



California University of Science and Medicine

President and Dean

California University of Science and Medicine

Colton, California

THE SEARCH

The California University of Science and Medicine (CUSM) invites nominations and applications for the combined position of President and Dean (President/Dean). This distinctive leadership role presents an exciting opportunity to guide one of the nation's most promising and rapidly emerging health sciences universities, deeply committed to advancing health equity, redefining medical education through innovation, and preparing physician leaders to serve medically underserved communities.

The California University of Science and Medicine is a private, mission-driven institution grounded in a deep, unwavering commitment to training physicians who are responsive to the needs of underserved communities. Founded in 2015, CUSM was established to address critical physician shortages and improve health outcomes across all medically underserved communities. The School of Medicine is located in San Bernardino County and benefits from close partnerships with regional health systems, community organizations, and academic collaborators, while maintaining a clear and independent vision for its future trajectory.

CUSM stands at an important inflection point in its trajectory. Since its founding, the University has established a strong, stable foundation, including the successful launch of its Doctor of Medicine program, full institutional and programmatic accreditation, and consistent student success reflected in a 100% residency match rate. These accomplishments reflect disciplined leadership and a clear focus on establishing a high-quality medical education program in a region with significant need, while positioning CUSM among a select and rapidly emerging group of newer medical schools that have achieved early academic and operational distinction at an accelerated pace. Building on this strong foundation, CUSM is entering a defining next phase of development focused on strategic growth, expanded programmatic offerings, broader clinical and academic partnerships, and increasing institutional visibility and impact.

The next President/Dean will build on this momentum, assuming leadership at a moment of unique opportunity and institutional readiness. This leader will work closely with the Board of Trustees and key partners to advance a bold, forward-looking vision that enhances CUSM's impact, broadens its academic and clinical footprint, extends its influence across new partnerships and geographies, and strengthens its reputation as a leading and distinctive voice in mission-driven medical education. The successful candidate will be a strategic, collaborative, and visionary leader capable of translating ambition into action, who will champion CUSM's mission while guiding its next phase of growth, expanding its impact, and strengthening its visibility and influence.

ABOUT THE CALIFORNIA UNIVERSITY OF SCIENCE AND MEDICINE

The California University of Science and Medicine is a private health sciences university founded to address critical physician needs and improve health outcomes, especially for the medically underserved. This work has begun in Southern California's Inland Empire, home to a dramatically underserved population, while also reflecting a broader commitment to training physicians equipped to serve underserved communities more broadly. Established through the vision and extraordinary philanthropic leadership and sustained investment of Dr. Prem Reddy and the Prime Healthcare Foundation, CUSM reflects a deep commitment to expanding access to medical education and addressing longstanding disparities in healthcare access and outcomes. From its earliest conception, the University has been shaped by this founding partnership, which provided not only initial investment but a bold vision for what a new, innovative model of mission-driven medical education could achieve. This entrepreneurial and mission-centered foundation continues to shape the University's approach to growth, innovation, and partnership, providing a strong platform for future expansion and continued philanthropic development aligned with CUSM's mission.

The University began operations in 2015, with early academic leadership guiding the creation of an innovative Doctor of Medicine (MD) curriculum and the policies governing admissions, faculty recruitment, and program evaluation. Since welcoming its inaugural class, CUSM has grown rapidly. The School of Medicine has expanded from 60 to 130 students per entering class and has graduated five MD cohorts with a 100% residency match rate. The university expanded its academic offerings in 2017 with the launch of the Master of Biomedical Sciences (MBS) program, designed to strengthen students' preparation for careers in medicine and other health professions.

In July 2023, the University reached a significant institutional milestone when it was granted accreditation by the Western Association of Schools and Colleges Senior College and University Commission (WSCUC), confirming compliance with rigorous standards for institutional quality and effectiveness. CUSM's MD program has progressed through the full accreditation pathway of the Liaison Committee on Medical Education (LCME), receiving preliminary accreditation in February 2018, provisional accreditation in 2024, and ultimately full accreditation in February 2026, the highest national standard for U.S. medical education programs. These milestones affirm the strength of the University's academic model, governance, and outcomes, placing CUSM among a select group of America's newest medical schools to achieve remarkable academic distinction and full accreditation in an exceptionally short period of time. This positions the University for its next phase of growth in scope, scale, and impact.

