



ASSOCIATE VICE-CHAIR FOR DIVERSITY & INCLUSION

The Associate Vice-Chair for Diversity & Inclusion will work with the Directors, Division Directors, other Vice Chairs and faculty and trainees throughout the Department to set the tone for DOM initiatives related to diversity and inclusion. This position will guide our strategic efforts related to diversity and inclusion in partnership with the School of Medicine, Johns Hopkins University and the health system. The Associate Vice-Chair should be at or eligible for the rank of Assistant Professor or above (Associate Professor or Professor preferred) and should have a track record of engagement in diversity and inclusion efforts. Specifically, the Associate Vice-Chair for Diversity & Inclusion will:

- Lead the Department of Medicine Diversity Council and its initiatives;
- Enhance recruitment of under-represented in medicine (UIM) trainees and faculty through a variety of activities throughout the year, including:
 - Interview UIM faculty applicants,
 - Coordinate interview day experiences for UIM applicants,
 - Manage and grow the Diversity Council Visiting Clerkship Program, and;
 - Lead the implementation of future year enhancements to UIM recruitment activities for the DOM residency and fellowship programs.
- Enhance the learning environment for DOM trainees by holding 2 – 3 events annually directed towards UIM trainees and connect UIM trainees with other DOM resources for academic development;
- Support the academic advancement of UIM faculty through creating networking opportunities for UIM faculty and nominating and sponsoring UIM faculty to attend key leadership and academic development programs;
- Identify and address barriers to advancement for UIMs in the DOM;
- Participate in division reviews as part of the DOM Faculty Development group to review faculty CVs; and,
- Be an active member of the DOM vice chair group that meets at least monthly.
- Represent the DOM or identify a designee for School of Medicine, university and health system diversity and inclusion efforts.

The Associate Vice-Chair for Diversity and Inclusion will receive appropriate support and be eligible for additional bonus compensation based on a suite of milestones related to his or her individual performance and the performance of the

Diversity Council each year. The Associate Vice-Chair will receive 15% effort for this role.

Interested individuals should submit a cover letter that outlines their qualifications, vision for the Associate Vice-Chair for Diversity & Inclusion position, a plan for what activities and commitments would be reduced in order to accept this position and an updated CV to Holly Sellers (hseller4@jhmi.edu) on or before the close of business on November 2, 2020.

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