

## Position Description

<b>UNIT:</b>	Office of the Vice Chancellor-Health Sciences
<b>TITLE:</b>	Assistant Vice Chancellor, Health Sciences Equity, Diversity, and Inclusion
<b>DISCIPLINE:</b>	N/A
<b>SUPERVISOR:</b>	Vice Chancellor-Health Sciences Vice Chancellor-Equity, Diversity, and Inclusion

### Introduction

UC San Diego Health Sciences is one of three academic units at UC San Diego. Health Sciences includes three professional schools; 90+ research institutes and core facilities; and a growing clinical practice that boasts two hospitals and dozens of clinical sites across the region, all working toward fulfilling its tripartite mission. Led by the Vice Chancellor for Health Sciences, it accounts for the majority of the University's research and philanthropic portfolios, in addition to an expanding clinical footprint that spans the San Diego region. Health Sciences has more than 1,600 physicians and scientists who serve as faculty members for more than 900 residents and fellows, 600 medicine and pharmacy students, and 1,400 graduate students. Its academic programs rank among the best in the country for primary care and research, and its Health System is ranked among the best in the region for quality and safety. The organization's leadership embraces a culture of academic excellence coupled with innovation and collaboration, and continuously seeks to align its educational programs with cutting-edge research, new clinical technologies and techniques, and hands-on experience through pioneering programs that emphasize compassionate, personalized patient care.

The dynamic Health Sciences enterprise comprises the School of Medicine, Skaggs School of Pharmacy and Pharmaceutical Sciences, Herbert Wertheim School of Public Health and Human Longevity Science, and UC San Diego Health. Its patient care locations include the UC San Diego Medical Center in Hillcrest; Jacobs Medical Center, Moores Cancer Center, Sulpizio Cardiovascular Center, and Shiley Eye Institute in La Jolla; and many other centers, clinics, and affiliates throughout Southern California.

The Office of the Vice Chancellor is responsible for leading the Health Sciences' overall strategic vision; developing and implementing initiatives that enhance teaching, research, and clinical care across its multiple divisions; and establishing collaborative partnerships across campus and the community to advance its mission.

### Description

The Assistant Vice Chancellor for Health Sciences Equity, Diversity, and Inclusion is responsible for the overall strategic direction and support of equity, diversity, inclusion, and anti-racism initiatives in the Health Sciences. Reporting to the Vice Chancellor for Health Sciences and the Vice Chancellor for Equity, Diversity, and Inclusion, the Assistant Vice Chancellor will lead efforts to develop new initiatives to foster an open and inclusive environment across the Health Sciences. The incumbent will work with the Vice Chancellor's senior leadership team to enhance existing diversity programs, identify and develop solutions to structural and systemic issues that lead to racial inequities, and partner with Health System and campus leaders to address structural, systemic, and personally mediated issues of bias and racism. As a member of the Vice Chancellor's executive team, the Assistant Vice Chancellor will also work to position the Health Sciences as a thought leader both locally and nationally in creating innovative solutions pertinent to diversity, equity, inclusion, racism, as

well as develop a scientific vision to eliminate health disparities across the spectrum of biomedical education, research, and clinical care.

As the inaugural Assistant Vice Chancellor for Health Sciences Equity, Diversity, and Inclusion, the incumbent will work in partnership with the Vice Chancellor's Office to identify the appropriate organizational structure and requisite leadership/administrative team to accomplish these goals and responsibilities, with appropriate resources made available to do so.

The successful candidate must have a broad skillset to navigate a highly complex organization. In addition to having the ability to collaborate in close partnership with the leadership of the Health Sciences units, the Assistant Vice Chancellor must also foster strong relationships with senior campus administrators at UC San Diego; student, resident, and affinity groups in each of the Health Sciences' academic schools; and key external constituencies including the Veterans Administration San Diego Healthcare System, Rady Children's Hospital San Diego, and the institutions that surround the UC San Diego campus.

The Assistant Vice Chancellor serves as the Health Sciences' liaison to the Office of Equity, Diversity, and Inclusion, acting as an ambassador on these issues for the Health Sciences. The incumbent will also work in close partnership with the Chief Administrative Officer for Health Equity, Diversity, and Inclusion to coordinate programs and address issues of health inequities and racism in the clinical environment.

The successful candidate will have a national or international scholarly reputation in areas related to the etiology of health disparities, mechanisms to improve minority health in community and clinical care settings, and/or diversity education, as well as a demonstrated ability to promote diversity, equity, and inclusion in the biomedical workforce. The Assistant Vice Chancellor must have a demonstrated understanding of the unique challenges of historically excluded and under-represented groups within a medical school and healthcare setting, ability to productively manage and engage in difficult conversations that challenge racist notions and persons, and knowledge of best practices for creating inclusive environments within that framework.

## Key Responsibilities

### Strategic Planning

- Sets the overarching vision for the Health Sciences progress in areas of diversity, equity, inclusion, and anti-racism in a manner that integrates the education, research, and clinical missions.
- Leads strategic planning efforts for Health Sciences including establishing enterprise-wide priorities and cross-campus partnerships in alignment with the UC San Diego Strategic Plan for Inclusive Excellence. Develops plan for coordination and growth of health equity and/or anti-racism research, including programs to recruit and retain investigators engaged in this research.
- Identifies areas of strategic investment that position the Health Sciences as a thought leader both locally and nationally in proactively addressing issues related to diversity, equity, inclusion, racism, and health inequities.
- Develops an academic vision to eliminate health disparities across the spectrum of biomedical education, research, and clinical care. Leads efforts to launch new programs and/or initiatives to advance UC San Diego Health Sciences' national and international prominence in these areas.
- In partnership with the Chief Administrative Officer for Health Equity, Diversity, and Inclusion, develops an actionable plan to address issues of harassment and discrimination, and structural and personally mediated bias and racism within the Health Sciences organization.
- Identifies areas of synergy between Health Sciences and campus units that would foster academic excellence, scientific creativity, and clinical quality.