As an independent health sciences university, CUSM operates outside of a traditional academic medical center structure. This positioning enables a degree of agility and entrepreneurialism, reinforcing CUSM's identity as an independent academic institution with its own strategic trajectory, particularly in medical education. This positioning also provides the opportunity for CUSM to thoughtfully develop its clinical and research enterprises in alignment with institutional priorities and regional healthcare needs.

For more information, please visit <https://cusm.edu/>.

Academics

At CUSM, students are immersed with their colleagues and faculty in a collaborative environment to become critical problem solvers as physicians or other healthcare professionals. Students learn, engage, and collaborate in a new state-of-the-art campus to receive the best medical education and to understand compassion, empathy, and healthcare equity. As the University continues to evolve, there are significant opportunities to expand its academic offerings into additional health sciences disciplines aligned with workforce needs and institutional priorities, including areas such as nursing, public health, and allied health professions. The University currently offers the following programs:

- **Doctor of Medicine (MD):** The four-year MD program within the School of Medicine offers an innovative, integrated system-based curriculum that embeds clinical reasoning and decision-making from the earliest stages of training, distinguishing it from more traditional, sequential models of medical education. Students begin clinical reasoning during the first year, and basic science disciplines are taught in the context of clinical presentations. The curriculum ensures that physician leaders meet the challenges of the nation's evolving healthcare system. This innovative curriculum model has also gained global recognition beyond the University and is being adapted in international settings, reflecting its broader impact on medical education globally.
- **Master in Biomedical Sciences (MBS):** The Master of Biomedical Sciences degree is a rigorous 10-month program designed for students preparing for a career in healthcare-related fields or to enhance qualifications and candidacy for a career in medicine or other healthcare professions, including nursing, pharmacy, research, dentistry, and veterinary medicine.

Community Partners

CUSM's development has been anchored by the vision, generosity, and continued engagement of [The Prime Healthcare Foundation](#), which has played a central role in the University's founding and growth. With nearly \$80 million in philanthropic support to date, and a demonstrated willingness to deepen that investment over time, the Foundation has enabled CUSM to establish a strong academic foundation while positioning the institution for its next phase of expansion. Beyond financial support, this partnership reflects a shared commitment to improving health outcomes, expanding access to medical education, and advancing care for underserved populations. The Foundation's ongoing involvement provides both stability and a platform for continued growth, including the potential to further expand CUSM's impact through aligned philanthropic and strategic initiatives.

CUSM maintains a valued and evolving clinical partnership with [Arrowhead Regional Medical Center \(ARMC\)](#), a 456-bed university-affiliated teaching hospital and Level I trauma center serving San Bernardino County. ARMC plays an important role in supporting clinical training and provides access to a high-volume, diverse patient population that is integral to the University's innovative educational model. At the same time, CUSM's clinical training strategy extends across a growing network of affiliated sites. These include

Riverside Community Hospital as well as relationships with health systems such as HCA, Tenet, and CommonSpirit, reflecting a more distributed and flexible approach to clinical education.

In parallel, CUSM continues to develop its clinical enterprise, [CUSM Health](#), which represents an important and evolving extension of the University's mission into patient care. As this enterprise matures, it offers a strategic opportunity to further align clinical services, medical education, and community impact, while also advancing a more integrated model that supports innovation, access, and long-term institutional sustainability.

Looking ahead, CUSM is well positioned to continue broadening and diversifying its network of clinical and community partnerships in support of its academic mission and long-term institutional growth. As the University expands its programs and explores opportunities to extend its geographic and clinical footprint, the development of strategic plans will be an important enabler of high-quality training, increased capacity, and institutional impact. This new strategic vision will be established in collaboration with the Board of Trustees to expand CUSM's mission and vision, while maintaining academic excellence, mission driven service, continued innovation and growth.

