

Keck School of Medicine of USC

*Search for the Chair, Department of Neurological Surgery
Keck School of Medicine
University of Southern California
Los Angeles, California*

The Keck School of Medicine (KSOM) at the University of Southern California (USC) seeks a collaborative and innovative leader to serve as its next Chair of the Department of Neurological Surgery. The Chair will join a top-tier medical school and department with a legacy of educational excellence and community-based clinical care at an exciting time as USC continues making strides toward doubling its research enterprise while scaling its health system.

This is an opportunity for an accomplished physician leader to further elevate a highly successful department, making an impact across the clinical, educational, and research missions through USC's expanding network of hospitals, clinics, and affiliate hospitals in Southern California. Reporting to the Dean, the Chair will be responsible for the strategic leadership of the Department by growing the research enterprise, strengthening financial operations, collaborating creatively with key constituents within the health system, and raising the Department's national profile. Joining a unit defined by a genuinely collaborative and supportive culture, the Chair will thoughtfully and strategically champion its tripartite mission of education, research, and clinical care, enhancing its areas of strength, driving innovation, and fostering an environment that attracts the nation's top faculty and students.

The Chair comes to KSOM at a time of great change and forward momentum, joining a new leadership team and organizational structure designed to further USC's ambitious but achievable goals to double the size of the health and biomedical research enterprise, build a top 20 "medical school for the future," and scale the health system to a \$5 billion+ enterprise. USC recently completed a \$7 billion fundraising campaign, the largest in University history and second-largest in national history, and will soon embark on a second multi-billion dollar campaign exclusively in support of the health sciences. Under the leadership of USC President, [Dr. Carol Folt](#), the Discovery and Translational Hub, a planned 260,000-square-foot and seven-story multidisciplinary facility on the health sciences campus scheduled to open in 2026, is designed to translate new discoveries into clinical care and will house 84 research groups and employ 850 people.

To be successful, the Chair will seize on this momentum and capitalize on the Department's strengths while addressing a number of key opportunities and challenges, listed below and outlined in detail starting on page 6 of this document:

- Strategically build upon existing strengths to drive a vision that elevates USC Neurosurgery to new levels of prominence and impact;
- Emphasize and grow research congruent with a vibrant clinical strategy;
- Continue to champion the educational mission of the Department;
- Foster an equitable, diverse, and inclusive culture for students, staff, faculty, and patients;
- Ensure fiscal sustainability by refining the Department's financial strategy;
- Deepen existing relationships across KSOM, the University, and Los Angeles.

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.

A New Era of Renewal, Opportunity, and Growth

The Keck School of Medicine (KSOM) of the University of Southern California was established in 1885 as the region's first medical school and the second professional school founded at USC. In July 1999, USC received a gift of \$110 million from the W.M. Keck Foundation, the largest gift ever made to a medical school at the time. In recognition of the gift, USC renamed its medical school the Keck School of Medicine of the University of Southern California. The gift has enabled USC to pursue strategic initiatives aimed at transforming Keck School of Medicine into one of the most highly regarded and competitive medical schools in the nation.

Today, the sense of excitement and forward momentum at USC is palpable, and this energy extends to KSOM, where recent changes to the leadership structure, including the creation of a Health System Board and the appointment of Dr. Steven Shapiro as inaugural Senior Vice President for Health Affairs, has set the stage for significant advancements over the next decade. Dr. Carolyn Meltzer, Dean of KSOM, assumed her new role in 2022. Dean Meltzer joined USC from Emory University School of Medicine, where she served as the Chair of the Department of Radiology and Imaging Sciences for nearly 16 years. Dean Meltzer also served as Chief Diversity and Inclusion Officer and Executive Associate Dean of Faculty Academic Advancement, Leadership, and Inclusion for the medical school. Dean Meltzer has a lengthy history of service to the medical profession and the field of Radiology on a national level, including on professional and advisory boards such as the Council of Faculty and Academic Societies at the Association of American Medical Colleges, among others.

