn more about USC Employee benefits at <https://employees.usc.edu/benefits-perks>.

LOCATION

The University developed in stride with the dynamic city of Los Angeles, a global center for art, technology, culture, industry, and trade, and a vividly international city with one of the most diverse populations on the planet. Now the creative capital of the Pacific Rim, Los Angeles has never lost its frontier edge and constantly re-invents its physical fabric, its economy, and its society. USC is both in and of its city. It was shaped by a succession of visionaries who invested their time, insight, and financial resources to build one of the world's great universities in the heart of a consequential global mega-region.

USC contributes significantly to the region as one of its largest economic engines. The University is the largest private employer in the city of Los Angeles, providing nearly 27,000 jobs and creating non-university job opportunities for thousands of additional residents each year. USC generates \$4.9 billion annually in economic activity in the Los Angeles region and beyond, which does not include the direct spending or impacts of the USC hospitals. In addition, because of USC's long tradition of excellent professional education, USC alumni represent a large percentage of the business leaders and practicing professionals in the region. More details about Los Angeles can be found [here](#).

APPLICATIONS, INQUIRIES, AND NOMINATIONS

USC has retained Isaacson, Miller, a national executive search firm, to assist in this search. Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, as well as application packets (CV and cover letter) should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-southern-california-keck-school-medicine/chair-department-anesthesiology>. Electronic submission of materials is required.

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Isaacson, Miller | imsearch.com

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

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