ROLE OF THE PRESIDENT/DEAN

Reporting to the [Board of Trustees](#), the President/Dean serves as the University's chief executive and academic leader, responsible for advancing CUSM's mission, shaping its strategic direction, and ensuring excellence across its academic, clinical, and research enterprises. As the principal ambassador for the University, the President/Dean works closely with the Board, faculty, staff, students, and external partners to strengthen CUSM's reputation, expand its impact, and build broad support for its continued growth and success, including securing and stewarding the financial resources necessary to sustain and expand its mission. The President/Dean plays a central role in articulating and executing a compelling vision for the future, fostering a culture of collaboration, innovation, and accountability across the institution.

This role combines the responsibilities of a university president and a medical school dean. The President/Dean must operate effectively across both domains by supporting academic programs, faculty, and institutional effectiveness internally, while also serving as the principal ambassador for the University externally. With a strong academic and operational foundation in place, the President/Dean will be well positioned to focus on broader strategic priorities, including advancing institutional growth through new partnerships, programmatic expansion, and diversified funding streams. This will require considerable external engagement and the continued development of CUSM as a comprehensive health sciences enterprise.

The President/Dean manages an operating budget of approximately \$50 million and leads a team that includes the Executive Vice Dean of Medical Education; the Senior Associate Dean of Operations and Chief of Staff; the Associate Dean of Research; the Assistant Dean of Finance and Administration/Principal Business Officer; multiple Senior Associate Deans and key administrative and academic leaders across accreditation, student affairs, and wellness.

KEY OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT/DEAN

The new President/Dean will join the California University of Science and Medicine at a pivotal moment in its growth, as the institution builds on its strong foundation and advances its mission of educating future physicians and improving the health of its communities. Building on the success of its founding phase, the President/Dean will help define and guide CUSM's next stage of development.

Define and lead CUSM's next phase of institutional growth

- Build on a successfully established foundation to articulate and advance a clear, forward-looking vision for the University's next stage of development, including growth in scope, scale, and influence.
- Translate institutional ambition and strengths into a focused set of strategic priorities and executable initiatives aligned with long-term sustainability, including the development of viable financial and funding strategies to support institutional ambition.
- Shape the evolving identity of CUSM as it transitions from a start-up medical school to a more comprehensive health sciences institution.
- Lead efforts to identify, cultivate, and secure diverse funding sources including philanthropy, partnerships, and other revenue streams to support continued institutional development.

Expand and integrate the academic, clinical, and research enterprise

- Explore the thoughtful expansion of CUSM's academic portfolio into additional health sciences disciplines (e.g. nursing, public health, allied health) and campuses to expand its mission, with the potential to extend impact beyond the region through thoughtfully scaled growth.
- Guide the continued development of CUSM Health and related clinical initiatives, ensuring alignment with educational and research priorities.
- Integrate the three enterprises into a cohesive, high-performing model with clear priorities and shared accountability.
- Develop a focused, mission-aligned approach to research growth that is appropriately scaled to institutional capacity and builds upon CUSM's strengths while expanding clinical, educational, translational, and community-based research through strategic partnerships and external funding.
- Expand CUSM Health and ensure academic, operational, and financial success.

Strengthen and expand strategic partnerships

- Sustain and thoughtfully evolve key institutional partnerships, including with Arrowhead Regional Medical Center, while ensuring alignment with CUSM's independent mission and long-term objectives.

- Actively expand and diversify clinical and community partnerships across multiple health systems and geographies to support high-quality training and institutional growth.
- Develop a strategic, portfolio-based approach to partnerships that balances alignment, flexibility, and institutional autonomy within a dynamic healthcare landscape.

Partner with the Board to align vision, growth, pace, and execution

- Work closely with an engaged and highly invested Board of Trustees to refine strategic direction, align priorities and financial strategy, and sustain forward momentum with growth ambitions.
- Translate ambitious goals into actionable plans, maintaining clarity and consistency in communication and execution.
- Exercise strong judgment in navigating a governance environment that values decisiveness, responsiveness, and results.

Sustain academic excellence and student success

- Maintain and strengthen academic excellence and student outcomes, including board performance, residency placement, and career readiness.
- Ensure advising, mentorship, and student engagement structures evolve to support a growing and increasingly complex student body.
- Preserve academic rigor and consistency across expanding programs and clinical training environments.

