



The Vanderbilt University Medical Center (VUMC) Department of Neurology is committed to advancing equity, cultivating an inclusive environment, and recruiting and retaining faculty, staff, and trainees from diverse backgrounds, including individuals from groups historically excluded from and underrepresented in medicine and science. The Department's goal is to be a nationally recognized and well-respected leader in creating and supporting thriving and diverse teams, and fostering a culture that actively opposes racism and discrimination.

The Department of Neurology seeks candidates for this new role, the Vice Chair, Diversity, Equity, and Inclusion (DEI), which will strengthen the department's commitment to DEI and firmly establish DEI as a core value in the department. The Vice Chair will be a catalyst and a visible presence in the department with a focus on creating and sustaining 1) diversity among faculty, staff, and trainees, 2) equitable policies, practices and operations, and 3) an inclusive environment in which everyone can thrive and have a sense of belonging. The Vice Chair will provide vision and leadership in DEI, and will be responsible for leading the development, implementation and oversight of programs and initiatives designed to create an environment in which DEI is embedded in departmental culture. The Vice Chair will report to the Chair of the Department of Neurology and will work closely with the Chair and departmental administration to establish the department as a leader in DEI.

Key Responsibilities

- Provide vision and leadership for DEI initiatives across the Department of Neurology
- Serves as content expert on diversity, equity, inclusion and belonging issues by keeping pace with best practices and current trends and bringing that knowledge to inform program and policy development work
- Create a department-wide strategy and plan with specific, actionable goals and metrics that align with departmental values and plans to improve diversity, equity and inclusion within the department
- Assess departmental DEI needs through input from key stakeholders including division chiefs, other Vice-chairs, and department administrators. This will include collaboration with leaders in the Neuroscience Patient Care Center.
- Drive the development of new DEI programs and activities that anticipate and meet departmental needs
- Work closely with faculty and staff to provide effective strategies for identifying diverse candidates and addressing barriers to the recruitment and retention of historically excluded and underrepresented groups including racialized minorities (e.g., American Indians, Black/African Americans, Hispanic/Latinx people) and sexual/gender minorities
- Identify best practices and implement strategies to support and promote individuals from historically excluded and underrepresented groups so they may achieve their professional goals
- Work closely with departmental leaders to foster a respectful and supportive workplace and learning environment free of racism, discrimination, and unfair differences in opportunity, access, participation, and use of individual talents
- Identify/develop metrics of success, and continuously monitor the performance and effectiveness of initiatives to increase diversity, equity, and inclusion. This includes periodically assessing, both quantitatively and qualitatively, the productivity and success of programs, policies, and services
- Celebrate successes, recognize excellence in performance, and communicate accomplishments to build pride and a culture of belonging
- Serve as a results-oriented catalyst for change throughout the department, inspiring colleagues to achieve new levels of expertise, confidence, and productivity

- Lead the department's Diversity and Inclusion Committee and ensure that initiatives/recommendations of the Committee are prioritized and operationalized
- Serve as departmental liaison to the VUMC Office of Diversity/Inclusive Excellence; represent the Department Neurology on the VUMC Diversity Liaisons Committee and/or Executive Diversity Committee
- Other special projects to be determined in consultation with the Chair

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

Experience and Qualifications

- Hold a MD/DO degree or a PhD degree (a clinical focus preferred)
- Be at the Associate Professor level or higher
- Be Board Certified or Board Eligible in Neurology
- Hold or be eligible for medical licensure in the state of Tennessee
- Experience leading and advancing diversity, inclusive excellence, and/or equity initiatives
- Experience working with senior leaders; able to connect, influence, and build trust-based relationships with stakeholders at all levels of the organization
- Proven experience in meeting the specific needs of populations that have been marginalized, minoritized, racialized, and/or historically oppressed
- Proven experience in developing and implementing outreach efforts and programs
- Preferably have a high degree of cultural intelligence and technical mastery of diversity, equity, and inclusion strategy in academic medicine
- Proven abilities to collaborate and work successfully with multiple constituents in the delivery and coordination of programs and initiatives

The VUMC Department of Neurology oversees a wide array of neurologic conditions and is often the first point of contact for unique and complicated cases. Access to highly specialized professionals enables VUMC Neurology to provide an exceptionally high level of care for even the most challenging cases.

VUMC is a collegial institution, and our department reflects this by fostering an environment of trust, transparency, inclusion, and collaboration. We are committed to developing new programs that incorporate novel technology and clinical innovation into the personalized care of our patients, while enabling our physicians and scientists to continue to make discoveries that change the way we understand and treat neurological disease. We invite you to explore our website, meet our faculty, and learn more about the important initiatives underway in each of our subspecialty areas <https://www.vumc.org/neurology/welcome>

Compensation and benefits are competitive. To inquire, please send CV and cover letter to:

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