

**Vice Chair for Diversity, Equity and Inclusion
UCSF Department of Anesthesia and Perioperative Care**

The Department of Anesthesia and Perioperative Care at the University of California, San Francisco seeks an outstanding individual to serve as the Vice Chair for Diversity, Equity and Inclusion.

This is an exciting and unique opportunity to be a contributing leader with one of the preeminent academic health centers in the world, practicing at some of the finest hospitals in the country. Currently, the Department of Anesthesia and Perioperative Care has over 200 faculty, 80 residents in clinical training, and over 20 research-trainees and fellows. In addition to the Moffitt-Long Hospital, very active units of the department exist at the Zuckerberg San Francisco General Hospital and Trauma Center (inpatient and outpatient, and the only Level 1 Trauma Center available for the over 1.5 million people living and working in San Francisco and northern San Mateo County), San Francisco Veterans Affairs Medical Center (inpatient and outpatient), Mt. Zion Medical Center (outpatient, including 23 hour stays and the chronic Pain Management Center), the UCSF Orthopedic Institute and the Benioff Children's, Betty Irene Moore Women's and Bakar Cancer (NIH-designated Cancer Center) Hospitals in the Mission Bay neighborhood. The Department now has essential roles in patient care outside of the operating rooms, with active participation in Ambulatory Care, Acute and Chronic Pain, and in the Preoperative Clinic.

The Vice Chair of Diversity, Equity and Inclusion (DEI) will be charged with elevating a strategic vision for diversity, equity and inclusion in the Department of Anesthesia. The Department is committed to creating a nurturing climate that is welcoming and supportive for better education, discovery, and patient care. The role of Vice Chair of DEI is to develop and execute strategies geared toward improving diversity, equity and inclusion through a comprehensive approach to recruitment, retention, and support of highly qualified and talented faculty, staff, residents, and fellows.

Responsibilities include:

- Chair the UCSF Department of Anesthesia Diversity Committee that includes trainees, faculty and staff and meets every 2-3 months. Determine the calendar year and objectives to focus the vision of the committee and its subcommittees.
- Lead the committee in development of strategic planning for diversity, equity and inclusion goals and regularly report back to the Chair regarding these initiatives.
- Oversee the Action Plan of the Diversity Committee including tracking progress on goals, ensuring accountability for follow through on action plans and, ultimately, facilitating the Department of Anesthesia to make progress on their goals of Diversity, Equity and Inclusion. This would require data collection and analysis with regular reporting to Faculty, Staff and Chair regarding deficits and achievement of goals.
- Ensure that the Department's goals of diversity, equity and inclusion embrace the strategic goals of the University of California's broad definition of diversity.
- Promote the representation of members on the DEI Committee to also participate in campus diversity committees (e.g., Differences Matter Executive Advisory Board and Work Group, UCSF Committee on LGBT+ Issues) by serving on some of these committees as appropriate and feasible.
- Ensure structured mentoring and equality in advancement for underrepresented trainees and faculty.
- Assess the Department's past successes and challenges in recruiting diverse faculty and work to recommend effective strategies for outreach and recruitment of candidates from underrepresented backgrounds.
- Work with Anesthesia Residency Program Directors to promote an inclusive learning environment for underrepresented trainees and work to ensure that evaluation systems are unbiased and promote advancement of Underrepresented in Medicine trainees.

Successful candidates for the role will possess:

- Board eligible or board certified Anesthesiologist in current clinical practice.

- Demonstrated experience with and commitment to advancing diversity, equity and inclusion within an academic medical center.
- Evidence of strong history of bridge building, mentorship, sponsorship, and understanding of the unique needs of BIPOC and other marginalized groups.

Please submit the following:

1. Current Curriculum Vitae
2. Cover Letter
3. Statement on Teaching
4. Statement of Contributions to Diversity: Describe your current and past roles related to leadership or other experiences directly related to the field of Diversity, Equity and Inclusion.
5. One-page vision statement that explores your unique ideas for this role.

UCSF seeks candidates whose experience, teaching, research, or community service has prepared them to contribute to our commitment to diversity and excellence. The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

Formal applications can be submitted online at: <https://aprecruit.ucsf.edu/JPF03085>.

Direct inquiries, please contact Jay Torio, Senior Director Department of Academics, jay.torio@merritthawkins.com, or 214-727-9505.