

Associate Dean for Diversity, Equity, Inclusion and
Belonging (DEIB)
University of California San Francisco

Direct Link: <https://www.AcademicKeys.com/r?job=242838>

Downloaded On: Aug. 15, 2024 4:25am

Posted Aug. 7, 2024, set to expire Dec. 4, 2024

Job Title	Associate Dean for Diversity, Equity, Inclusion and Belonging (DEIB)
Department	DEIB
Institution	University of California San Francisco San Francisco, California
Date Posted	Aug. 7, 2024
Application Deadline	02/05/2026
Position Start Date	Available immediately
Job Categories	Associate/Assistant Dean
Academic Field(s)	Multicultural Affairs/Diversity
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Job Description

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Associate Dean for Diversity, Equity, Inclusion and Belonging (DEIB)

Application Window

Open date: August 5, 2024

Next review date: Wednesday, Sep 4, 2024 at 11:59pm (Pacific Time)

Apply by this date to ensure full consideration by the committee.

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Final date: Thursday, Feb 5, 2026 at 11:59pm (Pacific Time)

Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled.

Position description

Associate Dean for Diversity, Equity, Inclusion and Belonging (DEIB)

Job Summary

The Associate Dean for DEIB provides intellectual and strategic leadership for the School's efforts to advance diversity, equity, inclusion and belonging across the School. The Associate Dean collaborates with key university constituencies to develop and deploy initiatives that contribute to the achievement of diversity, equity, inclusion and belonging related goals; contributes to the recruitment, retention, and success of underrepresented faculty, staff and learners; supports the efforts of School faculty and academic leaders to enhance the University's curriculum as it pertains to diversity and inclusion; and serves as a resource for learners, faculty and staff about diversity, inclusion and belonging.

This position reports directly to the Dean of the School and serves on the Senior Leadership Team. The Associate Dean for DEIB will have a concurrent academic appointment in an appropriate department in the School and may participate in limited clinical, teaching and/or research activities.

Key Responsibilities

- Provides leadership for and coordinates the development of a strategic diversity, equity, inclusion and belonging plan for the SoD.
- Leads and coordinates diversity planning, including identifying and creating new initiatives that demonstrate the School's commitment to a welcoming, inclusive environment for all of its students, faculty, staff and visitors.
- Develops appropriate policies, procedures and processes to enhance and assess diversity, equity, inclusion and belonging efforts.
- Develops or implements appropriate metrics to measure the effectiveness of the diversity, equity and inclusion program.
- Initiates programs to develop a culture that recognizes and embraces the broad diversity in the SoD community.
- Collaborates with education leaders and Assistant Dean for Learner Success and Belonging to include diversity, equity, and inclusion topics in the curriculum across all levels of training.
- Collaborates with SoD departments to include diversity, equity, and inclusion topics in the curriculum of graduate, postdoctoral scholars, residency and fellowship training programs.

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- Collaborates with the Associate Dean for Academic Affairs and Faculty Development and Department Chairs to implement best practices for the recruitment, retention and promotion of faculty from underrepresented communities.
- Works closely with faculty, and search committees providing effective strategies for identifying diverse candidates and addressing bias in the screening and selection process. Oversees unconscious bias training for all search and selection committees.
- Collaborates with the Assistant Dean for Education, Assistant Dean for Learner Success and Belonging, administrators and faculty to develop strategies specifically designed to recruit, support, and retain a diverse community of students.
- Creates and implements programs that promote gender and race equity in salary and promotion.
- Explores opportunities to create transitions of underrepresented groups from our residencies and fellowships (clinical and non-clinical) to our faculty.
- Provides and facilitates training across multiple dimensions of diversity/equity/inclusion through program development and collaboration.
- Provides annual reports to the Dean on SoD faculty and learners that includes diversity initiatives, demographic trends and objective outcomes, strategic goals, and future plans.
- Co-sponsors educational experiences, curricular and co-curricular, that foster faculty and learner education in diversity, cultural and linguistic competency, health equity, implicit bias and multi-cultural instruction.
- Advises and collaborates with faculty regarding student issues and concerns.
- Serves as advisor and resource for faculty, staff and students through facilitation, education and coaching.

Key Qualifications

- DDS/DMD or equivalent and qualify for a faculty appointment in a department and school at UCSF that is related to the candidate's experience.
- A practicing academic dentist with a demonstrated passion for diversity, inclusion, and equity.
- Demonstrated a collaborative and transparent leadership style, strong interpersonal skills, and excellent written and oral communication.
- Strong organizational and strategic skills that provide ability to develop, track, and analyze DEIB programs, while disseminating data on effort/program evaluation.
- Demonstrated ability to collaborate with and advise faculty and learners from all backgrounds and especially those underrepresented in health sciences.
- Demonstrated knowledge about tools and resources on leadership and faculty and learner recruitment, retention, and advancement.
- Experience or ability to recruit, retain and advance diverse faculty, learners, and staff.

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- Demonstrated leadership skills, including strategic partnership, negotiation, and change management skills.
- Demonstrated effectiveness as a culturally competent professional with broad experience interacting with and supporting the needs of a diverse student population.
- Ability to handle highly sensitive information with the utmost confidentiality is critical.

The posted UC salary scales set the minimum pay determined by rank and step at appointment. See [Table 5](#). The minimum base salary range for this position is \$118,000-\$393,200. This position includes membership in the [health sciences compensation plan](#) which provides for eligibility for additional compensation.

Please apply online at: <https://aprecruit.ucsf.edu/JPF05206> with a cover letter, CV, statement of contributions to diversity, statement of teaching, statement of research, a detailed description of the qualifications and experience relevant to this position, and contact information for three references. Application materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.

Application Requirements

Document requirements

- Cover Letter
- Curriculum Vitae - CV must clearly list current and/or pending qualifications (e.g. board eligibility/certification, medical licensure, etc.).
- Statement of Contributions to Diversity - Please see the following page for more details: [Contributions to Diversity Statement](#)
- Statement of Teaching
- Statement of Research
- A detailed description of the qualifications and experience relevant to this position.

Reference requirements

- 3 required (contact information only)

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About UC San Francisco

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

UC San Francisco seeks candidates whose experience, teaching, research, or community service has prepared them to contribute to our commitment to diversity and excellence. The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

Job location

San Francisco, CA

To apply, please visit <https://aprecruit.ucsf.edu/JPF05206>

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Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

DEIB

University of California San Francisco

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