

The UT School of Medicine (SOM) at San Antonio seeks a new Vice Dean for Inclusion and Diversity (Vice Dean) to introduce new initiatives and to complement its existing programs. The Vice Dean will provide leadership for initiatives and policies that highlight the School's commitment to an environment that fosters cultural, inclusion, lifestyle, and ethnic diversity. These are essential elements of the School's mission of developing physicians who deliver culturally sensitive health care and to recruit faculty members who reflect those values. The Vice Dean will report to the Dean of the SOM, and additional key relationships are the Vice Dean for Undergraduate Medical Education, Vice Dean for Graduate Medical Education, and the Associate Dean for Faculty. The Vice Dean will work and partner with department chairs, search committee chairs and members, and others to ensure that searches are conducted in order to identify a diverse pool of candidates for each faculty position. The Vice Dean will work on all inclusion and diversity efforts at the School, but will particularly focus on faculty issues and concerns.

The Vice Dean is expected to devote 70 percent of his/her effort to this administrative role, and 30 percent of his/her effort associated with his/her faculty position. The successful candidate should be eligible for appointment as an Associate Professor or Professor in the Tenure or Clinician-Educator Track. Clinically trained individuals will have the opportunity to practice medicine. All faculty appointments are designated as security sensitive positions.

The UTHSCSA School of Medicine is one of the most diverse medical schools in the country, consequently, it has a very active and engaging Diversity Committee to support its goals for inclusion and diversity. Additionally, the School of Medicine has developed a Diversity and Inclusion Strategic Plan for 2014-2018.

### **Requirements:**

- Demonstrated track record exercising leadership in building and evaluating diversity and inclusion initiatives and programs for faculty and students within a complex matrix academic medical center.
- Relevant experience in a comparable role and/or serving in a leadership capacity (i.e. school wide committee) to impact diversity and inclusion. Demonstrated ability to apply best practices of diversity and inclusion.
- Personal experience mentoring and engaging underrepresented minorities and others is critical.
- Embraces inclusion and diversity in the broadest sense.
- Relevant experience in medical school admissions and LCME accreditation standards.
- A track record of breaking down silos and building bridges and credibility with a diverse set of faculty, students, and staff from a broad array of scientific disciplines and areas.
- M.D., M.D. / Ph.D., or Ph.D. degree with academic, research and scholarly accomplishments that match UT School of Medicine at San Antonio's excellence, and qualify the individual to be eligible for a faculty appointment as an Associate Professor or Professor (preferred).

### **Qualifications and Competencies:**

- Strong relationship, interpersonal, and communication skills with a demonstrated ability to "lead by persuasion."
- Vision, abundant imagination, and a passion for the goals of enhancing diversity and inclusion; a "can-do" and enabling attitude, combined with perseverance, a willingness to learn, a good sense of humor and enthusiasm for working with and through others to achieve significant outcomes.
- Academic focus in a related field of diversity and multiculturalism or in the areas of health services, disparities, community or family medicine would be valued, but not required.

### **Search Team:**

Nominations, inquiries, and expressions of interest should be directed electronically in confidence to:

**Andrew C. Wheeler**, Leader, Education and Non-Profit Practice and Managing Director, Healthcare, [andrew.wheeler@divsearch.com](mailto:andrew.wheeler@divsearch.com), 267.257.1910

**Neysa Dillon Brown**, Managing Director, Academic Medicine and Healthcare, [neysa.dillonbrown@divsearch.com](mailto:neysa.dillonbrown@divsearch.com), 678.662.5849

**Holly Bowers**, Vice President and Senior Associate, [holly.bowers@divsearch.com](mailto:holly.bowers@divsearch.com), 215.656.3555

*The UT Health Science Center is an EEO/AA employer and is committed excellence through diversity among its faculty, staff, and students including protected veterans and persons with disabilities.*