

## **POSITION DESCRIPTION**

### **UNMC College of Medicine Associate Dean for Diversity, Equity, and Inclusion**

A college of medicine culture that attracts, encourages, supports and celebrates diversity, equity, and inclusion among its faculty, staff and trainees and in turn provides care in a manner that recognizes the unique aspects of each patient and community to whom it provides care is essential to the success of the college and its affiliated academic health science centers. The diversity of background and experience provided by such an environment has been repeatedly shown to enhance the quality of medical education and research, better prepare trainees for the practice of medicine, and improve healthcare to the patients of the community it serves. Therefore, the UNMC College of Medicine is committed to enhancing and maintaining a culture of diversity, equity, and inclusion.

The Associate Dean for Diversity, Equity, and Inclusion provides dynamic leadership to foster an inclusive, accessible, equitable, and diverse climate, which is essential for academic excellence. This role requires the ability to be strategic, visionary, transformative, collaborative, and tactical while delivering tangible results.

The Associate Dean serves as a member of the College's Executive Leadership Team, setting policy and strategic direction for the College, and represents and advocates for the College in various venues including university-wide committees and working groups focused on diversity, equity, and inclusion.

The Associate Dean works closely with the UNMC Director for Inclusion, College of Medicine Associate Dean for Admissions and Students Affairs, College of Medicine Associate Dean for Graduate Medical Education, department heads, department diversity leaders, search committee chairs, and others (e.g. diversity leadership of other colleges, global health programs, etc.) to coordinate efforts to develop and advance the College's strategic goals in diversity, equity, and inclusion using standards of operations and evaluation metrics to ensure the achievement and sustainability of diversity, equity, and inclusion initiatives.

The Associate Dean leads the College Diversity, Equity, and Inclusion Committee. In addition, they will build and lead teams of faculty, students, staff, and community members to support and advance the goals established by the committee.

The Associate Dean gathers data on College climate and cultural competency and leads diversity-related data analysis, planning and assessment to generate and evaluate strategies and programs for recruiting, retention, cultural competency, equity, and inclusion. The Associate Dean makes recommendations to the Dean on best practices to enhance College policies and procedures based on these data, as well as meet College accreditation standards related to diversity, equity, and inclusion.

The Associate Dean leads efforts to develop materials and programs that increase cultural competence and enhance community, and assist the faculty with course development to infuse diversity, equity, and inclusive content across the curriculum and help facilitate and nurture an innovative, inclusive and immersive student experience.

This includes mentoring and education programs that would ensure the success of all students.

The Associate Dean will foster and maintain community partnerships that promote diversity, equity and inclusion.

The Associate Dean accumulates data and monitors metrics to assure that the programs developed and implemented are achieving the goals desired. This includes providing those metrics to College leaders and key stakeholders to ensure their accountability toward achieving the College's goals.

The Associate Dean identifies, appoints, with the approval of the Dean of the College of Medicine, and supervises assistant deans who will be responsible for specific tasks and goals assigned by the Associate Dean.

The Associate Dean will participate in an annual assessment of the resources necessary (i.e. support and administrative staff, space as well as other faculty leadership positions) to support the college's diversity, equity, and inclusion mission.

#### Other Work/Responsibilities

The Associate Dean teaches, carries out scholarly work, and, if applicable, provides clinical care appropriate to their academic position and expertise. This effort is under the direction of the chair of the department in which they hold their primary academic appointment.

The Associate Dean for Diversity, Equity, and Inclusion will perform other duties as assigned by the Dean.

#### Minimum Experience, Skills, Training/Education

M.D., Ph. D. or appropriate terminal degree for their discipline, and accomplishments suitable for appointment at faculty rank of Assistant Professor or above.

Demonstrated commitment, strong knowledge, and significant work experience in the realm of diversity, equity, and inclusion.

Understanding of a public university and academic health science center with the ability to build partnerships inside and outside of the University.

Demonstrated ability to set priorities, analyze data, and to think systematically from both a detailed and a strategic perspective.

Demonstrated record of strong and consistent teamwork, ethical behavior, and collaboration with faculty, administrators, staff and students.

Experience facilitating difficult conversations, ability to interact effectively and build relationships with students, faculty, and staff who have a wide variety of backgrounds, cultures, perspectives, beliefs, and lived experiences.

Excellent oral and written communication skills and excellent interpersonal skills.

Ability to build consensus and trust in settings with individuals from diverse backgrounds.

Excellent organizational and problem-solving skills.

#### Preferred Experience, Skills, Training/Education

M.D. degree

Significant teaching experience and scholarly achievement

A diverse background of cultural experiences

Experience in program planning and assessment.

Experience collaborating with senior administration

Demonstrated willingness to lead and inspire others to facilitate successful multidisciplinary collaborations.

Demonstrated willingness to build a college culture that nurtures diversity and is supportive and welcoming to all.

Experience in comprehensively embracing the community beyond the university and health system using innovative programs/experiences, curricula, and opportunities.

Knowledge of and experience related to UNMC, metro Omaha, and Nebraska.

#### Time Commitment

This is a 0.5 FTE position. The remaining effort will be allocated to faculty duties in the department of the individual's primary academic appointment, as determined by the chair of that department.

**Application Process:** The deadline for applications for the position is July 8, 2020. Those interested should send a copy of their current curriculum vitae and a separate brief (1-2 pages) outlining the reasons for their interest in the position and how they meet their background and experience meet the qualifications of the position.

Applications, nominations, and other inquiries should be directed to Patti Marsh (patti.marsh@unmc.edu; 402-559-4283).