



HSC ASSOCIATE VICE CHANCELLOR FOR DIVERSITY (Associate or Full Professor)

The University of New Mexico Health Sciences Center (HSC) is seeking exceptional applicants for the leadership role of Associate Vice Chancellor for Diversity (AVCD). The primary role of the AVCD is to assist the Vice Chancellor for Diversity in the development and execution of strategies, initiatives and standards designed to enhance diversity and inclusion throughout the Health Sciences and our communities and to create collaborative opportunities to achieve innovation, excellence and health equity. The successful applicant in this position will be devoted to activities that integrate the core values and principles of diversity and inclusion in the Health Sciences Center (HSC) missions of education, research, clinical service and community outreach. The Associate Vice Chancellor for Diversity position is a 0.75 FTE administrative appointment with the other 0.25 FTE committed to education, research, clinical practice and/or community work consistent with qualifications (Position: Open Rank)

The Duties of the AVCD

The Associate Vice Chancellor for Diversity will facilitate the general work of the Office of Diversity through goal-setting, strategic planning, evaluation, engagement in HSC, campus, local, statewide, and national activities, and in the development of community collaborations. The selected candidate will be involved in diversity and inclusion efforts relating to faculty, learners and staff, as well as assisting in aligning and leveraging faculty development efforts within the HSC and external constituencies. The AVCD will contribute to development of the flagship educational pipeline programs in the Office of Diversity (<http://hsc.unm.edu/programs/diversity/>) and across the HSC and will collaborate with communities to improve educational outcomes, increase health care access and reduce health disparities/inequities (particularly as experienced by vulnerable populations), and increase knowledge and capacity for health careers and research. THE AVCD will be responsible for helping to design and implement an HSC mentorship pilot project for the HSC Faculty of Color, and, if successful, will assist in expansion of similar programs throughout the HSC. The AVCD will also assist in developing strategies to strengthen the HSC climate and its curricula with respect to cultural sensitivity, humility and competence.

A Profile of UNM and its Health Sciences Center

UNM is designated as a minority-serving institution and is one of only four Research/Doctoral-Extensive institutions in the country to also be designated as Hispanic-serving. 28.4% of the student population is Hispanic, which has placed UNM HSC in a leadership role among Hispanic Serving Institutions, while another 5.1% is American Indian. US News & World Report (USNWR) listed UNM as a Tier 2 National University in their 2013 ranking of "Best Colleges." UNM HSC is a nationally recognized leader in health sciences education and a major center for health care and research. The UNM HSC Vision 2020 <http://hsc.unm.edu/community/och.shtml>

exemplifies its commitment to strengthening work with community partners and through collaborative efforts to improve the health and health equity of New Mexico communities more than any other state, by the year 2020. In keeping with its mission, the HSC works in collaboration with many entities: the UNM Hospitals, the UNMH Diversity, Equity and Inclusion office and the diverse ethnic, racial, gender, LGBTQ, religious, differently abled and other communities of N.M. to educate students and recruit and hire professionals, scientists and leaders that represent the unique populations of the state.

As of April 2013, the USNWR ranked the UNM School of Medicine 78th in research and 19th in primary care out of 149 medical and osteopathic schools. The Hispanic Business Magazine ranked UNM SOM 4th among Hispanic Serving Institutions. It also ranked the Family Medicine residency program 10th and the Rural Medicine residency program 2nd. The UNM HSC also has an accredited public health program. UNM HSC College of Nursing's Midwifery program is ranked 5th in the nation and the Family Nurse Practitioner program is in the top 20. The Robert Wood Johnson Foundation Nursing and Health Policy Collaborative particularly targets underrepresented populations in the southwest. The UNM College of Pharmacy PharmD program ranked 6th in the top 100 Colleges for Hispanics by *Hispanic Outlook in Higher Education*. UNM HSC is also an institution of rapidly emerging research excellence with the recently established UNM Clinical and Translational Science Center (CTSC). We are one of several institutions in the US that has both a Clinical Translational Science Award and is a National Cancer Institute-designated institution. These are but a few of the many accolades received by UNM HSC for its longstanding commitment to education, quality health care, diversity and innovation.

