

**University of North Dakota (UND) School of Medicine and Health Sciences
(SMHS)
Associate Dean for Diversity, Equity, and Inclusion**

Position Description

This position will provide direction and leadership in all areas of diversity, equity, accessibility, and inclusion that promotes the dignity of all people.

This position reports to the Vice President for Health Affairs and Dean.

Duties & Responsibilities

The position of Associate Dean for Diversity, Equity, and Inclusion, will have specific responsibilities, which include, but not limited to, the following:

Leadership/Administration

- Serve as a member of the Dean's Leadership Team, with other Deans and senior administrative leaders, by being a knowledgeable, genuine, and willing partner able to advise and consult with Dean and colleagues across the SMHS on DEI.
- Champion and develop curriculum in the medical, health sciences, and graduate programs regarding DEI and health disparities, including but limited to:
 - In collaboration with the Dean and the clinical chairs, establish partnerships with tribes, IHS, FQHCs, and other sites to expand clinical sites that will expose learners to diverse patient populations.
 - Lead and refine a fourth-year medical student elective regarding DEI and health disparities and work toward making it a required part of the Phase III medical curriculum.
- In collaboration with other SMHS leadership, facilitate the recruitment of diverse and well-qualified students, staff, and faculty to promote the UND SMHS diversity mission utilizing regional and national resources.
 - Strengthen relationships with organizations such as AAIP, AMA, NIHB, and other key stakeholder groups to expand student recruitment, partnerships, and funding opportunities.
 - In collaboration with the INMED director and the chair of the department of Indigenous Health, establish partnerships with tribal colleges to develop a strong pathway for Indigenous pre-meds and other pre-health students.
 - In collaboration with the Center for Rural Health, strengthen the pathway for rural pre-medical and other pre-health students.
- Offer support to SMHS clinical partners to promote tolerance and address DEI-related issues in the health care systems.
- Strengthen internal collaborations at UND
 - Strengthen internal collaborations at UND with National Resource Center on Native American Aging, Center for Rural Health, American Indian Studies, RAIN, American Indian Center, Society for Advancement of

Chicanos/Hispanics, and Native Americans in Sciences (SACNAS), and other programs.

- Collaborate with INMED Board and UND Alumni Association and Foundation to establish endowed professorships and endowed scholarships to expand programming (identify and pursue individual, corporate, and tribal donors).
- Collaborate with partners across campus to expand DEI efforts.

Teaching

- Teach SMHS students about issues relating to diversity, equity, inclusion, accessibility, tolerance, and health disparities in the medical, health sciences, and SMHS graduate programs.

Service

- Engage in appropriate national, state, university, school, and discipline-specific service.

Scholarship

- Engage in scholarship within their discipline.