**Vice Dean for Justice, Equity, Diversity, and Inclusion**

Overview

The Vice Dean for Justice, Equity, Diversity, and Inclusion (JEDI, Vice Dean) will report directly to the Dean of Wake Forest University School of Medicine (WFUSM) and serve as a critical member of the Dean’s Cabinet. The Vice Dean will 1) plan, direct, and implement programs, policies, and procedures that ensure principles of JEDI are fully embedded across all WFUSM academic programs, including in education and research; 2) develop a credible plan for advancing and measuring improvement in JEDI across the school and creating standards for accountability to JEDI across WFUSM; 3) partner with other school leaders, both within and outside of the Dean’s Office, to ensure a diverse body of students, faculty, and teammates; and 4) work with other efforts across the enterprise to ensure a culture of JEDI.

Support & Incentive

The Vice Dean will receive up to 20% salary support to perform this role. In addition, the Vice Dean will be enrolled in an Annual Incentive Program that will provide the opportunity to receive additional compensation based on goal achievement. Details of this program will be discussed with successful candidates.

Rank

Interested WFUSM faculty members on any track, at the rank of Associate Professor or Professor will be considered for this opportunity.

Duties

* Participate in regular Dean’s Cabinet leadership meetings as appropriate. Leverage expertise to inform and amplify the function of other Dean’s Cabinet leaders.
* Act as a liaison between the Dean’s Office and all senior leaders within the WFUSM (Department Chairs, Center and Institute Directors, and other Vice Deans) for the planning and implementation of JEDI activities across WFUSM. Create standards for accountability and help guide incentives for JEDI improvements across all WFUSM units on all campuses.
* Work with Dean’s Office analytical staff to measure and monitor JEDI activities, including activities around pay equity, promotions and tenure, recruitment, hiring, student admissions; providing an overview of JEDI activities that can guide overarching WFUSM JEDI strategy.
* Coordinate all WFUSM JEDI activities with the Enterprise and the Health Science System by working closely with leadership from across the Enterprise. Work in tandem with the Center for Advancing Racial Equity to meet WFUSM JEDI objectives.

* Plan, guide, and oversee streamlined processes for communicating JEDI priorities and standards across all WFUSM entities. Guide efforts to achieve maximum alignment across regional departments, lead and support efforts to share ‘best practices’ in a growing multi-campus academic learning health system model.
* Partner with the Dean to raise funds to support WFUSM. Includes leadership and participation in philanthropic campaigns and events.
* Other duties as assigned.

Goals

Specific goals for 2023 and beyond will be established with the successful candidate in partnership with the Dean of WFUSM and the Vice Dean for Administration.