



MEMORANDUM

To: USC Keck School of Medicine
Faculty, Staff, and Students

From: C. L. Max Nikias *C. L. Nikias*

Date: January 8, 2007

Subject: Dean Search for the USC Keck School of Medicine

Office of the Provost

C. L. Max Nikias
Provost and
Senior Vice
President for
Academic Affairs

On behalf of President Sample, I am pleased to announce a national search for a new dean of the USC Keck School of Medicine. As many of you know, Brian Henderson has elected to step down as dean, having served in this role with distinction for the past two and a half years. He has provided outstanding leadership for our medical school and has laid the foundation for the many successes we will achieve in the future. He will continue in his position until a new dean is appointed.

The Keck School of Medicine plays a pivotal role in the academic and cultural life of this university—indeed, in that of the nation and the world. For this reason, recruiting and hiring a dean is one of the university's absolute highest priorities. The new dean will work closely with USC's leadership to move the Keck School of Medicine into the top ranks of our nation's medical schools. In turn, its continued ascent will benefit the other schools of the university as the Keck School and its faculty and students work on cutting-edge interdisciplinary research, education, and patient care with profound consequences for the development of new knowledge and for the quality of life for many in this country and around the world.

To accomplish this, the new dean must be a superb inspirational leader with excellent academic accomplishments and great experience in research management of both basic sciences and translational clinical research. He or she must be skilled in clinical affairs and in building relationships with hospitals, as well as a long-term visionary. He or she must be a person of unqualified integrity, have the ability to inspire as well as achieve, and be a dedicated and outstanding fundraiser.

A search advisory committee has already been appointed and will move quickly to identify and recruit qualified candidates. The full roster accompanies this memo. President Sample has asked me to chair the search advisory committee. Elizabeth Garrett, vice president for academic planning and budget, will serve as my vice chair.

As the search moves forward, five rules of engagement will guide our work. (1) The final choice of the dean is made by President Sample. (2) During the entire process, there will be no votes by any group or constituency. (3) Those who are asked to

interview the final candidates will be invited to send their comments regarding the strengths and possible weaknesses of the final candidates to me directly and confidentially. (4) There will be no final vote within the advisory committee. (5) All nominations will come before the advisory committee without filtering.

Four members of the Keck School of Medicine's Board of Overseers will function as our advisors during the search: Robert A. Day, David Lee, James Lower, and Edward P. Roski. Korn/Ferry International, a highly-regarded executive search firm, will assist in locating and recruiting candidates. The firm's efforts will be led by an experienced team of search specialists: Glenn C. Davis, M.D.; Warren E. Ross, M.D.; and Caroline Nahas. Biographies of these individuals accompany this memorandum.

All nominations and applications for this position should be sent directly to Dr. Glenn C. Davis at glenn.davis@kornferry.com.

We will continue to keep you informed, as appropriate, of our progress during the year. Please be assured that the successful completion of this search in a timely way is an extremely high priority for the university.

cc: Steven B. Sample
Todd R. Dickey
Dennis F. Dougherty
Martha Harris
Alan Kreditor
Elizabeth Garrett
Michael Jackson
Barry Glassner
Randolph Hall
Martin Levine
Jerome Lucido
Michael Preston
KSOM Board of Overseers

**USC Keck School of Medicine
Dean Search**

Dean Search Advisory Committee Chair

C. L. Max Nikias, Provost and Senior Vice President for Academic Affairs

Dean Search Advisory Committee Vice Chair

Elizabeth Garrett, Vice President for Academic Planning and Budget

Dean Search Advisory Committee

Thomas A. Buchanan, Program Director, General Clinical Research Center;

Chief, Endocrinology and Diabetes

Helena C. Chui, Chair, Department of Neurology

Edward D. Crandall, Chair, Department of Medicine

Tom R. DeMeester, Chair, Department of Surgery

Henri R. Ford, Professor of Surgery, Department of Pediatrics

Peter A. Jones, Director, USC/Norris Comprehensive Cancer Center

Ronald E. Smith, Chair, Department of Ophthalmology

Vaughn A. Starnes, Chair, Department of Cardiothoracic Surgery

Roberta G. Williams, Chair, Department of Pediatrics

Advisors to the Committee

Robert A. Day, Chairman and Chief Executive Officer, W. M. Keck Foundation

David Lee, Chair, KSOM Board of Overseers

James Lower, Member, KSOM Board of Overseers

Edward P. Roski, Chair, KSOM Hospital Oversight Committee

Executive Search Firm

Korn/Ferry International

Glenn C. Davis, M.D.

Warren E. Ross, M.D.

Caroline Nahas

Executive Search Firm
Korn/Ferry International

Dr. Glenn C. Davis is a Senior Client Partner in the Healthcare Services and Academic Health Center Practices of Korn/Ferry International. He is a nationally recognized physician executive who was the Dean of the College of Human Medicine at Michigan State University from 2001-2005. Previously he served as Chief of Staff of the Cleveland Veterans Administration Medical Center in Cleveland and Associate Dean for Veterans Affairs at Case Western Reserve University (1984-1987), Chair of the Department of Psychiatry and Vice President for Behavioral Services at the Henry Ford Health System in Detroit (through 1992). From 1993 to 2001, he served as Vice President of Academic Affairs and for three years (1994-1996) concurrently served as Chief Medical Officer for the Henry Ford Health System's six suburban regions comprising over 35 large and small clinics. A graduate of Reed College and Duke University School of Medicine, Dr. Davis completed a medical internship and psychiatry residency at Duke University Medical Center. He has held academic positions at the University of Tennessee, Center for the Health Sciences, Case Western Reserve and Michigan State Universities.

Dr. Warren E. Ross is a Senior Client Partner in the Healthcare Services and the Academic Health Center Practices of Korn/Ferry International. He is a nationally recognized physician executive who, as Dean of the MCP Hahnemann (later renamed Drexel) School of Medicine from 1999-2003, led the school's enormously successful financial and academic turnaround following emergence from the Allegheny bankruptcy. Prior to this position, he served as Executive Associate Dean at the University of Florida's College of Medicine followed by an appointment as Chief Executive Officer of the University of Florida Health System, where he had leadership responsibility for strategic direction of the academic medical center's clinical enterprise, including mergers and acquisitions, network development, and managed care strategy. Dr. Ross attended the University of Florida for undergraduate and medical studies and completed a residency in internal medicine at UNC-Chapel Hill and a medical oncology fellowship at the National Cancer Institute.

Caroline W. Nahas is Managing Director of the Southern California offices of Korn/Ferry International and a member of the firm's Board and CEO Practices. She manages major global relationships and specializes in recruiting presidents, CEOs, and board members for clients ranging from multinationals to start-ups across a wide variety of industries. She is recognized among the top 100 recruiters in the United States, according to *The Career Makers*. She also serves on the Board of Directors of International House of Pancakes and Whittier Holdings. Active in many civic groups, Ms. Nahas serves on the Board of Visitors and Executive Committee for the Anderson Graduate School of Management at UCLA, as well as the Board of Directors and Executive Committee of the United Way of Greater Los Angeles. She received her B.A. from the University of California at Los Angeles.