

**THE ACADEMIC SENATE  
CANDIDATE INFORMATION FORM  
SPRING 2020**

**Name:** Cynthia S. Herrington, MD

**Academic Rank:** Associate Professor of Clinical Surgery

**Department/School:** Keck School of Medicine

**Graduate degrees  
(with year, university, and discipline):**

1990 BS/MD, Kent State University/ Northeast Ohio Medical University

1995 Residency, General Surgery, St. Luke's Medical Center, Shaker Heights, OH

1998 Fellowship, Cardiovascular and Thoracic Surgery, University of Minnesota, Minneapolis, MN

1999 Fellowship, Pediatric Cardiothoracic Surgery and Transplantation, Children's Hospital Los Angeles, Los Angeles, CA

**Major academic responsibilities:**

2008- Present      Surgical Director of Pediatric Cardiac Transplant, Children's Hospital Los Angeles

I co-lead this team with our medical director to provide cutting edge transplant and mechanical assist options for children in severe heart failure, who are predicted to not survive without cardiac replacement. This is a balance of administrative functions and clinical responsibilities. Our team has been recognized for providing outstanding care of these vulnerable patients.

2009 – Present      Program Director of Congenital Cardiac Surgical Residency Program, Children's Hospital Los Angeles

As a program director, I am responsible for the educational experience of our Congenital Thoracic Fellows as they progress through our training program. I also function as the site director for rotating USC fellows and other outside institutions. This role involves both teaching and administrative work.

***Previous service on USC, Senate, or school committees:***

2019 – Present

Campus Climate Committee, University of Southern California

As a member of this senate committee, I assist in information gathering and processing. This committee is charged with assessments around equity, inclusivity, and respect in our faculty culture. This year we are focusing on recruitment and retention of diverse faculty. This is an exciting committee. I look forward to our conversations and the ideas that are generated from them.

2018-2020

Chair, Task Force on Equity in the workplace, Children's Hospital Los Angeles

This taskforce was created at CHLA in response to the removal of two deans from Keck School of Medicine. The Task Force's focus was on gender disparities, sexual harassment, and sexual discrimination in our culture. Over the last two years, we have held 3 forums, worked to clarify a reporting system that was cumbersome and confusing, provided implicit bias/gender partnership training for our senior hospital and faculty leadership, created a white paper on Senior faculty hiring, established six crucial guidelines around Senior faculty hiring, sponsored Men as Allies, established a presence with the NASEM action collaborative on Sexual Harassment, explored the blind spots in our institution, informed KSOM on best practices as they moved forward with GEMS, informed UPC on the NASEM collaborative, and laid the ground work for our inaugural office of diversity, equity and inclusion.

2018 – Present

Children's Hospital Los Angeles' Representative, National Academies of Sciences, Engineering, and Medicine's (NASEM) Action Collaborative on Preventing Sexual Harassment in Higher Education

Children's Hospital Los Angeles joined the action collaborative as the only free-standing children's hospital as a founding member. A small working group and I attend all the meetings and are active on the collaborative working groups. We partner with our colleagues on the USC working groups and, by doing so, double the presence and influence that USC has at a national level.

***Previous administrative responsibilities at USC:***

2019 – Present

Vice President, Chief Diversity, Equity, and Inclusion Officer, Children's Hospital Los Angeles

As the inaugural chief, I have had the pleasure of standing up a new office, assessing our culture, and prioritizing how to help CHLA shift to a healthier place in regards to diversity, equity, and inclusion. This office is for everyone at CHLA or as we say "everyone under the

butterfly.” This office reports directly to Paul Viviano, President and Chief Executive Officer of Children’s Hospital Los Angeles and is a significant priority for our organization.

2019 – Present

Advisory Board Member, Center for Gender Equity in Medicine and Science (GEMS), Keck School of Medicine

This Center, anchored by Zea Borok, MD and Dean Mosqueda, focuses on gender equity. The three working groups include equity, leadership development, and sexual harassment. I serve in an advisory capacity.

***Previous service to scholarly or professional associations:***

2016 – 2020

Chair, Congenital Program Directors, Thoracic Surgery Directors Association

This is a national committee that is responsible for maintaining excellence in all the congenital cardiac training programs. My most significant accomplishment as chair has been the creation and certification of accredited two-year training paradigms for our specialty.

***Personal statement: why do you want to serve in this role for the Senate?***

I am honored to have been offered the opportunity to run for a Member-at-Large position on the Executive Board of the Academic Senate. I have been a member of the USC community since 2008. Both my sense of pride from being a faculty member and my advocacy roles surrounding diversity, equity, and inclusion drive my desire to serve our community in this capacity.

I feel that I have a perspective and a knowledge base that would help shape USC as we move forward during these times of change. I will not restate the experiences that I have outlined in the section above, but will instead focus this personal statement on what I have to offer the University in this position. I am a values-based leader. I am driven by the core belief that I can positively impact the culture in the areas for which I am responsible. Our recent USC values survey identified diversity as a core value that we currently hold and a value we want to see even more in our future. I could not agree more. As a Chief DEI officer at CHLA, I focus on the disparities and inequities in our culture. I am passionate about removing the barriers that hold women and underrepresented faculty back and potentially derail their careers. One of the recommendations from the National Academies of Sciences, Engineering, and Medicine’s (NASEM) report is to get serious about diversity, equity, and inclusion. When DEI is actively practiced and is not just a box that gets checked, only then will underrepresented talent and women be safe and flourish.

I am optimistic. This enables me to see possible solutions in critical situations. We are currently in the midst of a hideous pandemic and I am still optimistic. I know that our medical centers and our medical faculty are being stressed in ways we have never experienced before. I also know that we will emerge from this pandemic stronger, smarter and more resilient than we have ever been before. The realities of teaching through this crisis is accelerating our faculty to a new level of technological agility. I have seen the social distancing bring faculty closer as they

reach out to each other in different ways, as they step up and protect one another and as they stare down the challenges of this pandemic. When this pandemic ends, our Trojan community will be stronger, more agile, and more closely aligned than ever.

The last of my values that I will share with you is alignment. I have the ability to unite people through mission to accomplished shared goals. I resonate strongly with the USC mission. I believe in the work the Academic Senate has done and is doing for our faculty. I can see a future where we are all valued for our contributions to The University of Southern California. I am excited about the direction we are moving with the values survey work that is being done. I am not afraid to roll up my sleeves and help in whatever capacity is required. I am proud to call myself a Trojan.