

Associate Dean for Diversity & Inclusion UAB School of Medicine

Overview:

The UAB School of Medicine (SOM) is seeking applications for Associate Dean for Diversity and Inclusion. The Associate Dean reports to and works closely with the Senior Vice President and Dean of Medicine and the Senior Associate Dean for Diversity and Inclusion on all strategic and programmatic initiatives related to diversity and inclusion for the SOM. This role will require 0.20 FTE of the successful candidate's time.

Required/Preferred Qualifications:

1. Ph.D., M.D. or M.D./Ph.D.
2. Academic rank of Associate or Full Professor.
3. Experience (minimum of 3 years) in a leadership role with responsibilities in building academic programs (educational and/or scholarship) in diversity and inclusion.
4. Accomplishments in developing educational programs for SOM physicians, faculty, staff, and medical trainees.
5. Proven record of leadership building relationships with other programs, with special emphasis on practices and/or programs outside of UAB.
6. Ability to work collaboratively with a varied group of stakeholders.
7. Qualities:
 - Evidence of highly developed interpersonal and collaboration skills with demonstrated ability to work and influence across disciplines, faculties, institutions, industry and professional accreditation bodies.
 - Evidence of achievement in leading innovation, driving educational strategic initiatives and the development of new programs.
 - Understands the academic and changing health care environment and has a vision for building value throughout the state for UAB as a resource and a support.

Responsibilities and Expected Outcomes:

1. Serves as an internal leader and advisor to the Senior Associate Dean for Diversity and Inclusion.
2. Coordinates and supports school-wide diversity training initiatives, leadership programs and curricular programs aimed at building cultural competency and diversity-related skills for faculty, staff, and students.
3. Develops policies and programs to attract, retain, and promote a diverse work force for the SOM.
4. Analyzes and reports on efforts and results, and recommends and assists in the development of improvements in practice and policy.
5. Provides consultation and serves on task forces, committees, and councils as a SOM representative or Dean's Office representative.
6. Develops and supports strategic partnerships promoting diversity with other schools, health systems, community organizations, local businesses, and other entities. Stays abreast of best practices and current trends in diversity, equity and inclusion and uses that knowledge to inform program and policy development.

7. Serves as the community liaison for the SOM and Dean's Office. Builds strategic partnerships and relationships that position the SOM to be included in critical initiatives and decisions for the local community.
8. Works to increase the diversity of healthcare professionals across all areas of the UAB SOM mission.

Nomination/Application Procedures:

The deadline for response is 5:00pm CST, Friday, September 24, 2021. To be ensured full consideration, please e-mail a copy of your curriculum vitae, a letter of interest, and a letter of support from your division director or department chair, to:

Josh Carter, Ph.D.
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