The UNM HSC Office of Diversity is responsible for a full panoply of programs across disciplines addressing faculty, staff and learner diversity, linguistic and cultural competence, K-20 educational pipeline, research data and analyses, family involvement/community engagement, and leadership on issues of inclusion and equity.

A Snapshot of New Mexico and its Cultural Uniqueness

New Mexico is called the Land of Enchantment, at least partly because it offers a rich diversity of arts, histories, narratives and cultures. New Mexico is one of four minority-majority states in the US, one of two that have been so since admission to the union, and the only majority Hispanic state. New Mexico is the 5th largest state in the US, but one of the most sparsely populated, with only nine cities having a population over 30,000. New Mexico's political landscape is strengthened with its tribal communities, which include 19 pueblos and the Navajo and Apache nations. Both Spanish and English are languages with constitutional protections, and New Mexico has the second highest percentage of residents who speak a language "other than English only" at home. New Mexico is a reflection of old and new cultures: Hispanic, American Indian, African American, Asian, Anglo, rural and urban. All are part of the beauty and unique fabric that is New Mexico.

MINIMUM REQUIREMENTS:

- Academic credentials or equivalent experience that would qualify for an appointment as Associate or Full professor at UNM by appointment start date and/or a position at the rank of senior leadership position (Associate Dean, Director, Vice Provost, etc.) in Diversity
- Earned doctoral level degree (Ph.D, M.D., Doctor of Nursing Practice or Pharmacy or other relevant terminal degree) in an academic discipline pertinent to health or health sciences
- Eligibility to practice in the State of New Mexico (if a clinician or practitioner)
- At least 5 years experience in diversity related field in academia or public health

DESIRED QUALIFICATIONS:

- ❖ For best consideration the candidate should possess the following:
 - Outstanding leadership, communication, and interpersonal skills, with demonstrated success in implementing diversity initiatives
 - Experience and success aligning and leveraging faculty development efforts within an academic health center and with external constituencies
 - Experience mentoring.
 - Involvement and interest in faculty mentorship or development activities within an academic health center or at the departmental level.
 - Research and evaluation experience.
 - Development experience.
 - Evidence of commitment to diversity, equity and inclusion.
 - A track record of academic scholarly work, including publications, grants, etc.
 - A track record of involvement with communities to increase health care access and reduce health disparities/inequities, particularly as experienced by vulnerable populations
 - Demonstrated experience with goal-setting and strategic planning by engagement in campus, local, statewide, and national activities; and the development of community collaborations
 - Demonstrated administrative skills necessary to oversee learners, staff and faculty level program development and cultural and linguistic competence curricula
 - A commitment to equal opportunity and the recruitment and retention of culturally and racially diverse faculty, staff, and learners.

Position is available as early as September 2013. For best consideration all application materials must be received by July 12, 2013, however the position will remain open until filled.

How to Apply: A complete application consists of: (1) a signed letter of intent that expresses interest in and specifically addresses minimum and desirable qualifications for the position; (2) a

complete curriculum vitae; (3) the names, addresses and contact information for five professional references, and (4) a personal statement that speaks to your experience and aspirations encompassing diversity.

Candidates will be consulted before references are contacted.

For complete details of this position and to apply, access Faculty Postings at:

<http://unmjobs.unm.edu/> Reference Posting **0820811**

For information regarding the confidentiality of inquiries and applications or general questions please call or write to the address listed below. UNM's confidentiality policy ("Disclosure of Information about Candidates for Employment," UNM Board of Regents' Policy Manual 6.7), which includes information about public disclosure of documents submitted by applicants, is located at <http://www.unm.edu/~brpm/r67.htm>

The committee particularly encourages applications and nominations of women and minorities from under-represented groups. The University of New Mexico is an Equal Opportunity/Affirmative Action Employer and Educator.

Nominations must be submitted by July 1, 2013 to:

HSC Associate Vice Chancellor for Diversity Search

Attn: April Rodriguez

University of New Mexico

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