Throughout its history, KSOM has been at the forefront of innovation in academic medicine with an unwavering commitment to community service and health equity that continues to this day. KSOM is highly integrated with Keck Medicine of USC, the University's medical enterprise and one of only two university-based medical systems in Los Angeles, the second largest city in the United States. Keck Medicine of USC owns and operates the Keck Medical Center of USC, which includes Keck Hospital of USC and USC Norris Comprehensive Cancer Hospital. Both hospitals are staffed by more than 500 physicians who are faculty at KSOM. Under Keck Medicine of USC, there are two community hospitals which include USC Verdugo Hills Hospital and USC Arcadia Hospital, as well as more than 40 outpatient locations. KSOM

also holds academic affiliations with two Los Angeles-based hospitals – including Children’s Hospital Los Angeles (CHLA) and the county hospital, Los Angeles General Hospital (LAG). KSOM benefits from being part of an integrated health system that includes partnerships with USC health science schools and programs in engineering, pharmacy, dentistry, gerontology, business, occupational and physical therapy, arts and sciences, and more. KSOM also houses the USC MESH Academy to facilitate industry collaboration and commercialization of discoveries.

KSOM is home to 2,079 full-time faculty, 269 part-time faculty; 2,080 voluntary faculty physicians; 1,006 residents and fellow physicians at Keck and LAG, and an additional 260 residents and fellows at CHLA; 2,329 staff; and 3,006 students, including MD, PhD, MD/PhD, master’s, undergraduate, certificate, and part-time students. In addition to the MD program, whose innovative curriculum integrates clinical study with basic science and issues of health justice, and close work with faculty mentors, KSOM offers 30 graduate programs – MD/PhD, PhD, master’s, and certificates – in which students work on the world’s most pressing health and biomedical problems. KSOM also offers postdoctoral training programs, a number of professional degree programs, two undergraduate degree programs, and opportunities for continued medical education. *U.S. News and World Report* ranks KSOM 28th in research, and in the top 50 for the [most diverse medical schools](#) in the country. More details about KSOM and Keck Medicine of USC can be found in Appendices I & II.

For more information on KSOM, visit <https://keck.usc.edu/>.

The Department of Neurological Surgery

Founded in 1919, USC’s Department of Neurological Surgery has a long tradition of excellence across its tripartite mission of patient care, training and education, and research.

Patient Care

The Department of Neurosurgery is organized into 12 specialty centers, exposing residents and fellows to a broad range of in-depth neurosurgical experiences, while providing patients with personalized care in world-class clinics:

- **Cerebrovascular Center** - Leads the nation in experience with operative management of aneurysms and arteriovenous malformations. Its team of endovascularly trained neurosurgeons and interventional neuroradiologists also treats cavernous malformations, hemifacial spasms, stroke/transient ischemic attack and trigeminal neuralgia.
- **Comprehensive Epilepsy Center** – The Center is home to the largest surgical treatment program on the West Coast and has been designated by the National Association of Epilepsy Centers as a Level 4 epilepsy specialist center, which positions USC as a center of care for the most complex cases. In addition to patient care, research and education are key components of its mission to improve knowledge of and find a cure for epilepsy.

