

Sr. Associate Dean for Diversity, Equity, and Inclusion, COM (79401)

Founded in 1819, the University of Cincinnati ranks among the nation's best urban public research universities. Home to more than 47,000 students, 10,500 faculty and staff and 330,000 alumni, UC combines a Top 35 research university with a physical setting *The New York Times* calls "the most ambitious campus design program in the country." With the launch of Next Lives Here, the Cincinnati Innovation District, a \$100 million JobsOhio investment, eight straight years of record enrollment, worldwide leadership in cooperative education, a dynamic academic health center and entry into the Big 12 athletic conference, UC's momentum has never been stronger. UC's annual budget tops \$1.6 billion and its endowment totals \$1.8 billion.

Job Overview

The University of Cincinnati, College of Medicine invites applications and nominations for the position of Senior Associate Dean for Diversity, Equity, and Inclusion.

The Senior Associate Dean for Diversity, Equity and Inclusion (SADDEI) will have primary responsibility for supporting and advancing a College of Medicine (CoM)-wide culture of inclusive excellence. This new position will lead the CoM community in the design and implementation of an equity plan and framework that will guide campus-wide decisions, practices, and policies. Collaborating with students, faculty, staff and senior leadership, the SADDEI will purposefully design and implement recruitment, development, and retention strategies and culturally-relevant pedagogies, practices and programs that result in an effective and welcoming environment with equitable success throughout. Reporting directly to the Dean of the College of Medicine, the Senior Associate Dean for Diversity, Equity and Inclusion will serve as a member of the Dean's cabinet.

Essential Functions

- Develop and implement a DEI strategic plan that will include short and long term measurable goals, objectives and strategies for CoM-wide diversity, equity and inclusion in alignment with the college's missions, values and strategic directions.
- Lead and manage the CoM Office of Diversity, Equity and Inclusion as a place to consolidate, support, communicate, and guide the college's DEI framework and efforts.
- Provide guidance and support to individuals, departments, and programs in identifying policies, practices and other factors that result in inequitable outcomes and explore and implement evidence-based practices and interventions which lead to equitable outcomes.
- Work closely with CoM task forces, department leaders, student organizations, affinity groups and other stakeholders across the college to promote positive change.
- Develop and promote educational training programs across the CoM to raise awareness and drive change. Implement comprehensive training designed to identify and address microaggressions, resilience and unconscious bias.
- Partner with CoM offices to promote and enhance the diversity of our undergraduates, medical students, graduate students, residents, fellows, faculty and staff.
- Develop and implement a communication plan to ensure that DEI values, strategies and initiatives are visible across the college and align with its mission, vision, and values.
- Create and monitor a framework for tracking, reporting, and communication around DEI metrics and progress.
- Develop and maintain relationships internally to support recruitment, retention and professional development of a diverse workforce.

Essential Functions Continued

- Collaborate and coordinate with UC's Office of Gender, Equity, and Inclusion, UC Health, Children's Hospital Medical Center and other local and regional affiliates to promote transformation and excellence in diversity, equity, and inclusion, leveraging our relationship with UCH to further promote DEI issues across our entire health care enterprise while creating more efficient communication and training efforts.
- Promote and communicate current trends in diversity, equity, and inclusion; utilize current trends to inform excellence in program and policy development.
- Play a leadership role in obtaining external funding to support diversity and inclusion initiatives.
- Produce an annual report on equity, campus climate and progress toward equity-related goals.

Reporting Relationships

The SADDEI will report to the Dean of the College of Medicine and will be a member of the Dean's cabinet. S/he/they will oversee the CoM Office of Diversity, Equity and Inclusion. Reports will include Assistant and Associate Deans for DEI in CoM offices such as Graduate Education and Medical Education.

Minimum Requirements

- The ideal candidate will have an advanced degree (PhD, EdD or MD) and experience in working in the area of inclusive excellence.
- In addition to the part time appointment as Sr. Associate Dean, the successful candidate must be eligible for a CoM faculty appointment in a clinical, research or education track. The academic department and faculty rank will be commensurate with qualifications.

Required Education

- Professional Degree
- MD, PhD.

Required Experience

A minimum of five (5) years of demonstrated experience in developing and implementing DEI initiatives and leadership experience in a complex academic medical center is desirable.

Leadership Skills and Competencies

- Leadership- develops trust, credibility and support of the department chairs, faculty, staff and students. The capacity to work effectively with leadership university wide to leverage DEI efforts.
- Communication- excellent oral and written communication skills that allow for effective expression when presenting to individuals or groups.
- Emotional Intelligence- perceives the impact and the implications of decisions on other components of the organization.
- Collaboration – identifies important connections between different groups and opportunities for successful partnerships. The SADDEI must have the ability to collaborate with multiple constituencies and build consensus to develop and cultivate a collaborative vision for diversity.
- Initiative – leads the design, implementation and assessment of key milestones over time.

Additional Qualifications Considered

- Use organizational skills that enable performance of duties in a timely fashion with attention to detail.
- Effectively communicate orally and in writing.
- Manage financial resources effectively including determining how best to utilize resources and managing budgets and expenditures.
- Work effectively with faculty and staff in a participatory governance environment to accomplish the goals and objectives of the college and the assigned divisions or areas.
- Communicate effectively and constructively with persons of diverse cultures, language groups, and abilities.
- Demonstrate sensitivity to and ability to work with the diverse academic, socioeconomic, cultural and ethnic backgrounds of college students, faculty, and staff, including those with disabilities; establish and maintain effective working relationships with those contacted in the course of work.
- The ideal candidate will have an understanding of aspects of diversity issues, including recruitment and retention strategies, cultural competency in the curriculum, and the impact of diversity on education.

To apply, please go to <https://bit.ly/3h5B87Y>

*The University of Cincinnati, as a multi-national and culturally diverse university, is committed to providing an inclusive, equitable and diverse place of learning and employment. As part of a complete job application you will be asked to include a **Contribution to Diversity and Inclusion** statement.*

As a UC employee, and an employee of an Ohio public institution, if hired you will not contribute to the federal Social Security system, other than contributions to Medicare. Instead, UC employees have the option to contribute to a state retirement plan (OPERS, STRS) or an alternative retirement plan (ARP).

The University of Cincinnati is an Affirmative Action / Equal Opportunity Employer / Minority / Female / Disability / Veteran.