

Keck School of Medicine of USC

*Search for the Chair, Department of Pathology
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, strategic, and entrepreneurial leader to serve as its next Chair of the Department of Pathology. The new 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 Chair will be coming 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](#), plans are underway for the Discovery and Translational Hub. This planned 260,000-square-foot and seven-story multidisciplinary facility on the health sciences campus, is designed to translate new discoveries into clinical care and will house 84 research groups and employ 850 people.

Joining a unit defined by a genuinely collaborative and supportive culture, the Chair will thoughtfully and strategically champion its mission, enhancing its areas of strength, driving innovation, and fostering an environment that attracts the nation's top faculty and students. Reporting to the Dean of KSOM, the Chair will be responsible for the strategic leadership of the Department by growing the research enterprise, strengthening financial operations, investing strategically in new initiatives, collaborating creatively with key constituents within the health system, and raising the Department's national profile. To achieve these goals, the Chair must be an experienced leader with strong relationship-building skills and the highest personal and professional commitment to social and health justice, equity, diversity, and inclusion.

The next Chair will be a transformative builder who will set forth an ambitious, broad vision that catapults the Department to unprecedented levels of distinction and significance. Leveraging the strengths, resources, and talent within the Department and KSOM, this individual will drive excellence and innovation, pushing the boundaries of pathology while making a tangible impact across KSOM's clinical, educational, and research missions. With USC's expanding network of clinical sites, community hospitals,

and affiliates in Southern California, there is ample opportunity for an accomplished physician leader to elevate the department to new heights of success. The arrival of a new chair at KSOM comes at an opportune moment. The department's crucial role in both the medical school and the broader health system strategy has been acknowledged and presents a unique opportunity to significantly advance a strong program.

The incoming chair should possess a deep understanding of and have an interest in the growth and advancement of cutting-edge technologies and assays within pathology, including molecular diagnostics, biospecimen sciences, digital pathology and artificial intelligence, genomics and genetic testing, 3D tissue printing, immunohistochemistry and molecular imaging, among others. Through the strategic utilization of these innovations, the new chair will work closely with faculty, students, and staff to bolster diagnostic precision, tailor treatment approaches to individual patients, and strengthen research capacities. Ultimately, the aspiration is that the Department's collective efforts moving forward will dramatically advance pathology research, practice, and serve at USC.

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:

- Articulate and advance a dynamic strategic vision that elevates the Department of Pathology's influence and impact.
- Develop a research strategy that encourages growth and integrates robust clinical activity.
- Continue to encourage and support forward-thinking educational opportunities.
- Advance, promote, and cultivate an equitable, diverse, and inclusive culture for students, staff, faculty, and patients.
- Ensure fiscal sustainability by refining the Department's financial strategy.
- Cultivate and deepen existing relationships across KSOM, the University, and Los Angeles County.

A complete list of the desired qualifications and characteristics can be found at the conclusion of this document, which was produced by the Search Advisory Committee 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 Medical Center (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 keck.usc.edu.

The Department of Pathology

The Department of Pathology at the Keck School of Medicine of USC has more than 90 full-time faculty members, making it one of the largest departments of its kind in the United States. The department provides comprehensive services to guide diagnosis and treatment across Los Angeles County.

Los Angeles County is populous and diverse. The racially and ethnically diverse population served by the KSOM's Department of Pathology and other Departments and Institutes on the Health Sciences Campus offers a valuable opportunity for researchers to study, evaluate, and address significant health issues, including those related to ethnicity and race. By leveraging this diversity, investigators can conduct robust studies that delve into the complexities of health disparities, healthcare access, cultural factors influencing healthcare decision-making, and the impact of social determinants of health ensuring that all individuals, regardless of their background, receive equitable access to high-quality healthcare services. This approach not only benefits the local community but also contributes to broader efforts to improve healthcare equity on a national and global scale, thereby positioning the department as a training ground for such efforts.

The department utilizes analytic methods to detect abnormalities across various biological levels, including organs, tissues, cells, and body fluids. Leveraging these analytic methods underscores the department's pivotal role in enhancing patient care across the entire spectrum of medical specialties, from primary care to specialized fields such as oncology, cardiology, neurology, and beyond.

