The School of Medicine of The University of North Carolina at Chapel Hill seeks a dynamic leader to fill the position of Vice Dean for Diversity, Equity, and Inclusion (VDDEI).

The University of North Carolina School of Medicine’s mission is to improve the health and wellbeing of North Carolinians and others whom we serve. We accomplish this by providing leadership and excellence in the interrelated areas of patient care, education, and research. We strive to promote faculty, staff and learner development in a diverse, respectful environment where our colleagues demonstrate professionalism, enhance learning, and create personal and professional sustainability. We optimize our partnership with the UNC Health Care System through close collaboration and a commitment to service.

The Vice Dean for Diversity, Equity, and Inclusion is the School of Medicine (SOM) leader with responsibility for guiding efforts to conceptualize, define, assess, nurture, and cultivate diversity as an institutional and educational resource. The position will work closely with UNC SOM unit leaders to identify, develop and implement unit-specific metrics and provide the tools that will support leadership efforts to measure and improve diversity both at the departmental and institutional levels. Additionally, the position will oversee efforts to address broad and specific issues of faculty, trainee, staff and student diversity. She/he will work with each department chair, major institute/center director and SOM senior administration to prioritize goals for each unit, develop robust diversity plans, monitor the implementation of those plans as well as progress in improving and advancing diversity, and establish future directions and activities. She or he will also partner with the leadership of UNC Health Care System to advance our institutions’ collaborative goals.

The primary responsibilities of the VDDEI include: serve on the Dean’s cabinet in the UNC SOM; manage the staff and resources of the Office of Inclusive Excellence; implement the Diversity initiatives of the UNC SOM Strategic Plan; promote and advance diversity and inclusion for faculty, trainees (in graduate medical education programs and other graduate education and training programs within the SOM), students and SOM staff; actively participate and align pipeline programs at each level of professional development; work closely with the UNC Health Care System (HCS) and other partner organizations responsible for advancing diversity and inclusion throughout the organization; work with UNC SOM unit leaders to identify key committees that should have representation from women and those underrepresented in medicine, and serve as a resource to advise on diversity issues for other committees; and provide an annual institution-level report to the Executive Dean of UNC SOM in the first quarter of each fiscal year concerning initiatives and progress in achieving diversity in all SOM settings over the preceding fiscal year, including development and implementation of institution-wide metrics, and culture improvement related to diversity.

The position of Vice Dean for Diversity, Equity, and Inclusion requires a doctoral degree in a health field, with a record of significant progressive leadership experience. The person must have the credentials to qualify for appointment on the faculty of one of the departments of the School of Medicine. The successful candidate will demonstrate: a collaborative and transparent leadership style, cultural awareness and agility, and have the ability to build trust and credibility;
knowledge of national issues surrounding diversity and inclusion in academia; experience in advancing and championing diversity and inclusion; experience in creating overarching strategic diversity and inclusion strategy and vision that includes organizational talent, recruitment, and retention of underrepresented faculty, staff, and students of all statuses; and experience in faculty affairs including faculty development, planning, and/or community-building initiatives.

Consideration of candidates will begin immediately and continue until the search has been successfully concluded. Interested individuals should apply for this position online at http://unc.peopleadmin.com/postings/163093 and include a cover letter, current curriculum vitae, diversity and inclusion statement, leadership statement, and the names and contact information of four references. Women and minority candidates are strongly encouraged to apply.

Candidates requesting additional information about this search can do so by contacting the search committee at:

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The University of North Carolina at Chapel Hill is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or status as a protected veteran.