- Works in partnership with the Director of the Clinical and Translational Science Award and Director of the Clinical Trials Office to increase participation of under-represented populations in clinical research programs.

### **Administrative Management and Institutional Effectiveness**

- Coordinates research efforts related to health equity across the Health Sciences enterprise, facilitating partnerships across units that leverage existing programs and resources, as well as identifying new opportunities for state, federal, and industry funding for these programs.
- Collaborates with Health Sciences education leaders on fostering a dynamic learning environment that promotes diversity, anti-racism, and a culture of inclusivity and respect.
- Provides leadership in developing appropriate metrics for academic and administrative units to assess outcomes of initiatives across the spectrum of diversity, equity, inclusion, anti-racism, and health disparities.
- Partners with the Office of Health Sciences Faculty Affairs to evaluate data on faculty recruitment and retention, equity measures, promotions and separations, etc., and helps develop strategies to address relevant issues.
- Partners with relevant Health Sciences admissions leaders on resident and student recruitment and retention.
- Oversees analysis to evaluate bias in recruitment, performance evaluations, and promotions, and the implements best practices and trainings modules to address issues of institutional racism and bias within the Health Sciences. Examines deficiencies in current policies and practices. Provides coaching, training, and other interventions, reporting issues as appropriate to the relevant campus offices.
- Coordinates regular internal and/or external audits of academic and administrative units within the Health Sciences and works in partnership with leaders to address issues. Identifies key external organizations that can assist in these efforts as needed.
- Identifies the appropriate organizational structure and requisite team to accomplish strategic, administrative, and institutional goals.
- Regularly communicates analytic findings to Health Sciences stakeholder groups.

### **Committee Service**

- Co-Chairs (with the Chief Administrative Officer for Health Equity, Diversity, and Inclusion) the Health Sciences Anti-Racism Task Force.
- Leads various ad-hoc committees and working groups to accomplish the goals and objectives of the Vice Chancellor, as appropriate.
- Serves as a member of the Vice Chancellor's Cabinet and acts as the Vice Chancellor's principal advisor on matters related to diversity, equity, inclusion, and anti-racism.
- Serves as a member of the campus-wide Equity, Diversity, and Inclusion Advisory Council.
- Represents UC San Diego locally, nationally, and internationally on issues of diversity, equity, inclusion, anti-racism, and health disparities education, research, and clinical care to health associations and organizations such as the National Academy of Medicine, National Institutes of Health, and Association of Academic Health Centers.

### **Required Qualifications**

- Outstanding academic record with divisional or departmental experience in an academic medical center environment.
- Dynamic leadership skills and a clear commitment to excellence in the education and mentorship of trainees and faculty.
- Personal record of distinguished scholarly research (basic and/or translational), and/or clinical accomplishments in a field of health disparities/health inequities, anti-racism, minority health, community health, population health or related fields.

- A high level of conceptual and strategic thinking, with a social justice framework and a strong commitment to advancing diversity initiatives in clinical care, research, teaching, and public service.
- Demonstrated leadership in areas contributing to diversity, equity, and inclusion, as well as a commitment to advancing these principles within the Health Sciences.
- Demonstrated understanding of the unique challenges and concerns of historically excluded and under-represented groups within a medical school and healthcare setting.
- Ability to represent credibly, reliably, effectively, and tactfully the Vice Chancellor to campus and external constituencies.
- Strong communication skills with a proven ability to work collaboratively and effectively with multiple stakeholder groups, including faculty, students, residents, staff, vulnerable communities, and the public.
- Ability to qualify for appointment as an Associate or Full Professor at UC San Diego.
- Doctoral degree or advanced degree in a biomedical field. Candidates with a clinical degree (e.g. MD, PharmD) must have board certification/eligibility and be eligible for a California license or equivalent certification/permit as determined by the relevant governing body (e.g. Medical Board of California; California State Board of Pharmacy).

## Preferred Qualifications

- National or international recognition in areas of health disparities, minority health, race/gender issues, and/or health diversity, equity, and inclusion.
- Curriculum development experience and knowledge of critical race theory, history of racism in medicine, structural racism and sociopolitical determinants of health.
- Experience integrating and implementing a common vision among biomedical schools such as medicine, pharmacy, and public health.
- Experience developing programs to enhance diversity in recruiting faculty and/or students.
- Experience working with tribal health organizations and tribal communities.

## Appointment

Assistant Vice Chancellor positions are members of the Vice Chancellor's leadership team and are considered at-will. This position will have annual performance reviews with a formal committee review every fifth year. This administrative role is independent of any faculty appointment.

Salary is commensurate with qualifications and based on University of California pay scales. Review of applications will commence in winter, and continue until the position is filled. Candidates must submit a CV, letter of interest, and a separate statement describing past experience in activities that promote diversity and inclusion and/or plans to make future contributions. For further information about contributions to diversity statements, see <http://facultyequity.ucsd.edu/Faculty-Applicant-C2D-Info.asp>.

Application materials must be submitted through the UC San Diego online application system at [LINK](#). References (contact information or letter of recommendation) will be requested from all finalists.

UC San Diego is an equal opportunity/affirmative action employer with a strong institutional commitment to excellence and diversity (<http://diversity.ucsd.edu>). All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age or protected veteran status.