- ***Parkinson's Disease and Movement Disorder Center*** – The most comprehensive center in Southern California for Parkinson's disease and other movement disorders. The Center works with a multidisciplinary neurosciences team to deliver the highest-quality care to ensure the most successful patient outcomes. As a National Parkinson Foundation Center of Excellence, it is home to the largest clinical trials program in Southern California for Parkinson's disease and dystonia.
- ***Neuro-oncology Center*** - Brain and spinal tumors come in a great variety of types, each requiring a different approach to treatment that may require medical, surgical or radiation-based intervention. As a result, an effective neuro-oncology program requires close collaboration and expertise in all of these therapeutic modalities. The Department works in close collaboration with colleagues at the USC Norris Comprehensive Cancer Center to provide exemplary patient care and develop novel therapies using cutting-edge radiosurgery capabilities, including the most advanced Gamma Knife and TrueBeam technologies.
- ***Neurorestoration Center*** – Designs strategies to restore injured or diseased nervous system function — caused by Alzheimer's, epilepsy, multiple sclerosis, traumatic brain injury (TBI) and other neurological issues — by developing new technologies that harness advances in basic neuroscience and neural engineering. The Center is a collaborative effort across numerous, stellar institutions in Southern California, from neural engineering research at the USC Viterbi School of Engineering and the California Institute of Technology to clinical programs at Keck Medicine of USC and Rancho Los Amigos National Rehabilitation Center.
- ***Pediatric Neurosurgery Center*** - Offers comprehensive services for pediatric patients with brachial plexus injuries and peripheral nerve disorders, including electromyography testing, orthopedics, plastic surgery and rehabilitation in addition to neurosurgery.
- ***Peripheral Nerve Surgery Center*** - Provides comprehensive care for a variety of peripheral nerve pathologies, driven by an interdisciplinary team devoted to the optimal care of patients with nerve disorders and develops innovations in minimally invasive surgery, radiosurgery and pain management.
- ***Pituitary Disorders Center*** - A unique clinical and academic program dedicated to the treatment and evaluation of patients with disorders affecting the hypothalamus and pituitary gland. The Center provides a cutting-edge, multidisciplinary approach to patient care. It is staffed by a team of experts in neurosurgery, neuroendocrinology, neuroradiology, neuropathology, neuro-ophthalmology, radiation oncology and interventional endovascular neurosurgery, who provide high-quality clinical care and conduct research in genetic analysis, precision treatment and comprehensive management of pituitary tumors and related disorders. Patients with refractory or complex pituitary conditions may also participate in the Center's clinical trials.
- ***Radiosurgery Center*** - The Center has been the nation's preeminent radiosurgical center for more than four decades, and continues to innovate in the application of radiosurgical treatments for brain, spine and systemic diseases. The multidisciplinary center includes neurosurgeons, neuro-radiologists, radiation oncologists, physicists and medical oncologists, and uses cutting-edge radiosurgery capabilities, including the most advanced Gamma Knife and TrueBeam technologies.
- ***Skull Base Surgery Center*** - A collaboration of the Department of Neurological Surgery, the Caruso Department of Otolaryngology – Head and Neck Surgery, and the Department of Surgery's plastic

and reconstructive surgery program. By merging the expertise of these distinct disciplines, the Center maximizes the effectiveness of surgeries to resect lesions of the skull base. The Center takes a team approach to treat complex meningiomas, head and neck cancers, chordomas, chondrosarcomas, cholesterol granulomas, epidermoids, facial nerve tumors, glomus jugulare tumors, giant or complex cerebral aneurysms, arteriovenous fistulae, including carotid cavernous fistulae, and cerebrospinal fluid leaks.

- **Spine Center** - Working in close collaboration with the Department of Orthopaedic Surgery, the USC Spine Center provides state-of-the-art treatment of spine disease and trains residents and fellows in minimally invasive surgeries, including endoscopic-assisted procedures. The Center's expertise includes complex spine reconstruction for deformity, trauma and en bloc spinal tumor excision. In addition to a highly trained surgical team, the program also includes a multidisciplinary, non-operative protocol using physical therapy, occupational therapy, orthotics, pain management, physical medicine and rehabilitation.
- **Traumatic Brain Injury Center** – Works in conjunction with the NeuroTrauma Center at Los Angeles General Medical Center to provide excellent, culturally sensitive, patient-centered care, as well as educate residents and fellows and contribute peer-recognized research to the brain and spine injury.

Training and Education

The department offers an outstanding residency program, with 3 positions available per year. Residents gain experience at three USC-affiliated hospitals: Los Angeles General Medical Center, Children's Hospital Los Angeles and Keck Hospital of USC. The neurosurgical training program at the Keck School of Medicine has an educational laboratory for further development and practice of psychomotor surgical skills, especially as they relate to cranial base surgery and complex spinal surgery. The laboratory is on site at Los Angeles General Medical Center and is fully equipped with an operating room microscope, video camera, sophisticated surgical instrumentation and an environmentally appropriate workspace for the use of preserved cadaveric materials.

Research

The Department's clinician-scientists and staff researchers conduct basic and clinical research, including a number of active clinical trials, in collaboration with colleagues across USC. The Department conducts an ongoing, robust clinical research program and a multidisciplinary program of basic science research to further the treatment of and develop pioneer breakthroughs for disorders of the brain and spine. In 2023, total research expenditures totaled over \$1 million, including \$764,000 from the NIH.

