

KSOM Faculty Council 2023 Year in Review

The KSOM Faculty Council had monthly meetings (1.5 - 2 hours) to discuss the needs of the KSOM faculty. Meetings included an open session in the beginning (i.e., an invited speaker of interest: USC/School administrator presenting on topic of faculty interest, search committee representative with updates) followed by Q&A with attending faculty, and finish with a closed session for council members only. Discussions with campus leaders enabled an organized conduit of information to the Keck faculty and generated important discussions between leadership and faculty. This year, Drs. Steven Shapiro, Thomas Buchanan, Brad Spellberg and Daniel Pecchenino spoke at the open sessions. Conversations focused on the KSOM relationship with Los Angeles General Medical Center (Spellberg), the research initiative and translational science hub at the Health Science Campus (Buchanan), the unique KSOM leadership model and organizational chart (Shapiro), and the interactions and support between the KSOM faculty council and the USC Academic Senate (Pecchenino). Faculty feedback was extremely positive for these invited sessions.

The KSOM faculty council (FC) advocated for the faculty members on multiple levels. Requests were made to Faculty Affairs office for more insight on the merit review process. **A Faculty survey** was conducted to better understand **diversity of teaching/mentoring responsibilities**. The questions focused on the type of teaching responsibilities, organization of the teaching activities, students/ trainees taught, contact hours, and feedback received. The Qualtric platform was used. Results were presented in dedicated sessions to the KSOM Dean and her leadership team and the Medical Education leadership team. We also presented to basic science faculty under the aegis of Vice Dean Peggy Farnham. There was robust discussion and feedback at each of the sessions. The Faculty Council has collaborated with the Faculty Affairs office to design and implement a **Dean's Faculty awards program**. The program is intended to recognize faculty for outstanding achievement in teaching, scholarship, service, and clinical excellence on a yearly basis. A selection committee will be formed, and nominations solicited for the awards this spring. **Salary transparency** was discussed extensively at Faculty Council meetings. The new legislation, **SB 1162**, was presented and deliberated across multiple sessions. A Faculty Council email account is available for receiving faculty feedback, including the possibility for anonymous contacts.

Our FC has participated in multiple **listening sessions for ongoing Chair and Dean searches** (Internal Medicine, Pediatrics, Ophthalmology and Vice Dean of Faculty Affairs and Development) with leaders from the search firm Isaacson Miller. In addition to providing input on qualifications for the positions, the Faculty Council has had the opportunity to meet with several of the candidates for the Vice Dean of Faculty Affairs and Development position.

An ongoing goal of the KSOM FC has been to increase **participation and meaningful collaboration with the USC Academic Senate**. Delegates (increased in number from prior years) attended the monthly academic senate meetings. Additionally, KSOM faculty council leadership attended the **annual retreat, participated in leadership**

working groups, and served on university-wide committees through the senate. The KSOM faculty council also reviewed, and provided input for, the **official USC student handbook**.

As we look back on the past year, we are **filled with optimism**. The Keck School of Medicine (KSOM) Faculty Council, through its dedicated members and open, thorough dialogues, has made significant strides towards enhancing our institution. Our **belief in the collective potential and trajectory** of KSOM specifically and the University of Southern California as a whole has never been stronger. We remain committed to pushing boundaries, fostering a culture of excellence and innovation, and ensuring **that the voices of all faculty members continue to shape our dynamic and thriving academic community**. This is not merely the end of a year, but the beginning of another exciting chapter in the story of our institution, a **chapter we can't wait to write together**.