



**Senior Associate Dean for Medical Education  
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 Medical Education**.

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 Medical Education (SADME). This leader will work as a key member of the Dean's leadership team to ensure curricular excellence at KPSOM.

Reporting directly to the Dean, and working collaboratively with the leadership team, the Senior Associate Dean for Medical Education (SADME) provides leadership and oversight of the Office of Medical Education (OME) at Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM). Tasked with ensuring curricular excellence and all educational activities are in full compliance with regulatory requirements at KPSOM, the OME provides direct oversight of the four-year medical curriculum, including the integration of the Biomedical, Clinical, and Health Systems Sciences curricular programs and instruction, assessment, and program evaluation. The OME also manages simulation, educational technology, library services, faculty educator development, accreditation, and continuous quality improvement.

The SADME will provide oversight, guidance, and support for a team of faculty and staff leaders within the OME and work collaboratively with the department chairs for implementation, evaluation, and improvement towards an extraordinarily innovative four-year medical curriculum that incorporates small group, case-based learning; flipped classrooms; augmented reality anatomy; integrated health science courses; longitudinal integrated clerkships; service learning; and other innovative teaching technologies and simulations with early and ongoing clinical training in the world renown Kaiser Permanente healthcare system.

The curriculum prepares KPSOM students to become lifelong learners as physicians. Important concepts of advocacy and leadership, equity, inclusion and diversity, health promotion, and interprofessional collaboration are longitudinal curricular threads integrated throughout the curriculum. The SADME interacts and consults widely with faculty, internal and external leaders, including the Permanente Medical Group (PMG), and external institutions to ensure a positive learning environment, faculty development needs are continuously evaluated and supported, as well as serves as the school's educational representative to the Association of American Medical Colleges and the Liaison Committee on Medical Education (LCME), staff, students, and others as necessary to fulfill the mission and vision of the educational program.

The SADME will work collaboratively with the department chairs and the Office of Student Affairs, Office of Faculty Affairs, and Office of Equity, Inclusion, and Diversity to ensure a positive learning environment and faculty development needs are continuously evaluated and supported. The SADME works closely with the Permanente Medical Group (PMG) leadership regarding physician faculty support and other institutions from which visiting, adjunct, or part-time faculty may be appointed.

The SADME will have a distinguished record of achievement commensurate with that of a senior associate dean at the equivalent of associate professor level or higher, with significant expertise in one or more areas of clinical, biomedical, and/or health systems science, and medical education, and regional/national recognition in their field(s) of study. The SADME must have the ability to exercise sound and fair judgment in applying and interpreting policies and procedures; superior interpersonal skills to establish and maintain trusted working relationships with faculty and staff members and all levels of personnel; recognition by the faculty as a role model; and effective, clear, and concise oral and written communication skills.

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. The candidate's leadership profile and experience will embody the principles of equity, inclusion, and diversity on which KPSOM was founded.

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 [KPSOMSADME@russellreynolds.com](mailto:KPSOMSADME@russellreynolds.com).

### **Job Qualifications**

#### **Minimum Education**

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

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- MD/DO, MD/PhD, or PhD, or equivalent degree is required.
- Minimum of 10 years of experience in medical education, with experience in undergraduate medical education.
- Minimum of 6 years of leadership or management experience with or without direct reports.
- Knowledge of current efforts and best practices to transform medical education using innovative curricula, technologies, and teaching/learning methodologies. Familiarity with a variety of teaching approaches.
- Leadership experience in academic and clinical medicine in an academic medical center, or similarly complex institution, usually demonstrated by having led a large program or having served as assistant or associate dean equivalent.
- Experience with curriculum design, development, assessment and evaluation, and curriculum mapping with respect to competencies and milestones within a medical school.
- Experience with accreditation processes and standards for medical education.
- Expertise in the principles of learning and instructional design, adult learning theory, educational research, development of competency-based education, and assessment of student learning (skills, knowledge, and attitudes).

- Experience developing and utilizing technology-based instruction, small group education methodology, and assessment and evaluation.
- Demonstrated ability to manage financial, organizational, and staff resources.

**Preferred Work Experience and Qualifications (Indicate preferred years of job experience, skills or abilities required for the job.)**

- Ability to work collaboratively with a variety of constituents, including project staff and faculty from a variety of disciplines, students, and administration.
- Demonstrated evidence of strong interpersonal, communication, and leadership skills, effective critical thinking, and the ability to set priorities, manage multiple tasks, and work collaboratively with interdisciplinary teams in a complex organization.
- Evidence of a commitment to promoting a culture that respects and advances equity, inclusion, and diversity, inquiry, and scholarship.
- Demonstrated creativity and strategic thinking with the ability to take initiative and the willingness to learn.
- Outstanding teaching skills and teaching evaluations from medical students and/or other learners.
- Experience with student-centered pedagogies (e.g., flipped classrooms, small-group interactive learning, problem or case-based learning environments).
- Experience in faculty and staff recruitment, development, and retention practices.
- Ability to leverage experience and bring new perspectives, insights, and skills while fitting into the Kaiser Permanente culture and business/organizational model.
- A record of nationally recognized achievement in clinical, educational, and research/scholarship pursuits that would warrant appointment as an associate professor or higher.
- Outstanding health sciences/health professions credentials.

**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.