For more information on the Department of Neurological Surgery, visit <https://keck.usc.edu/neurological-surgery/>.

The Role of the Chair

The Chair leads the research, clinical care, and education programs of the Department of Neurological Surgery, with an emphasis on the values outlined by JEDI-WeST (see Appendix III for more details) – justice through equity, diversity, inclusion, well-being, and social transformation. Reporting to the Dean, the Chair is responsible for overseeing day-to-day operations and strategy across the Department, providing leadership and oversight of a world-class education program, supporting exceptional clinical care programs, and inspiring and guiding cutting-edge research.

The Department is comprised of 33 faculty, 35 staff members, 21 residents, 4 fellows, 12 postdocs, and 1 student. The budget for fiscal year 2024 is approximately \$26.9 million.

Key Opportunities and Challenges for the Chair

Strategically build upon existing strengths to drive a vision that elevates USC Neurosurgery to new levels of prominence and impact

- Thoughtfully assess through thoughtful information-gathering the Department's current strengths and areas for improvement and drive a collaborative vision for growth across the neurosciences at USC;
- Foster research and encourage innovation while continuing to strengthen and grow exceptional education and clinical services in alignment with Keck Medicine's strategic plan;
- Bringing a comprehensive understanding of cutting-edge technologies and techniques, strategically invest in areas for future growth;
- Drive these changes while maintaining a deep commitment to the Department's ethos of collaboration and community internally, across KSOM, and beyond.

Emphasize and grow research congruent with a vibrant clinical strategy

- Ensure integration of the research strategy and the clinical activities of the department that further establishes the department as a destination for cutting edge clinical care;
- The Chair is joining the Department during a period of significant clinical expansion in the San Gabriel and San Fernando Valley, and is expected to drive targeted growth in brain tumor, epilepsy, and deep brain stimulation, as well as to accelerate alignment with independent neurology and neurosurgery capacity in the region;
- Given the University's ongoing goal to double the biomedical research enterprise, the Chair must emphasize investment in cutting edge research of the highest quality;
- Leveraging the strengths of the Department's faculty and longstanding relationships with Departments across KSOM, including a neuroscience department very strong in basic and translational research, the Chair should encourage interdisciplinarity to drive innovation and growth of the research function.

Continue to champion the educational mission of the Department

- The Department of Neurological Surgery and its residency training and fellowship program have long been recognized for their educational and training excellence;
- The Chair will continue to promote a teaching culture where residents and fellows are supported to achieve clinical and scholarly excellence and their career goals, including developing and mentoring physician-scientists and academic leaders for the future;
- Work to ensure the strength of the current training programs while thinking strategically about expansion.

Foster an equitable, diverse, and inclusive culture for students, staff, faculty, and patients

- Continue to foster a culture and climate in which faculty, staff, students, and residents feel nurtured, respected, and valued as members of the broader community;
- Noting the historic underrepresentation of women and racial minorities in the field of neurological surgery, recruit, mentor, and retain faculty and students that enhance diversity of experiences and perspectives within the Department;
- To that end, drive a firm and evident operationalization of justice, equity, diversity, and inclusion at all levels in alignment with the mission and initiatives of JEDI-WeST.

Ensure fiscal sustainability by refining the Department's financial strategy

- Bring a sophisticated understanding of the financial challenges within the health system and design and institute successful remedies;
- Act as a key business partner to the KSOM executive team, fellow department chairs, and health system leadership;
- Leverage the Department's strengths to generate a strong ROI for infrastructure, programs, and people.

Deepen existing relationships across KSOM, the University, and Los Angeles

- Embrace interdisciplinarity to strengthen relationships with related departments across KSOM;
- Continue the Department's excellent fundraising track record while identifying new philanthropic opportunities;
- Serve as the Department's biggest cheerleader and find opportunities to showcase its excellence locally, regionally, and nationally;
- Champion KSOM's historic relationship with Los Angeles County and other external affiliates, understanding the Department's vital role in providing community-based healthcare to the city of Los Angeles and its diverse community.

