

Assistant Professor, Associate Professor or Professor (Without Tenure), Associate Program Director of DEI, Family Medicine Residency

Description

The University of Washington Department of Family Medicine (DFM) is seeking a full-time Associate Program Director of Diversity, Equity and Inclusion (DEI). The position will be on the regular (clinician-educator) teacher track with a faculty title of assistant professor, associate professor or professor without tenure (WOT) due to source of funding. Academic rank and compensation will be commensurate with experience and qualifications. This position will be 70% clinical and 30% administrative and is based at the Residency Section of the department in Seattle, WA. The expected start date is December 1, 2022, or soon thereafter.

Assistant Professors (Without Tenure) are eligible for multi-year appointments that align with a 12-month service period (July 1-June 30), and Associate Professors and Professors (Without Tenure) hold indefinite appointments that align with a 12-month service period (July 1-June 30). Faculty with 12-month service periods are paid for 11 months of service over a 12-month period (July-June), meaning the equivalent of one month is available for paid time off.

ORGANIZATIONAL OVERVIEW

The Department of Family Medicine (DFM) at the University of Washington School of Medicine is committed to improving the health and well-being of individuals, families, and communities through leadership in education, scholarship, and clinical care. We are committed to three core tenets: 1) ensuring high quality, rigorous, patient-centered education for students and residents; 2) providing compassionate, high caliber, evidence-based clinical patient care; and 3) maintaining an internationally recognizable research organization focused on increasing the quality, effectiveness, accessibility, and sustainability of primary care. The DFM promotes diversity, health equity and inclusivity. We value the unique talents and contributions of each individual and strive to build a diverse faculty and staff representative of the communities we serve.

The University of Washington Family Medicine Residency is a university-based residency program whose mission is to train and empower the next generation of family medicine leaders and educators to provide broad spectrum, team-based care in diverse communities and practice settings. We strive to understand social and historical constructs that contribute to institutional racism and to build skills to dismantle or enhance structures to achieve health equity. By harnessing the revolutionary power of

family medicine, we work to create a healthcare system that centers on marginalized communities, thereby meeting and exceeding the needs of all people.

The Associate Program Director for Diversity, Equity, and Inclusion (DEI) will help UWFMR and the DFM practice inclusive excellence. More than a short-term project or single initiative, a comprehensive approach requires a fundamental transformation of the residency by embedding and practicing inclusivity in every educational and patient care effort.

GENERAL SUMMARY

The Associate Program Director for Diversity, Equity and Inclusion will be a catalyst and a visible presence in the Residency and the Department of Family Medicine whose focus is creating and sustaining 1) an inclusive culture 2) a diverse family medicine residency of faculty, residents, and staff, and 3) equity and inclusion as part of all aspects of residency operations. This position will also support overall Department of Family Medicine (DFM) DEI goals.

This position will be supported by the Department of Family Medicine and the Residency through regular meetings with leadership, collaboration with the DFM Vice Chair for Justice, Equity, Diversity and Inclusion, the DFM Justice, Equity, Diversity and Inclusion Committee, UW School of Medicine Office of Health Care Equity, the Network for Underrepresented Residents and Fellows. Options for faculty development include the UWSOM Teaching Scholars Program and the WWAMI Network Faculty Development Fellowship, among others.

Scope includes:

Equity—a value, principle and goal: Fair treatment, access, opportunity, and advancement while striving to identify and eliminate barriers that prevent full participation

Foster a workplace and learning environment free of stereotypes and unwarranted, avoidable, and unfair differences in opportunity, access, participation, relationship, and use of individual talents,

Promote a high standard of health for all, with special attention to needs of those at greatest risk of poor health based on social conditions and marginalized or oppressed positionality.

Diversity—a spread of individual differences representative of who we serve.

Lead recruitment and retention of a diverse and representative group of faculty, residents and staff.

Serve a diverse patient population with cultural humility and safety.

