

# **DIRECTOR FOR DIVERSITY JOB DESCRIPTION UCSF Fresno**

UCSF Fresno is committed to building a diverse faculty, trainee and staff community, to nurturing a culture that is welcoming and supportive, and to engaging diverse ideas to provide culturally competent education, discovery and patient care. The role of the Director is to develop and implement strategies to enhance diversity and inclusion within the department, including the recruitment, retention and support of talented faculty, residents and fellows.

## **Qualifications:**

- Full-time UCSF Fresno faculty member in good standing
- Successful completion of UCSF Diversity and Inclusion and Unconscious Bias Training Programs
- Has demonstrated experience with and commitment to advancing diversity and inclusion

## **Responsibilities:**

### ***General***

- Chair the UCSF Fresno diversity committee that is inclusive of student, residents, fellows and faculty
- Ensure Fresno representation on UCSF committees and programs addressing diversity and gender equity
- Maintain and update UCSF Fresno Diversity website section
- Establish a structured mentoring program for UIM students, residents, fellows, and faculty
- Work to promote the advancement of our women and LGBT faculty and trainees including supporting/chairing the UCSF Fresno Women in Academic Medicine Committee
- Implement social events to promote diversity and inclusion

### ***Faculty and Fellow Recruitment and Retention***

- Assess the campus' past successes and challenges in recruiting diverse faculty members and recommend more effective strategies for outreach and recruitment of candidates from underrepresented backgrounds
- Participate in select faculty search processes to ensure a rich pool of applicants
- Identify opportunities to support underrepresented individuals within the department (professional development, outreach activities, grants, scholarly opportunities)

### ***Resident Recruitment and Retention***

- Represent UCSF Fresno and recruit UIM/URM students and residents from regional and national meetings annually.
- Provide mentorship for diverse residents outside of their assigned AOD with the aim of achieving academic positions
- Work with the residency programs leadership to develop, assess, maintain, and optimize a Diversity, Equity, and Inclusion curriculum

### ***Medical Student Mentoring***

- Assist in pipeline development for recruitment of students to UCSF Fresno, not limited to UC Merced, Fresno State and Latino Center for Medical Education and Research

### **Report Relations:**

The Director for Diversity reports to UCSF Fresno Assistant Deans of Undergraduate Medical Education and Graduate Medical Education.

Protected Time: 30% 3-year term with renewal option at discretion of UCSF Fresno Dean Leadership.