Qualifications and Characteristics

This position requires a leader with empathy, vision, and drive, as well as a combination of organizational leadership skills and the interpersonal ability to lead and inspire confidence. The Chair must possess a clear vision for how the Department can combine research, education, and clinical care in alignment with KSOM's ambitious goals and strategies; as well as for how to engage, nurture, and maximize the potential of faculty and staff. The desired qualifications and experience of an ideal Chair include the following:

- Stature and recognition for innovative, advanced academic scholarship and leadership; an MD or MD/PhD and an academic record commensurate with appointment to the rank of full professor;
- Effectiveness in a complex system of distributed leadership; experience working in a highly matrixed environment;
- Demonstrated leadership and success in advancing the tripartite missions of research, education, and clinical care; experience with and exposure to a hospital-based healthcare environment;
- The capacity to effectively lead a positive culture within an academic community based on consensus-building, transparency, and candid communication;
- An outstanding record of effectively team building and managing people; a strong team orientation, along with a willingness to circulate widely and listen well;
- A commitment to excellence in recruiting, retaining, and developing faculty; a history of strategic investment in faculty and their research; extensive experience in promoting interdisciplinary research;
- The highest standards and ethics and integrity, with a deep commitment to transparency and accountability in policy and strategy;
- Demonstrated commitment to and concrete experience in fostering and supporting programs that address justice, equity, diversity, and inclusion;
- Proven support for innovation in medical education and training programs, including promoting exceptional teaching and learning in an interprofessional environment;
- Excellent communication and interpersonal skills.

Compensation

The anticipated salary range for this position is \$1.1 - \$2.2 million 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-neurological-surgery>. Electronic submission of materials is required.

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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.

Appendix I

About the Keck School of Medicine (KSOM)

KSOM is home to 47 research-oriented basic, clinical, and population-based programs that generated \$373 million in annual sponsored research (FY20). Clinical departments include Anesthesiology, Dermatology, Emergency Medicine, Family Medicine, Medicine, Neurology, Neurology Surgery, Obstetrics and Gynecology, Ophthalmology, Orthopaedic Surgery, Otolaryngology, Pathology, Pediatrics, Psychiatry, Radiation Oncology, Radiology, Surgery, and Urology. For more information, visit <https://keck.usc.edu/clinical-departments/>.

KSOM's basic science departments bring in more than \$84 million in funding annually and emphasize research in the fundamental understanding of biological systems and the biology roots of disease. Departments include Biochemistry and Molecular Medicine, Integrative Anatomical Sciences, Medical Education, Molecular Microbiology and Immunology, Physiology and Neuroscience, Preventative Medicine, Stem Cell Biology and Regenerative Medicine, and Translational Genomics. For more information, visit <https://keck.usc.edu/about-us/departments-institutes/basic-science-departments/>.

KSOM also has 31 research centers and institutes. Research institutes provide a space for in-depth study and serve as a hub for multidisciplinary collaboration and innovation in research. Institutes include the USC Norris Comprehensive Cancer Center, the Eli and Edythe Broad Center for Regenerative Medicine and Stem Cell Research, the USC Mark and Mary Stevens Neuroimaging and Informatics Institute, and the Zilkha Neurogenetic Institute, the Alzheimer's Therapeutic Research Institute, among others. Research centers may be housed within academic departments, research institutes with departmental status, or the office of research advancement, and include the Center for Applied Network Analysis, the Center for Genetic Epidemiology, the Center for Health Equity in the Americas, and the USC Hastings Center for Pulmonary Research. For a complete list of centers and institutes, visit <https://keck.usc.edu/research/institutes-centers-programs/>.

Affiliations

KSOM holds academic affiliations with two Los Angeles-based hospitals: the county hospital, Los Angeles General Hospital (LAG), and Children's Hospital Los Angeles (CHLA).

The Los Angeles General Hospital, formerly called LAC+USC Medical Center, opened in 1878 when the County of Los Angeles opened a 100-bed hospital to care for Los Angeles' indigent population and in 1885, the County affiliated with USC Medical School for the provision of care. The hospital, now a Level-One trauma center and hub in the County-run healthcare system serving 10 million residents, is the main training site for over 700 Keck medical students, as well as for nearly 1,000 physician interns, residents, and fellows completing their graduate medical education (GME) in nearly every medical specialty and subspecialty. The GME program is administered through faculty and staff at KSOM.

