



**Senior Associate Dean for Faculty Affairs  
Kaiser Permanente Bernard J. Tyson School of Medicine**

The Kaiser Permanente Bernard J. Tyson School of Medicine invites applications and nominations for the position of **Senior Associate Dean for Faculty Affairs**.

The Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM) has initiated a nationwide search for an innovative educator, administrator, and scholar to serve as its Senior Associate Dean for Faculty Affairs (SADFA). This leader will work as a key member of the Dean's leadership team in support of the more than 1,600 faculty at KPSOM.

Reporting directly to the Dean, and working collaboratively with the leadership team, the SADFA provides leadership and oversight of programs to promote faculty development, enhance diversity, support faculty advancement, and create a culture of scholarly excellence and a positive learning environment. The SADFA provides oversight of, and guidance for, all key processes of faculty governance and mechanisms for faculty advancement. They will develop and manage processes of faculty appointments and promotions, oversee the selection of faculty members for KPSOM standing committees, and help develop and manage faculty training and development programs. The SADFA will provide support for annual faculty assessment and work collaboratively with the department chairs and the Office of Medical Education to ensure appropriate action and intervention for faculty needs and deficiencies. This position works closely with leadership of the Permanente Medical Groups, with which members of the physician faculty may be affiliated, and with other institutions from which visiting, adjunct, or part-time faculty may be appointed.

Successful candidates will not only have strong credentials in their field, but also enthusiasm for being part of the leadership of a unique medical school. As an integral member of the Dean's leadership team, this individual will work closely with the team to develop strategic and tactical plans for implementation of the KPSOM.

The goal of KPSOM is to prepare a new generation of physicians to influence positive change within the nation's healthcare systems by offering its students an innovative curriculum based on three fundamental pillars: biomedical, clinical, and health systems science, which correspond to the three departments that house the faculty. The curriculum provides the unique opportunity to have access to the people, data, and technology of Kaiser Permanente, one of the nation's highest-performing healthcare systems, integrated into their education. Support for faculty success is critical to achieving the mission.

The search committee will begin reviewing candidates immediately and will continue until the position is filled. Applications should include a detailed curriculum vitae and a letter of interest that highlights the applicant's personal vision and relevant leadership experience.

**To Apply:** Russell Reynolds Associates is assisting KPSOM with this important search. To ensure full consideration, inquiries, nominations, and applications should be submitted

electronically. Please forward, as soon as possible, applications or nominations of appropriate candidates, in confidence, to [KPSOMSADFA@russellreynolds.com](mailto:KPSOMSADFA@russellreynolds.com).

## **Job Qualifications**

### **Minimum Education**

MD/DO, MD/PhD or PhD equivalent degree.

### **Basic Qualifications**

- MD/DO, MD/PhD, or PhD equivalent degree is required.
- Minimum of 10 years of experience in medical education with focus on faculty affairs, faculty development and/or academic personnel or related area.
- Minimum of 6 years of leadership or management experience with or without direct reports.
- Experience in undergraduate medical education with focus on faculty affairs, development, support, and/or promotions.
- Familiarity with academic rank and faculty promotion.
- Experience with and commitment to equity, inclusion, and diversity principles.
- Ability to operate within and navigate complex systems.
- A record of scholarship in clinical, biomedical, and/or health system science and/or medical education.
- Demonstrated ability to develop and complete long-range strategic goals and priorities, with excellent planning and organizational skills.
- Demonstrated ability to make sound decisions using good judgment and innovative and creative problem-solving.
- Demonstrated leadership skills and commitment to collaboration, with the ability to influence and motivate constituencies, particularly with interdisciplinary teams in a complex organization.
- Excellent interpersonal and communications skills with the ability to cultivate professional partnerships.
- Ability to be proactive, take ownership of assigned responsibilities, work with little supervision, and meet deadlines.
- Demonstrated ability to manage financial, organizational, and staff resources.
- Ability to train and supervise support staff, including organizing, prioritizing, and scheduling work assignments.
- Experience with accreditation processes and standards for medical education.

**Compensation:** Kaiser Permanente is committed to providing fair and competitive compensation to attract, retain, and reward high-performing employees. This position has a target base salary of \$372,600 to \$482,000. This compensation is part of an employee's Total Rewards package, which includes base pay, incentive pay for eligible employees, health insurance, time off, retirement benefits, as well as relocation support, as applicable.