

The University of Nevada, Las Vegas invites applications for **Assistant/ Associate/ Professor and Assistant Dean for Diversity, Equity and Inclusion, Kirk Kerkorian School of Medicine [R0145029]**

## **ROLE of the POSITION**

The Assistant Dean for Diversity, Equity, and Inclusion will bring thought leadership, vision, and integrity to the inclusive excellence efforts at UNLV School of Medicine. The Assistant Dean is responsible for initiatives related to equity, diversity, and inclusion and will partner across the enterprise to ensure all community members are engaged, treated equitably, and have a strong sense of belonging.

This position will hold academic responsibilities, with a focus on teaching, service, leadership and research. In teaching, this position develops and delivers course offerings and training on DEI topics for Pre-Med pipeline programs, undergraduate medical education (UME), graduate medical education (GME), as well as faculty development and continuing medical education (CME) audiences. They integrate inclusive practices into the curriculum, and mentor students, particularly those from first generation and underrepresented groups. This emphasis on teaching across the entire continuum of medical education ensures that the Associate Professor makes significant contributions to the advancement and understanding of DEI in the academic sphere.

Under the direction of senior leadership, the Assistant Dean will guide the development of an effective strategy that champions the importance and value of an inclusive and equitable School environment. Work is performed under minimal supervision and performance is based on the effective operation of the administrative function. The Assistant Dean develops and directs policies and programs to attract and retain individuals from groups historically underrepresented in academic medicine, and ensure that equity is a consideration in all School policies, processes, and procedures.

## **MINIMUM QUALIFICATIONS**

This position requires a **PhD, MD OR other terminal doctoral degree** from an accredited college or university as recognized by the United States Department of Education and/or the Council on Higher Education Accreditation (CHEA) and **3 years of related experience, supervisory experience, and management experience**. Credentials must be obtained prior to the start date.

The Kirk Kerkorian School of Medicine at UNLV Faculty Appointment, Promotion, and Tenure (FAPT) Committee will use the Kirk Kerkorian School of Medicine at UNLV (SOM) promotion criteria to recommend rank to the Dean of the School of Medicine. Tenure consideration may be given upon hire on a case by case basis depending on verified previous credentials, the FAPT recommendation, and School of Medicine Dean's recommendation.

## **COMMITMENT to DIVERSITY and CAMPUS VALUES**

A successful candidate will support diversity, equity, and inclusiveness and contribute to a respectful, positive work environment. They will use our [Campus Values](#) to guide their decisions and actions and demonstrate our Rebel spirit.

## **SALARY**

Salary competitive with those at similarly situated institutions.

## **BENEFITS OF WORKING AT UNLV**

- Competitive total rewards package including:
  - Paid time off, sick leave, and holidays
  - Excellent health insurance including medical, dental and vision
  - Comprehensive retirement plans and voluntary benefits programs
- No state income tax
- Tuition discounts at Nevada System of Higher Education (NSHE) schools
- Tuition discounts for spouses, domestic partners, and dependents

## **PERKS**

- Employee recognition and appreciation programs
- [Connect with colleagues with shared interests](#)
- [Personal and professional development opportunities](#)
- UNLV athletics ticket discounts
- Statewide employee purchase program discounts
- [RebelCard](#) discounts on and off campus
- [Wellness programming](#) for all UNLV faculty and staff at no cost
- A comprehensive onboarding program, [Rebels: Onboard](#)
- Opportunity for career advancements to leadership roles

## **HOW TO APPLY**

Submit a letter of interest, a detailed resume listing qualifications and experience, and the names, addresses, and telephone numbers of at least three professional references who may be contacted. References will not be contacted until the search chair notifies you in advance.

Applicants should fully describe their qualifications and experience, with specific reference to each of the minimum and preferred qualifications because this is the information on which the initial review of materials will be based.

Materials should be addressed to **Kristin Steffen-Zonsius**, Search Committee Chair, and must be submitted through [Workday](#), as we do not accept emailed materials. For assistance with the application process, please contact UNLV Kirk Kerkorian School of Medicine Human Resources at [hr.recruitment@medicine.unlv.edu](mailto:hr.recruitment@medicine.unlv.edu).

## **SPECIAL INSTRUCTIONS FOR INTERNAL NSHE CANDIDATES**

UNLV employees or employees within the Nevada System of Higher Education (NSHE) MUST use the “Find Jobs” process within [Workday](#) to find and apply for jobs at UNLV and other NSHE Institutions. Once you log into [Workday](#), type "Find Jobs" in the search box which will navigate to the internal job posting site. Locate this specific job posting by typing the job requisition number, **R0145029** in the search box.

If you complete an application outside of the internal application process, **your application will be returned and you will have to reapply as an internal applicant which may delay your application.**

## **PROFILE of the UNIVERSITY**

Founded in 1957, UNLV is a doctoral-degree-granting institution of approximately 30,000 students and more than 3,600 faculty and staff. To date, UNLV has conferred more than 152,000 degrees, producing more than 130,000 alumni around the world. UNLV is classified by the Carnegie Foundation for the Advancement of Teaching as an R1 research university with very high research activity. The university is committed to recruiting and retaining top students and faculty, educating the region's diversifying population and workforce, driving economic activity through increased research and community partnerships, and creating an academic health center for Southern Nevada that includes the launch of a new UNLV School of Medicine. UNLV is located on a 332-acre main campus and two satellite campuses in Southern Nevada.

Here at UNLV, we have come together and created one of the most affirmative and dynamic academic environments in the country. UNLV sits in the top spot in U.S. News & World Report's annual listing of the nation's most diverse universities for undergraduates. The university has ranked in the top ten since the rankings debuted more than a decade ago. We continue to show our commitment to serving our wonderfully diverse population and building the future for Las Vegas and Nevada.

For more information, visit us on line at: <http://www.unlv.edu>.

## **EEO/AA STATEMENT**

The University of Nevada - Las Vegas (UNLV) is committed to providing a place of work and learning free of discrimination on the basis of a person's age (40 or older), disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion (protected classes). Discrimination on the basis of a protected class, including unlawful harassment, which is a form of discrimination, is illegal under federal and state law. Where unlawful discrimination is found to have occurred, UNLV will act to stop the unlawful discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible. Women, minorities, and veterans are encouraged to apply.

## **TITLE IX STATEMENT**

The University of Nevada, Las Vegas, does not discriminate on the basis of sex in any education program or activity that it operates. Non-discrimination on the basis of sex is mandated by Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681 et seq.) and the corresponding implementation regulations (34 C.F.R. Part 106). The University's commitment to nondiscrimination in its education programs and activities extends to applicants for admission and employment. Inquiries concerning the application of these provisions may be referred to: Michelle Sposito, J.D., Title IX Coordinator, University of Nevada, Las Vegas, 4505 S. Maryland Parkway, Box 451062, Las Vegas, NV 89154-1062, Frank and Estella Beam Hall (BEH) Room 553, Telephone: (702) 895-4055; Email: [titleixcoordinator@unlv.edu](mailto:titleixcoordinator@unlv.edu), or to The Assistant Secretary of the United States Department of Education, U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100; Telephone: 1-800-421-3481 FAX: 202-453-6012; TDD: 1-800-877-8339; Email: [OCR@ed.gov](mailto:OCR@ed.gov); or to both.

Information pertaining to the University's grievance procedures and grievance process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the University will respond can be found online at the [Office of Equal Employment & Title IX](#) webpage.

## **SAFETY AND SECURITY STATEMENT**

UNLV is committed to assisting all members of the UNLV community in providing for their own safety and security. [The Annual Security Report and Annual Fire Safety Report compliance document](#) is available online.