The partnership between LA County and USC is governed by a master legal agreement, which has gone by several different names over the years. The most recent name is the Medical School Affiliation Agreement (MSAA). The MSAA contract revenue represents approximately 16 percent of the overall KSOM revenue budget, and the majority of the residency training takes place at LA County.

Since 1932, Children's Hospital Los Angeles and the faculty of KSOM have worked together to create an excellent pediatric care center, a perennial top five *U.S. News and World Report* children's hospital. All full-time and part-time CHLA faculty hold faculty appointments at KSOM. Training programs at CHLA include 402 medical students, 109 full-time residents, three chief residents, and 151 fellows.

For more information on the Keck School of Medicine, visit <https://keck.usc.edu/>.

Appendix II

About Keck Medicine of USC

KSOM is part of Keck Medicine of USC, the University of Southern California's medical enterprise and one of only two university-based medical systems in the Los Angeles area. Keck Medicine owns and operates the Keck Medical Center of USC, which includes two acute care hospitals: Keck Hospital of USC and USC Norris Comprehensive Cancer Hospital. Both hospitals are staffed by more than 500 physicians who are faculty at KSOM. This includes the ownership of the community hospital USC Verdugo Hills Hospital, USC Arcadia Hospital, and more than 40 outpatient locations.

In addition, Keck Medicine operates USC Care Medical Group, a medical faculty practice which has been greatly strengthened in recent years and is essential to clinical recruitment and clinical strategy. The system has grown from \$550 million six years ago to \$3.2 billion today. This is the product of strong clinical and academic recruitment, healthcare innovation, and improved referral patterns, which have fueled strategic growth, alliances, and acquisitions.

Keck Medicine of USC has been named one of the country's best cancer care providers and among the best in eight other specialties, according to *U.S. News & World Report*. USC Norris renewed its NCI Comprehensive designation in 2021 with one of the best scores in the nation.

For more information on Keck Medicine of USC, visit <https://www.keckmedicine.org/>.

Appendix III

About JEDI-WeST

Vision

JEDI-WeST envisions an inclusive and diverse environment at KSOM where all constituents (learners, staff, and faculty) are respected, valued, encouraged and supported to thrive in pursuit of solving the most intractable health problems afflicting humanity.

Mission

The mission of JEDI-WeST is to support and develop programming, policies, and practices that create an inclusive and diverse community at KSOM.

Values

JEDI-WeST values align with USC's six unifying values of integrity, open communication, excellence, well-being, accountability and diversity, equity & inclusion.

Background

In the fall of 2020, Interim Dean Rao charged [Dr. Ricky Bluthenthal](#) with leading an important new initiative for the Keck School known as JEDI-WeST: Justice through Equity, Diversity, Inclusion, Well-being and Social Transformation. The JEDI-WeST committee believes that the Keck School has an ethical imperative to build a foundation of psychological safety for ALL members of the HSC community—especially those from historically minoritized groups—and to develop a culture that appreciates, respects, and values diverse individuals because they are necessary to achieve the excellence to which our school aspires.

By uniting and coordinating KSOM's current initiatives from the [Office of Diversity & Inclusion](#), [Office of Social Justice](#), [Center for GEMS](#), and [Office of Well-being](#), JEDI-WeST strives to achieve greater visibility, influence and impact. JEDI-WeST is working to accomplish its mission through programs and policies that encourage faculty/staff/learner engagement, professional development and mentoring, departmental and interdisciplinary partnerships and collaboration, and community outreach & service. Additionally, JEDI-WeST intentionally coordinates efforts with existing and future University-wide equity, social justice and well-being initiatives and goals.

Expected outcomes from JEDI-WeST include: 1) Creating a space of belonging for all employees and learners, especially those in historically marginalized groups, 2) Assisting in the recruitment of a diverse workforce and student population by demonstrating a commitment to inclusion, 3) Supporting employee well-being, psychological safety, engagement, retention and professional fulfillment, 4) Providing leadership development and career promotion, 5) Strengthening community partnerships, and 6) Encouraging innovation within the HSC community.

For more information on JEDI-WeST, visit <https://keck.usc.edu/jedi-west/>.