

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

Position Description

Provide direction and leadership in all areas of diversity, equity, and inclusion

Reporting Relationship

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

Specific Responsibilities

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

Leadership/Administration

- 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).
- Strengthen relationships with organizations such as AAIP, AMA, NIHB, and other key stakeholder groups to expand student recruitment, partnerships, and funding opportunities.
- Establish partnerships with tribes and IHS to expand clinical sites, research opportunities, and student recruitment.
- Establish partnerships with tribal colleges to develop a strong pipeline for American Indian pre-meds.
- Expand focus to include research, health policy, and leadership foci in addition to primary care.
- Strengthen internal collaborations at UND with National Resource Center on Native American Aging, Center for Rural Health, American Indian Studies, RAIN, American Indian Center, and other programs
- The success of the American Indian Public Health programming as well as the anticipated success of the proposed Indigenous-focused MPH reveals the need for further advanced training in Indigenous public health. We could establish the first and only Indigenous health doctorate in the world at UND. Areas of focus for this degree program could include:
 - a. Research methods (quantitative, qualitative, mixed, translational, and applied)
 - b. Indigenous frameworks for research, evaluation, and CPBR
 - c. Indigenous health leadership
 - d. American Indian health policy

Student/Faculty Recruitment

- The Associate Dean would be responsible for recruiting a diverse and well-qualified student body and faculty workforce to promote the UND SMHS diversity mission utilizing connections through national organizations, including AAIP, AMA, NIHB, Native Research Network, and others.

Teaching

- The Associate Dean would teach American Indian health policy and American Indian health equity to MPH, MD, AIS, and other students.

Service

- The Associate Dean is expected to maintain national and regional presence on several boards, including:
 - a. March of Dimes National Board of Trustees
 - b. Health Disparities Subcommittee for CDC
 - c. Advisory Committee on Rural Health and Human Services for HHS/HRSA
 - d. Regional Health Board of Directors (Rapid City, SD)
 - e. Health Policy Advisor for Great Plains Tribal Chairmen's Health Board