



Penn Medicine

VICE DEAN/VICE PRESIDENT FOR INCLUSION, DIVERSITY, AND EQUITY

Philadelphia, Pennsylvania

Penn Medicine invites applications and nominations for the position of Vice Dean and Vice President for Inclusion, Diversity, and Equity. Penn Medicine, comprised of the Perelman School of Medicine (PSOM) and its clinical enterprise, the University of Pennsylvania Health System (UPHS), is searching for an innovative thought leader and strategic visionary to serve as the Vice Dean/Vice President for Inclusion, Diversity, and Equity. As a member of the executive leadership team and a faculty member of the PSOM, the Vice Dean/Vice President will lead the Office of Inclusion, Diversity, and Equity (OIDE), and be responsible for setting and operationalizing a comprehensive strategy to fulfill the OIDE vision and mission. The OIDE vision is for Penn Medicine to be united as an anti-racist, equitable, diverse, and inclusive organization with the mission of eliminating structural injustice across Penn Medicine and the communities we serve. OIDE's core values include respect, cultural humility, empathy, equity, and accountability.

Reporting to the Dean of the Perelman School of Medicine and with strong support from the CEO of the University of Pennsylvania Health System, the Vice Dean/Vice President will work collaboratively with leaders across all mission areas of the School of Medicine and the Health System to transform education, research, and healthcare delivery at Penn Medicine through an inclusive culture; a highly diverse faculty, trainee, and staff workforce who experience equitable opportunities for growth and advancement; and the centering of a health equity approach to all aspects of care. With the foundation of an office and role established in 2013, the next Vice Dean/Vice President will have the opportunity to leverage a data-driven approach to examine and change policies, practices, and structures that serve as barriers to inclusion, diversity, and equity, while centering the experiences and voices of those most impacted by systems of oppression including racism, sexism, classism, homophobia, xenophobia, and ableism.

Penn Medicine seeks a highly motivated coalition builder with the experience and vision to advance the goals of the OIDE. The Vice Dean/Vice President must have demonstrated the ability to lead change within a highly matrixed organization. The impact of this role will be felt by all Penn Medicine trainees, faculty, staff, and patients, while also elevating Penn Medicine as a national leader in health equity and antiracism. The successful candidate will merge a track record of academic excellence with nationally recognized leadership experience in this space. As an active and visible member of Penn Medicine and the broader community, the Vice Dean/Vice President will be an advisor, trusted resource, and partner to a network of accomplished, supportive academic and healthcare professionals committed to fostering a structure centered around IDE best practices and fueled by a culture of active learners, inclusive advancement, and social justice through exemplary patient care.

Qualified candidates hold MD or MD/PhD degrees and qualify for faculty appointment as Associate Professor or Professor rank in the Standing Faculty of the PSOM at the University of Pennsylvania. Candidates must have a distinguished national/international record of academic accomplishment including peer reviewed publications and possess dynamic and inclusive leadership skills with a strong background in operations. Clinical activity will reflect the candidate's career goals. Candidates must have a clear commitment to – and excellence in – education, fostering an inclusive environment, and sponsorship and mentorship of a diverse cadre of students, residents, fellows, and faculty. Candidates must have the demonstrated ability to foster strong collaborations among investigators within the PSOM, the campus community, and Philadelphia. The candidate must articulate a compelling vision for the future of IDE at Penn Medicine, the role of the Office within a highly regarded academic medical center and the field of inclusion, diversity, and equity in general. The faculty appointment will be in a department in the School of Medicine that is consistent with the specific expertise of the successful candidate.

All interested applicants are required to apply for the position online via Interfolio <http://apply.interfolio.com/125058>. Penn Medicine has also retained Isaacson, Miller, a national executive search firm, to assist in the search. In addition to the online application, all applications, inquiries, and nominations, which will remain confidential, should be directed to: Tiffany Weber, Managing Associate (she/her) at: tweber@imsearch.com.

PSOM seeks candidates who embrace and reflect diversity in the broadest sense. The University of Pennsylvania is an EOE. Minorities/Women/Individuals with disabilities/Protected Veterans are encouraged to apply.