



The Ohio State University Wexner Medical Center

Vice Chair of Diversity, Equity and Inclusion

[The Department of Emergency Medicine \(DEM\)](#) at The Ohio State University is pleased to announce a search for the Vice Chair of Diversity, Equity, and Inclusion position. The Vice Chair will provide vision and leadership in promoting a departmental culture that values and supports diversity, equity, and inclusion. This individual will report to the Chair of the Department of Emergency Medicine, Dr. Jeffrey Caterino, and will work closely with the Chair, University and COM Diversity Leadership/Chief Diversity Officer, Vice Dean for Faculty Affairs and DEM Administration. The VC will also chair the Diversity and Inclusion Council within the department. The successful candidate will need to demonstrate cultural awareness and agility, exercise emotional intelligence, build trust and credibility, and collaborate with a wide variety of stakeholders to achieve operational goals. The Ohio State University Wexner Medical Center is dedicated to Columbus' diverse community populations through strategic community partnerships to include; but not limited to, Asian Health Initiative, Columbus Free Clinic, La Clinica Latina, and Noor Free Clinic. Ohio State has designation as a Leader in LGBTQ Healthcare Equality for three consecutive years and Forbes ranks us #4 on their list of America's Best Employers for Diversity. We are the only employer from Columbus and the only healthcare organization from Ohio to make the top ten. For more on our commitment to diversity, equity and inclusion, please visit <https://wexnermedical.osu.edu/about-us/diversity>

Duties and Responsibilities:

- Provide vision and leadership for diversity, equity and inclusion initiatives across the department's various clinical, research, and teaching sites. These initiatives should align with departmental goals and the COM Strategic Plan.
- Lead the DEM Diversity and Inclusion Council and ensure that initiatives/recommendations of the Council are prioritized and operationalized.
- Work closely with faculty and staff search committees, residency and fellowship program leadership, and department/division leadership to provide effective strategies for identifying diverse candidates, addressing and mitigating bias in the screening and selection processes.
- Drive the development and implementation of new diversity-related programs and activities that anticipate and meet departmental needs including a department wide core curriculum focused on racism and bias in medicine, social determinants of health, and cultural humility. This includes keeping abreast of best practices and current trends in diversity, equity and inclusion and bringing that knowledge to inform program and policy development work.
- Collaborate with COM, University and other stakeholders, including the Wexner Medical Center's Chief Diversity Officer, to ensure holistic, comprehensive programming, events and resources for diverse staff.
- Act as a conduit for faculty and staff in mitigating concerns regarding discrimination because of gender, race or ethnicity.
- Develop and monitor metrics applicable to the department's diversity, equity and inclusion goals. This includes periodically assessing, both qualitatively and quantitatively, the productivity and success of programs, policies, and services. This individual will present periodic progress reports to departmental leadership.
- Serve as a results-oriented catalyst for change throughout the department, inspiring colleagues to achieve new levels of expertise, confidence, and productivity.
- Other special projects to be determined in consultation with the Chair.

Appointment Details: The faculty member serving as Vice Chair of Diversity, Equity, and Inclusion will be expected to dedicate 20% of their time and effort to the role. Protected administrative time shall be granted for this purpose. Programmatic and support funds are available for this position. This position is appointed by the Chair for a period of two years, with option to reapply or be reappointed at the end of two-year term.

Qualifications:

- Demonstrated track record in diversity, equity and inclusion programmatic development
- MD, DO or equivalent training
- Board certified in Emergency Medicine
- Academic experience preferred
- Qualify for appointment at the Assistant, (preferred) Associate or Professor level

Environment & Culture:

The Ohio State University along with its academic partner the Wexner Medical Center are located in Columbus, Ohio, the state capitol and the 14th largest city in the United States. Columbus has an eclectic demographic footprint with surprisingly diverse rich suburbs. In fact, in terms of race, Columbus is currently at its most diverse point in its more than 200-year history. From historic communities and suburban living to college crowds and nightlife, Columbus is a friendly Midwestern town with metropolitan style. With easy commutes and low cost of living relative to comparable metropolitan areas, central Ohio has a temperate climate where fall and spring delight while summers are not too oppressively hot or humid and winters are not too cold or snowy. The city is renowned for its leading technological companies, vast academic resources, thriving industry, an eclectic mix of entertainment, dining and shopping, and easily accessible opportunities for sports and recreation for participants and fans alike. The university and medical center are home to an exciting, growth-oriented culture of innovation and discovery. Together, these entities have established a bold vision to ensure that the university will be among the leading public universities in the nation for research and creative expression to address critical societal challenges and that the medical center will pioneer breakthrough health care solutions to improve people's lives. For more on Columbus, please visit <https://wexnermedical.osu.edu/careers/about-columbus>

For consideration, please send CV along with a cover letter to:

- **Katlyn Spano, MBA | Physician and Faculty Recruitment | Katlyn.Spano@osumc.edu**

The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, or protected veteran status.