Inclusion– active, intentional, ongoing engagement with diversity and equity.

Create an environment in which any individual or group feels welcomed, respected, supported, valued, and encouraged to participate and bring their full, authentic selves to work and education.

Foster a care system that authentically invites all patients in, consciously including and providing a sense of belonging and ability to achieve the best health they can.

KEY RESPONSIBILITIES

Curricular Development and Administration

- In collaboration with the Program Director and the residency Health Equity and Anti-Racism (HEAR) Committee, develop and implement strategies designed to enhance and promote a diverse and inclusive community throughout the residency.
- Refine and lead curricular efforts to train every family medicine resident, staff, and faculty members to be role models, educators, and leaders in transforming healthcare to achieve health equity.
- Maintain relationships with other UW entities interested in health equity and DEI such as the DFM Justice Equity Diversity Inclusion (JEDI) Committee, UW Office of HealthCare Equity, UW GMEC EDI Subcommittee.
- Participate in assuring residency compliance with UW Medicine, UW Office of GME, UWNC and ACGME policies.

Physician Leadership

- Serve as a leader in the residency and DFM to recruit/mentor/promote URM faculty, residents, and students.
- Train future family physicians to practice in a high-quality, sustainable, evidence-based fashion.
- Foster an academic environment within the organization, adding to quality goals and staff satisfaction.

Strategic Direction

- Review strategic plans for the residency program with particular emphasis on diversity, equity and inclusion.
- Be aware of operational issues, progress on implementation of strategies, and concerns and successes of frontline staff; be able to assist program director in communicating and advising on these issues.

Professional Development

- Participate in leadership development activities such as UW GME Program Director series, WWAMI FMRN director development, NIPDD as able and needed.

Operational Excellence and Quality

- Assist the residency Program Director in ensuring the program meets accreditation requirements of the American Board of Family Medicine and the Accreditation Council for Graduate Medical Education (ACGME).
- Assist the residency Program Director in making UWFMR a leader in diversity, equity and inclusion and an educational model for other residency programs.
- Lead adoption and implementation of evidence based clinical practices, particularly as they relate to health equity.
- Actively support and participate in clinical care delivery decision-making to ensure clinical care meets the highest standards of quality and cost-effectiveness.
- Participate in selection, orientation, supervision, and evaluation of residents.

Financial Stewardship

- Assist Program Director in oversight of residency operations with a focus on innovative and integrated strategies for optimal financial performance.

UW Family Medicine Residency representation

- Represent the residency at local, regional and national levels, participating in professional organizations as needed, in partnership with the Program Director.
- Contribute to efforts that market UW as an educational institution.
- Represent the residency as part of UW Department of Family Medicine's commitment as a socially responsible, anti-racist organization.
- Foster relationships with local and national organizations for faculty development, dissemination of research, and accreditation.
- Actively promote UW as the best place to practice and receive care.
- Translate and communicate our vision to residents and staff.
- Celebrate successes, recognize excellence in performance, and communicate accomplishments to build pride.

Qualifications

- MD, DO or other doctoral terminal degree (or foreign equivalent) in a relevant field
- Board certified by the American Board of Family Medicine
- Must hold or be eligible for Washington State medical license
- Two years experience providing patient care in family medicine
- Positive factors for consideration include, but are not limited to, experience with or demonstrated commitment to Diversity, Equity and Inclusion (DEI)

In order to be eligible for University sponsorship for an H-1B visa, graduates of foreign (non-U.S.) medical schools must show successful completion of all 3 steps of the U.S. Medical Licensing Exam (USMLE) or equivalent as determined by the Secretary of Health and Human Services.

Application Instructions

Applicants should apply with a letter of interest, statement of past and planned contributions to diversity, equity and inclusion (i.e. diversity statement), curriculum vitae and contact information for at least two references at

<https://apply.interfolio.com/102952>

Informal inquiries can be sent to Dave Evans at evansd9@uw.edu