



Vice Chair, Equity, Diversity, and Inclusion, Rank DOQ University of Utah Health (HMHI) - School of Medicine - Psychiatry

The Department of Psychiatry at the University of Utah School of Medicine is seeking candidates for the **Vice Chair of Equity, Diversity, and Inclusion** position. The inaugural Vice Chair will provide vision and leadership in promoting an institutional culture that values and supports diversity, equity, and inclusion in the delivery of the highest quality mental health care, training and research. This individual will report to the Chair/CEO of the Department of Psychiatry/Huntsman Mental Health Institute (HMHI) and work closely with the Chair, the Campus Equity, Diversity and Inclusion Division and SOM Office for Health Equity, Diversity and Inclusion leadership, and HMHI administration to champion diversity for faculty, trainees, and staff working throughout HMHI.

The successful candidate will be the executive sponsor for the HMHI Diversity, Equity and Inclusion Committee. The successful candidate will need to demonstrate cultural awareness and agility, exercise emotional intelligence, build trust and credibility, and collaborate with a wide variety of stakeholders to achieve operational goals. The rank of the appointment is open and will be commensurate with the experience and professional accomplishments of the selected applicant. Faculty members provide clinical services for the University of Utah's Huntsman Mental Health Institute (HMHI).

The University of Utah is located in the capital city, Salt Lake City - one of the most beautiful cities in the world, surrounded by mountains, with world-class skiing, hiking, backpacking, rock climbing, and mountain biking. The city also enjoys the Sundance Film Festival, a lively music scene, excellent restaurants, one of the largest LGBT communities in the country, the Utah Symphony/Utah Opera, professional basketball, baseball, and soccer teams, Ballet West (one of the premiere ballet companies in the country), a vibrant art and theater community, and many other cultural attractions.

Qualifications:

Applicants should hold or be eligible for a current, unrestricted license to practice medicine or psychology in the State of Utah and have expertise in adult psychiatry, child psychiatry, or clinical psychology. Completion of a residency in Psychiatry or an American Psychological Association approved pre-doctoral internship is required. A physician candidate must be board certified in Psychiatry.

Vice Chair Responsibilities:

- Provide vision and leadership for diversity and inclusion initiatives across the department's and HMHI's clinical, research, and teaching sites. These initiatives should align with departmental goals and the HMHI Strategic Plan.
- Be the executive sponsor for the UNI-FIED (DEI) committee and ensure that initiatives/recommendations of the committee are prioritized and operationalized.
- Work closely with faculty and staff search committees, residency and fellowship program leadership, and department/division leadership to provide effective strategies for identifying diverse candidates and addressing bias in the screening and selection processes.



- Drive the development of new diversity-related programs and activities that anticipate and meet departmental and HMHI needs. This includes keeping abreast of best practices and current trends in diversity and inclusion and bringing that knowledge to inform program and policy development work.
- Develop and monitor metrics applicable to the department's diversity and inclusion goals. This includes periodically assessing, both qualitatively and quantitatively, the productivity and success of programs, policies, and services. This individual will present periodic progress reports to departmental leadership.
- Serve as a results-oriented catalyst for change throughout the department, inspiring colleagues to achieve new levels of expertise, confidence, and productivity.
- Other special projects to be determined in consultation with the Chair/CEO.

The faculty member serving as Vice Chair of Equity, Diversity, and Inclusion will be expected to dedicate 20-40% of his/her/their time and effort to the role.

Concurrent Faculty responsibilities:

Clinical care:

Use excellent clinical skills in psychiatry or psychology to serve the mental health needs of clientele; Show a strong commitment to clinical care; Call is an expected clinical responsibility for all faculty members. Provide cross coverage for vacations and meetings. Specific assignments will be coordinated through the appropriate Division Chief.

Investigation:

Engage in scholarly activities; Develop durable materials (papers, courses, presentations, posters, games) based on scholarly activities.

Education:

Engage in patient care activities with learners. (Residents, medical students, and fellows, and trainees from other disciplines); Serve as medical student and resident mentor; Teaching/supervising medical students, residents, fellows, and other trainees during psychiatric clinical rotations

Administration:

Administrative champion for duties associated with expanding diversity, equity and inclusion; Administrative service to the Department of Psychiatry, the School of Medicine and the health system, including peer review and participation on committees, may be requested. Initiate programs to enhance development of a compassionate culture that embraces the strengths of diversity, equity, and inclusion both for HMHI and in our surrounding community Report to and be reviewed annually by the Chair/CEO as part of School of Medicine faculty appointment

The percentage of effort spent in clinical, education, investigation, and administrative activities will be negotiated annually. Specific assignments will be coordinated through the Executive Vice Chair of the Psychiatry department.

Candidates should apply on-line by sending a letter of interest and curriculum vitae to: <https://utah.peopleadmin.com/postings/123525>



Inquiries may be directed to:

James C. Ashworth, MD, Executive Vice Chair

james.ashworth@hsc.utah.edu

Huntsman Mental Health Institute

University of Utah School of Medicine, Department of Psychiatry

501 Chipeta Way

Salt Lake City, UT 84108

The University of Utah Health (U of U Health) is a patient focused center distinguished by collaboration, excellence, leadership, and respect. The U of U Health values candidates who are committed to fostering and furthering the culture of compassion, collaboration, innovation, accountability, diversity, integrity, quality, and trust that is integral to our mission.

The University of Utah values candidates who have experience working in settings with students, staff, faculty and patients from diverse backgrounds and possess a strong commitment to improving access to higher education, employment opportunities, and quality healthcare for historically underrepresented groups.

Individuals from historically underrepresented groups, such as minorities, women, qualified persons with disabilities and protected veterans are encouraged to apply. Veterans' preference is extended to qualified applicants, upon request and consistent with University policy and Utah state law. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.

The University of Utah is an Affirmative Action/Equal Opportunity employer and does not discriminate based upon race, ethnicity, color, religion, national origin, age, disability, sex, sexual orientation, gender, gender identity, gender expression, pregnancy, pregnancy-related conditions, genetic information, or protected veteran's status. The University does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX and 34 CFR part 106. The requirement not to discriminate in education programs or activities extends to admission and employment. Inquiries about the application of Title IX and its regulations may be referred to the Title IX Coordinator, to the Department of Education, Office for Civil Rights, or both.

To request a reasonable accommodation for a disability or if you or someone you know has experienced discrimination or sexual misconduct including sexual harassment, you may contact the Director/Title IX Coordinator in the Office of Equal Opportunity and Affirmative Action:

Director/ Title IX Coordinator
Office of Equal Opportunity and Affirmative Action (OEO/AA)
135 Park Building
Salt Lake City, UT 84112
801-581-8365
o eo@utah.edu

Online reports may be submitted at oeo.utah.edu
For more information: <https://www.utah.edu/nondiscrimination/>

To inquire about this posting, email: employment@utah.edu or call 801-581-2300.