

### **Associate Dean for Diversity, Equity, and Inclusion (DEI)**

As the #1 Nursing School in the world, the University of Pennsylvania School of Nursing is leading to a healthier, more equitable future through excellence in nursing education, research, and practice and policy with a strong commitment to social justice and advancing health equity. We understand that maintaining eminence depends on including great minds that represent a wide array of perspectives and backgrounds.

We invite candidates at the Associate or Full Professor level, either tenure track or practice track, to apply for a full-time faculty position with an appointment as the Associate Dean for Diversity, Equity, and Inclusion (DEI). For candidates interested in a tenure track position, the ideal candidate will have a sustained program of funded research in precision science, implementation science, and data science or a related area; and a proven track record of scholarship in diversity, equity, and inclusion issues. For candidates interested in a practice track position, the ideal candidate will have a sustained record of teaching in nursing or related science area.

In addition to faculty responsibilities, this role has three major areas of foci: leadership, curricular work, and community engagement. The individual will provide vision and leadership in developing and advancing strategic goals and initiatives related to DEI across the School. They will provide leadership in developing sustainable community partnerships and engagement, internal and external to Penn and Penn Nursing, advise the Dean on infrastructure supports and resources needed to advance DEI including anti-bias curriculum and pedagogy, advise senior leadership to advance efforts to eliminate structural racism in the School, and participate on University and School committees. The candidate will work collaboratively with faculty, staff, and students, lead the DEI Collaborating Committee, and provide leadership to advance DEI objectives. There is an intentional scaffolding of DEI responsibilities, working across and with constituencies, for greater impact throughout the School. At Penn Nursing, we strive go beyond DEI to include justice, access, and belonging to create a supportive environment and advance our efforts to diversify our school and field.

Together with other senior leaders, the candidate has strong analytical skills and uses an evaluative framework to establish goals, develop metrics for outcomes, and establish reporting mechanisms for accountability across the School. Climate surveys and other assessment tools will be part of this evaluative framework. Lastly, the candidate demonstrates a strong vision for programmatic development including key celebrations of the School such as the annual Martin Luther King, Jr. lecture. The candidate will bring a curiosity for educating and bringing awareness of DEI issues to the School community in innovative and engaging ways.

The Associate Dean for DEI reports to the Dean of the School, will be a member of the Dean's Advisory Group (DAG), and oversee the School of Nursing Office of Diversity, Equity and Inclusion. This is a high level academic appointment that will have opportunities to serve the full spectrum of nursing community members, including faculty; undergraduate, graduate and post-doctoral fellows; and staff.

Candidates for the Associate Dean for DEI in the tenure track must hold a PhD and meet the criteria for tenure; candidates in the practice faculty track must hold a PhD or DNP. Candidates must meet the criteria for their specific track at the rank of Associate or Full Professor. Interdisciplinary work is a must as is a willingness to work on teams across the School and the larger Penn community to advance DEI. This candidate must demonstrate strong leadership skills, administrative responsibility, and collaborative and innovative management for the Office of DEI. The selected candidate must hold an ethos and research perspective that aligns with the School's Mission, Vision and Guiding Principles (<https://www.nursing.upenn.edu/about/mission-and-values/>).

Applications will be reviewed on an ongoing basis with committee deliberations starting in August 2022. Applications will be accepted until November 15, 2023; applicants are encouraged to apply early. Interviews will take place in fall 2023 and winter 2024.

Criteria for Standing Faculty candidates, click [here](#).

Criteria for Practice Faculty candidates, click [here](#).

Candidates external from the University of Pennsylvania should apply for the practice track by clicking [here](#).

Candidates external from the University of Pennsylvania should apply for the tenure track by clicking [here](#).

Internal applicants should submit a curriculum vitae and cover letter detailing their experiences that align with the role, specific research focus, areas of scholarship, and service to the University of Pennsylvania School of Nursing, Attn: Director, Faculty Affairs at [facaffrs@nursing.upenn.edu](mailto:facaffrs@nursing.upenn.edu). If you have questions or require additional information, please email [facaffrs@nursing.upenn.edu](mailto:facaffrs@nursing.upenn.edu), reference the position title in the subject line and someone will get back to you.