

Chief Diversity Officer

We seek an outstanding individual to serve as the Chief Diversity Officer for the Duke University School of Medicine. This is a new, full time position, reporting directly to the Dean of the School of Medicine.

The Duke University School of Medicine is consistently ranked among the top ten medical schools in the country. It has approximately 1700 faculty members and nearly 2000 learners (medical students and residents, graduate students and postdoctoral fellows, students in other health professions). It is an integral component of Duke University, and a partner with the three hospitals of the Duke University Health System.

We believe that diversity and inclusiveness are fundamental to institutional excellence. The role of chief diversity officer will intersect with all areas of the institution, including admissions, human resources, faculty recruitment, professional development, marketing and communication, academic leadership and institutional advancement. To be most effective, the chief diversity officer must be flexible, innovative, and committed to adding value outside of her/his core areas of expertise and experience.

The Chief Diversity Officer will have responsibility for guiding efforts to conceptualize, define, assess, nurture, and cultivate diversity as an institutional and educational resource through:

- ◆ The development and implementation of a Diversity Strategic Plan for the School of Medicine
- ◆ Oversight of efforts to address broad and specific issues of faculty, staff and student diversity. She/he will work with each department chair, major institute/center director and School of Medicine senior administration to develop robust diversity plans for each unit, and will monitor the implementation of those plans
- ◆ An annual progress report to the Medical Center Executive Committee (MCEC) and to the Medical Center Academic Affairs Committee (MCAAC) of the Board of Trustees
- ◆ Oversight of efforts to achieve diversity in race, age, ethnicity, gender, and sexual orientation including:
 - Education of search committees on the value of diversity and how inherent bias handicaps some candidates
 - Implementation and stewardship of pipeline programs to enhance talent pools for recruitment of students and faculty

- Management of budgets for diversity programs at the level of the school
- Oversight of efforts to ensure that the School of Medicine has a culture that is comfortable and attractive to all individuals including those with disabilities, LGBT individuals, international students, faculty and staff
- ◆ Identification and development of plans to deal with diversity issues that are not currently being addressed within the School of Medicine
- ◆ Gathering and coordination of data on diversity for the university and serving as the School of Medicine liaison with the Duke University Office for Institutional Equity and the Office of Biomedical Graduate Education
- ◆ Encouraging research initiatives to address disparities/minority health issues
- ◆ Seeking external funding, as available to finance diversity initiatives.

Duke University School of Medicine seeks the following competencies:

Technical Mastery of Diversity Issues: The ideal CDO will have an excellent command of all aspects of diversity issues, including faculty recruitment and retention strategies, cultural competency in the curriculum, the impact of diversity on education, evaluation of the campus climate, and the policy and legal dynamics of affirmative action and diversity in higher education. Furthermore, the CDO must be comfortable leveraging the social justice, educational benefits, and business case rationales for discussing the importance of diversity.

Political Savvy: The CDO must be skilled at navigating the political landscape, responding well to politically charged and/or sensitive situations. He or she must know how to build consensus, accrue buy-in, and work through competing interests.

Ability to Cultivate a Common Vision: The CDO must be able to develop and cultivate a collaborative vision for diversity on campus. She/he should resonate as authentic with students, faculty, staff, and administrators, and be committed to working collaboratively with other senior executives.

In-Depth Perspective on Organizational Change: The CDO should possess an outstanding command of the elements and dynamics of changing an organizational culture, and the commitment to see the change through to completion. She/he must exhibit passion and patience, and lead the design, implementation, assessment, and evolution of key milestones over time.

Sophisticated Interactive Abilities: The CDO must possess a high degree of emotional intelligence, charisma, and communication ability. Given that much of the work will be accomplished through lateral coordination, the CDO must have the ability to cross numerous organizational boundaries and work with multiple constituencies.

Understanding of the Culture of Higher Education: Colleges and universities differ from other types of organizations, and to achieve success, the CDO must be prepared to understand the culture of shared governance, tenure and promotion, multiple and competing goals, decentralized campus politics, and the unique needs of students, faculty, staff, and executives with respect to diversity.

Results Orientation: Although not singularly responsible for results, the CDO must be results oriented. Consequently, it is fundamental that they illustrate how diversity is an integral component to the successful fulfillment of the institutional missions, and a fundamental aspect of academic excellence in the 21st century.

The ideal candidate will be a professional in the broader field of diversity, with a demonstrated track record of successfully addressing diversity /inclusion goals in the context of a major health organization, institution of higher education or other complex organization. Graduate level preparation (MA, MS, MD, JD, PhD, or other degree) with six to ten years of experience in developing and implementing diversity programs and leading diversity activities is preferred. The successful candidate can expect a competitive compensation package.

Interested candidates are encouraged to submit an application online, at:
<http://www.hr.duke.edu/jobs/apply/external.php> (Requisition Number: 400455247)

Duke University is an Equal Opportunity/Affirmative Action Employer.