

Duke University School of Nursing

Position Description: Associate Dean for Diversity and Inclusion

Last Update: March 6, 2017

#### General Description

The Associate Dean for Diversity and Inclusion (ADDI) promotes an environment that embraces a broad definition of diversity and inclusion, valuing differences that exist among members of the Duke University School of Nursing (DUSON) community. In line with organizational change and the ability to cultivate a community, the ADDI provides guidance and direction in the understanding of historical and current non-equity for program

planning in higher education institutions. Overall, the ADDI provides oversight of the organization's diversity and inclusion efforts that address broad and specific issues of faculty, staff and students.

#### Populations and Organizational Relationships

The Associate Dean for Diversity and Inclusion reports to the Dean and works closely with program, division and other DUSON administrators to promote diversity, inclusion, and equity aspects throughout DUSON including the implementation of DUSON's Strategic Plan. Additionally, the ADDI collaborates with university-wide diversity and inclusion experts to ensure that programming is complementary to, and in support of, Duke University's institutional diversity and inclusion goals. The ADDI consults with various faculty, staff and student committees and groups regarding priority diversity and inclusion initiatives. The ADDI is a member of DUSON's Executive Committee and assumes appropriate roles representing DUSON on grants related to

10. Lead activities targeted towards recruitment of underrepresented groups by establishing linkages with regional Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSI) and other minority colleges.
11. Engage in partnership with internal and external leaders to identify external grant support and fundraising strategies to support and advance diversity initiatives.
12. Contribute to academic programs through teaching in their area(s) of expertise.
13. Work in collaboration with Duke VP of Institutional Equity/Chief Diversity Officer.

**Minimum Qualifications**

Education: Earned Doctoral Degree or equivalent experience

Experience: 5 years of related experience with teaching in T1 1 Tf 4.327798 0 T1 Tf T4 1703>T2 /T <00/