



ASSOCIATE VICE CHAIR FOR WOMEN'S CAREERS IN ACADEMIC MEDICINE

The Associate Vice Chair for Women's Careers in Academic Medicine will work with the Directors, Division Directors, Vice Chairs, faculty and trainees throughout the Department to delineate and lead DOM initiatives related to the advancement of women. This position will guide strategic efforts to actively promote DOM women 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 Associate Professor or above and should have a track record of engagement in mentoring, coaching and sponsorship efforts. Specifically, the Associate Vice Chair for Women's Careers in Academic Medicine will:

- Foster a culture where all women faculty and trainees are highly valued and supported;
- Chair the DOM Women's Task Force (TF) which may include activities such as:
 - Leading recruitment efforts to ensure a diverse and active membership;
 - Leading monthly meetings;
 - Preparing an annual budget;
 - Developing a schedule of events;
 - Overseeing planning of the TF Annual Dinner and,
 - Guiding TF members in project work;
- Guide the TF to develop activities that address the mission and priorities of the membership and department;
- Participate in divisional reviews including reviewing faculty CVs;
- Participate in monthly Vice Chair and Division Directors meetings;
- Meet regularly with the Associate Dean for Diversity and Inclusion in the School of Medicine and the Vice President for Diversity and Inclusion for Johns Hopkins Medicine;
- Maintain a robust understanding of faculty compensation and serve on the DOM compensation model steering committee;
- Participate in faculty recruitment visits for incoming faculty and leaders; and,
- Participate in recruitment of residents and fellows.

The Associate Vice Chair for Women's Careers in Academic Medicine will receive appropriate support and be eligible for additional bonus compensation based on the achievement of metrics related to her individual performance and the performance

of the Women's Task Force each year. The Associate Vice Chair will receive 10% effort for this role.

Interested individuals should submit a cover letter that outlines their qualifications, vision for the Associate Vice Chair for Women's Careers in Academic Medicine position, a plan for what activities and commitments would be reduced in order to accept this position and an updated CV to Ellen Reather at ereather@jhmi.edu on or before the close of business on Friday, April 16, 2021.

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