

UMass Memorial Medical Group and UMass Chan Medical School is recruiting for a **Division Director for Health Equity** within the **Department of Emergency Medicine**. This leadership opportunity is available to both PhD's and MD/DO's who are ready to lead, develop and implement strategies to address health disparities and promote equitable healthcare access and outcomes. This senior-level position requires a strong commitment to advancing health equity, extensive knowledge of healthcare systems, and the ability to collaborate with various stakeholders.

The Director of the Division of Health Equity will play a pivotal role in driving organizational efforts to achieve equitable healthcare for all populations in our diverse communities we serve. This position requires a strategic visionary with a deep commitment to social justice and improving health outcomes for underserved communities while actively contributing to the advancement of health equity and population health through personal research endeavors.

Leadership and Strategy:

- Develop and articulate a vision for advancing health equity within the organization.
- Lead the division's strategic planning (both long and short term), setting goals, and implementing initiatives to address health disparities.
- Provide guidance and leadership to staff, ensuring alignment with the division's goals and objectives.
- Responsible for overall management and organization of division activities

Policy Development and Advocacy:

- Identify, analyze, and advocate for policies that promote health equity and address social determinants of health.
- Collaborate with policymakers, community leaders, and advocacy groups to influence systemic changes that reduce health disparities.

Research and Analysis:

- Maintain a personal research portfolio focused on health equity and population health, conducting studies and contributing to scholarly publications.
- Oversee research initiatives to identify and understand disparities in healthcare access, quality, and outcomes among various populations.
- Utilize data analysis to inform evidence-based interventions and measure the impact of programs on health equity and population health.

Collaboration and Partnerships:

- Foster partnerships with other divisions in the department and other departments within the institution, other healthcare organizations, community groups,

government agencies, and other academia to promote collaboration in addressing health disparities and population health concerns.

- Engage with diverse stakeholders to develop inclusive approaches and initiatives that address the unique health needs of different populations.

Education and Training:

- Develop educational programs and training materials to raise awareness and build capacity among healthcare professionals on issues related to health equity and population health.
- Provide guidance and support for cultural competence training to improve healthcare delivery to diverse populations.

Evaluation and Reporting:

- Establish metrics and evaluation frameworks to assess the effectiveness of health equity and population health initiatives.
- Evaluates fellowship training activities and the fellowship director
- Evaluates other health equity division faculty
- Develop and monitor participation in the undergraduate, residency, and fellowship lectures and teaching conferences at UMMC and affiliates
- Prepare comprehensive reports and presentations for internal and external stakeholders to communicate progress and outcomes

Other

- Represents department and university on a regional and national level
- Maintains policies and procedures

Position Qualifications:

- MD/ DO or PhD
- Advanced degree in public health, healthcare administration, or a related field.
- Proven experience (5 years) in a leadership / administration role focused on health equity, healthcare disparities, or related areas.
- In-depth knowledge of health policy, social determinants of health, and healthcare delivery systems.
- Strong analytical skills with the ability to interpret and apply data to drive decision-making.
- Excellent communication and interpersonal skills to engage with diverse stakeholders.
- Demonstrated ability to lead and manage teams, fostering a collaborative and inclusive work environment.
- Established research portfolio.

About Worcester County Massachusetts:

Centrally located in Massachusetts we are just miles from Boston, Providence, Connecticut and the Berkshires. Our diverse city has a vibrant downtown and boasts a bustling restaurant, sports and arts scene that appeals to both individual and family lifestyles. In and around Worcester are a variety of communities with outstanding schools and a comparatively cheaper cost of living.

How to Apply:

Please email a copy of your CV and interest to Ellen Sullivan, Director of Physician Recruitment, at ellen.sullivan@umassmemorial.org or call for a confidential conversation at 774.622.0517