Pathology occupies a unique position within the medical field as it bridges both basic science and clinical science domains. The Department of Pathology is cross-cutting and drives medical innovation across the entire spectrum of medical specialties within the Health System. The department provides services that are essential for patient management, including disease diagnosis, therapeutic monitoring, support for surgical intervention, and the provision of blood and blood products. KSOM's Department of Pathology plays a central role in the overall healthcare system, contributing to improved patient outcomes and quality of care across Los Angeles County. The faculty provide diagnostic expertise in support of all Keck Medicine of USC clinical programs with renowned strength in the following anatomic and clinical pathology disciplines: **Anatomic Pathology**, which includes Cytopathology, Dermatopathology, Informatics/Telepathology, Neuropathology, Surgical pathology (breast, genitourinary, gastrointestinal, liver, renal, lung, gynecologic, bone tumors) and **Clinical Pathology**, which includes chemical pathology, hematopathology, microbiology, molecular diagnostics, transfusion medicine, transplant pathology, and training and education.

The Department of Pathology provides a comprehensive resident program that provides teaching with a broad and diverse spectrum of pathology. The Pathology Residency Program has 6 positions per year. Anatomic Pathology and Clinical Pathology rotations are intermixed through the 4 years of training at various institutions, including Los Angeles County + USC Medical Center, Children's Hospital Los Angeles, Los Angeles County Coroner's Office, Harbor-UCLA Medical Center, and Cedars-Sinai Medical Center. The department offers fellowships in Surgical Pathology, Cytopathology, GI/Liver, Hematopathology, and Neuropathology. Additional program offerings include a Master of Science in Molecular Pathology and

Experimental Medicine and a BS/MS program that is geared toward scientists who will become capable of investigating mechanisms of disease and who will pursue careers in research and/or teaching in an academic or commercial environment.

Research

The collective expertise and research interests of the Department of Pathology faculty encompass a broad range of topics, from fundamental mechanisms of disease to clinical applications and patient care. This interdisciplinary approach fosters collaboration, innovation, and the translation of research findings into tangible benefits for patients.

Through their leadership, mentorship, and dedication to advancing knowledge and improving patient outcomes, these faculty members play a pivotal role in shaping the future of medicine and healthcare delivery. By bridging the gap between laboratory investigations and patient care, these faculty members facilitate the translation of research findings into tangible benefits for individuals and communities.

The Translational Pathology Core of the USC Norris Comprehensive Cancer Center, located within the USC Department of Pathology, plays a crucial role in facilitating research by providing human tissues for studies approved by the Institutional Review Board (IRB). This core facility, housed within the Los Angeles General Medical Center Pathology laboratory, serves as a vital resource for basic, translational, and clinical research endeavors.

The department's wet lab research facilities, totaling 22,206 square feet, are spread across various buildings. The majority of space is located in the Hoffman Medical Research Center and the USC Norris Comprehensive Cancer Center. Additionally, research laboratories can be found in McKibben Hall, the Research Building, the Mudd Building, and the Clinical Sciences Center.

The Department of Pathology maintains a dynamic and robust clinical research program alongside a multidisciplinary effort in basic science research. These initiatives are aimed at advancing the treatment of diseases and pioneering breakthroughs in medical science. In 2023, total research expenditures were nearing \$7 million. The department has had an upward trajectory and continues to increase its expenditures.

For more information on the Department of Pathology, visit keck.usc.edu/pathology.

The Role of the Chair

The Chair is responsible for the management of all aspects of the department mission, including faculty affairs, clinical operations, research, education, and finance, with an emphasis on the values outlined by JEDI-WeST (see Appendix III) – justice through equity, diversity, inclusion, well-being, and social transformation.

Reporting to the Dean, the chair oversees 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 Chair is supported by senior faculty including the Executive Committee (Jane Emerson, Sue Ellen Martin, Alex Judkins, Wesley Naritoku, Darryl Shibata, Yanling Ma, and Ira Shulman).