Elevate institutional visibility while advancing organizational excellence

- Further strengthen CUSM's profile and expand its visibility and influence at the regional and national levels, positioning CUSM among the nation's leading emerging medical schools recognized for educational innovation, physician leader development, community impact, and academic excellence. Differentiate the institution within a competitive academic and healthcare landscape through strong outcomes and clear positioning.
- Lead continued organizational maturation by strengthening systems, processes, and coordination across a growing enterprise.
- Foster a collaborative, mission-driven culture centered on inclusion, engagement, and shared purpose that attracts and retains faculty, staff, and learners.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate is required to hold an MD or equivalent terminal degree, with relevant board certification and eligibility for, or possession of, an active California medical license, and will bring significant administrative leadership experience in academic medicine. The ideal candidate will demonstrate a commitment to CUSM's mission and the ability to lead a growing, mission-driven

institution through collaborative and strategic leadership. The successful candidate will possess many, if not all, of the following desired qualifications and characteristics:

- MD or equivalent terminal degree, with board certification and eligibility for California licensure;
- Eligibility for faculty appointment and evidence of scholarly and research activity;
- Progressive administrative leadership experience, with the ability to lead a complex academic, clinical, or health sciences enterprise;
- Demonstrated success building and leading high-performing teams and advancing institutional priorities;
- Strategic and organizational leadership capability, including the ability to translate vision into executable plans and measurable outcomes;
- Financial and operational acumen, including the ability to link strategy, growth, and resource allocation in a developing institution while ensuring organizational accountability;
- Demonstrated ability to articulate institutional priorities and build support among diverse constituencies, including boards, community partners, and external stakeholders;
- Experience advancing institutional visibility, partnerships, and external engagement across academic, healthcare, and civic sectors;
- Experience leading academic institutions and collaborating closely with Governing Boards to forward mission and organizational priorities;
- Capacity to secure resources and advance funding priorities, with demonstrated success in fundraising, partnership development, and/or other revenue-generating activities necessary to support institutional growth;
- Familiarity with academic quality, accreditation, and regulatory environments, including experience with LCME and/or institutional accreditation processes;
- Understanding of and appreciation for shared governance, academic freedom, and faculty engagement within a higher education environment;
- Excellent communication, interpersonal, and relationship-building skills, with the ability to engage effectively with diverse internal and external stakeholders;
- Sound judgment, professionalism, and the ability to navigate complex and sensitive situations with discretion;
- Demonstrated commitment to student success, academic excellence, and the preparation of future physicians and health professionals; and
- Commitment to serving diverse and underserved communities.

COMPENSATION AND LOCATION

The target salary range for this position is \$600,000-\$700,000, which represents a combination of compensation packages for both the President and Dean roles respectively. Final offers will be negotiated, commensurate with qualifications and experience.

Located in the City of Colton in the heart of Southern California, CUSM offers the advantages of a modern medical school within one of the nation's most dynamic and diverse regions. The campus is conveniently situated within easy driving distance of Los Angeles, Orange County, Palm Springs, Big Bear, Joshua Tree National Park, and Southern California's renowned beaches, providing an exceptional quality of life with year-round outdoor recreation, cultural attractions, and international connectivity through multiple nearby airports.

The Inland Empire is one of California's fastest-growing regions and presents one of the nation's greatest opportunities to improve healthcare access, expand the physician workforce, and reduce health disparities. For leaders passionate about innovation, health equity, and transformational growth, CUSM offers an unparalleled opportunity to shape the future of medical education while enjoying the lifestyle and professional advantages of Southern California.

For more information, visit <https://www.coltonca.gov/>.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/california-university-science-and-medicine/presidentdean>. Electronic submission of materials is required.

Jay Torio, Evan Layne, Katheryne Martínez, Maria Peña
Isaacson, Miller

CUSM is committed to equal opportunity in its educational programs and employment. CUSM does not discriminate with regard to age, ancestry, disability, gender, sex, marital status, national origin, parental status, race, religion, sexual orientation, or veteran status and provides equal treatment and access to all CUSM programs, activities, and application for employment.

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