The Department is comprised of 93 faculty, 80 of whom have clinical responsibilities, with the remainder being basic science research faculty. 63 of the faculty are deployed on the Health Sciences campuses at Keck, Norris, and/or Los Angeles General Medical Center, and 30 are at Children’s Hospital of Los Angeles. Laboratory and Pathology staff includes clerical staff, laboratory assistants, Phlebotomy technicians, tissue analysis technicians, Cytotechnologists, clinical laboratory scientists, blood gas technicians, and various levels of supervisory staff. The budget for fiscal year 2024 is approximately \$45 million.

Key Opportunities and Challenges for the Chair

Articulate and advance a dynamic strategic vision that elevates the Department of Pathology’s influence and impact

- Pathology, laboratory medicine, and genomics are in a constant state of growth and innovation. Bring a deep understanding of advances in the field and support the development and integration of new assays and technologies to drive a strategic, forward-looking, and well-defined vision for the Department to become one of the top-ranked programs nationally;
- Thoughtfully assess the progress of the department and opportunities for its future. As the department expands its faculty and student populations, the chair will consult with the stakeholders in the department, the dean, and leaders across Keck to identify new areas of focus that will capitalize on its unique strengths and leverage opportunities in Los Angeles County and beyond;
- 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;
- Support the development of a new state-of-the-art clinical laboratory that meets the needs of modern clinical services;
- Drive these changes while maintaining a deep commitment to the Department’s ethos of collaboration and community internally, across KSOM, and beyond.

Develop a research strategy that encourages growth and integrates robust clinical activity

- 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;
- Prioritize investment in top-tier, cutting-edge research endeavors;
- Support the continued growth and impact of the department's research portfolio, encouraging new funding streams;
- Ensure that faculty members are provided research mentoring support and have the pre-and post-award services they need for success;
- Oversee faculty recruitment and development plans as the department builds out new research thrusts and areas of distinction;
- Leverage the strengths of the Department's faculty and longstanding relationships with Departments across KSOM, and other KSOM external affiliates and organizations.

Continue to encourage and support forward-thinking educational opportunities

- The Department of Pathology 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.

Advance, promote, and cultivate 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 pathology, recruit, mentor, and retain faculty and students that enhance diversity of experiences and perspectives within the Department;
- Advocate and be a driving force to support, engage, promote, and advance the success of women and those underrepresented in medicine;
- Encourage and ensure access to mentorship among all Department members, fostering engagement and supporting retention of excellent faculty with opportunities to progress and thrive in 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 and opportunities within the health system and design and institute forward-thinking 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.

Cultivate and deepen existing relationships across KSOM, the University, and Los Angeles County

- Embrace interdisciplinarity to strengthen relationships with related departments across KSOM;
- Provide leadership toward maximizing donor support and other alternative funding sources;
- Serve as the Department's biggest advocate and spokesperson and find opportunities to showcase its excellence locally, regionally, and nationally;
- Build upon the existing relationships, fortifying a strong working relationship and engaging with other hospital leaders to maximize the accuracy and speed of results;
- 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 broad intellectual insights, strategic vision, a flair for collaboration, strong leadership, and managerial acumen. 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 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 of 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 \$646,000 - \$746,000 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 [here](#).

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](#).

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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: www.imsearch.com/open-searches/university-southern-california-keck-school-medicine/chair-pathology. Electronic submission of materials is required.

David Bellshaw, Alycia Johnson, and Nancy Pan
Isaacson, Miller
Los Angeles/San Francisco/Boston/Washington, DC
www.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.

Appendix I

About the Keck School of Medicine (KSOM)

KSOM is home to 47 research-oriented basic, clinical, and population-based programs that generated \$439 million in annual sponsored research (FY23). 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 [here](#).

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, Population and Public Health Sciences, Stem Cell Biology and Regenerative Medicine, and Translational Genomics. For more information, visit [here](#).

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 [here](#).

Affiliations

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

The Los Angeles General Medical Center, 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.

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 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 [keckmedicine.org](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 keck.usc.edu/jedi-west.