

Associate Dean for Faculty and Inclusive Excellence  
Ohio State University

Direct Link: <https://www.AcademicKeys.com/r?job=183431>

Downloaded On: Aug. 8, 2022 7:36pm

Posted Apr. 7, 2022, set to expire Aug. 9, 2022

<b>Job Title</b>	Associate Dean for Faculty and Inclusive Excellence
<b>Department</b>	Public Health
<b>Institution</b>	Ohio State University Columbus, Ohio
<b>Date Posted</b>	Apr. 7, 2022
<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Associate/Assistant Dean
<b>Academic Field(s)</b>	Public Health/Biostatistics/Epidemiology Public Health/Management/Administration
<b>Job Website</b>	<a href="https://osujoblinks.com/kvz0">https://osujoblinks.com/kvz0</a>
<b>Apply By Email</b>	
<b>Job Description</b>	

Reporting directly to the dean, the associate dean for faculty and inclusive excellence is a member of the College of Public Health's Executive Committee and works in close collaboration with fellow senior college administrators. The associate dean is expected to provide strong leadership to advance faculty excellence in teaching, scholarship, and service; promote the college's commitment to diversity, equity and inclusion; and partner with the dean and other senior leaders to develop and oversee policies and procedures that involve the faculty. Specifically, the associate dean is expected to:

Articulate and advance a vision and define outcomes for inclusive excellence among college faculty

Advance and enhance the college's vision for a diverse faculty who are successful in teaching, research, engagement and service, working closely with fellow senior college leaders.

Invest institutional resources to create the initiatives and programs to achieve that vision.

Work closely with the Office of Research in the College of Public Health to steward faculty engagement

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in an innovative and robust research enterprise with an emphasis on collaborations across the college and Ohio State.

Work closely with Academic Affairs in the College of Public Health to steward faculty engagement and support the development and assessment of academic programs and offerings.

Design and support initiatives for faculty translating research into impact.

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Hire, develop, and retain a diverse and talented community of faculty

Work with the faculty-led Appointments, Promotion and Tenure Committee on hiring, reappointment, promotion, and tenure, ensuring that the committee and college faculty have training to employ best practices regarding inclusive excellence and manage personnel actions in accordance with college and university policies.

Oversee faculty searches and divisional hiring plans.

Develop and implement systems, including establishing benchmarks for success in hiring and retaining a diverse faculty.

Review patterns of hiring, promotion, and provision of opportunities in the college to identify and address biases or discrimination and ensure equity.

Design and implement programs that actively support a diverse faculty including those that prevent discrimination and address incidents involving bias.

In collaboration with the Office of Research, support and contribute to mentorship programs for faculty at all ranks. Oversee and manage the financial and human resources needed for administration of faculty development programs.

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Promote an inclusive community

Convene discussions with division chairs and faculty on academic issues, inclusive excellence initiatives, mentorship, and College of Public Health culture.

Model accountability and a commitment to an inclusive environment by intervening formally or informally to support faculty who experience racism, sexism or other forms of discrimination at the university.

Work collaboratively with the academic community to support and advocate for faculty who are historically underrepresented in the academy.

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Advocate for College of Public Health faculty

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Collaborate and partner with colleagues, units, and programs beyond the College of Public Health, across Ohio State and in the broader community in the development of initiatives for faculty success. As a member of the College of Public Health's Executive Committee, serve as the faculty's advocate to the university, primarily as a member of the Faculty Affairs Network. Advise the dean about opportunities for faculty development as they pertain to college operations and functions.

Provide evidence-based data to the Executive Committee to inform decisions and policy regarding diversity, equity, and inclusive excellence as they relate to faculty.

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Along with the dean and other college leaders, annually review benchmarks from the Office of Diversity and Inclusion and faculty metrics regarding diversity, equity and inclusive excellence in the college and develop strategies for improvement.

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Additional Information:

The College of Public Health seeks an associate dean with a demonstrated record of leadership in advancing diversity and inclusive excellence, faculty mentoring, as well as a substantial record of scholarly achievement and/or strong visibility in the public health community. The associate dean will have the experience or willingness to address issues of institutional equity and unconscious or implicit bias and possess exemplary skill in communicating and collaborating with diverse groups.

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Candidates with a strong grounding in the traditional public health disciplines, social sciences or humanities are encouraged to apply. The successful candidate must have qualifications commensurate with tenure at the rank of professor in the College of Public Health. An earned doctoral degree is required.&nbsp; In addition, the ideal candidate will possess the following qualities and qualifications:

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Commitment to excellence

A strong, demonstrable commitment to excellence in scholarship, teaching, academic and professional service. Familiarity with both graduate and undergraduate education is preferred.

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Leadership and vision

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Ability to conceive, implement and foster a shared vision. The ability to imagine new possibilities for the college, to develop strategic directions for the future and to develop the organization-wide energy to execute and deliver on this vision.

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Collaboration

Commitment to partnership with division leaders, faculty, staff, and students through shared governance. Experience involving faculty, staff and students in decision-making, and the ability to generate consensus. Commitment to transparency. A history of collaborative relationships with diverse academic disciplines.

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Effective interpersonal, relationship-building and communication skills

Excellent relationship-management skills. The ability to interact and communicate with a broad range of constituents including students, staff, faculty, and the local community. The ability to maintain relationships with community organizations, government and/or other external funders and other partners and organizations. Demonstrated capacity to listen to and learn from others.

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Advocacy and representation

Ability to champion the college and articulate its mission and vision compellingly to internal and external audiences. The drive and capability to enhance the college's public presence, impact, and reach.

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Operational and administrative experience

Demonstrated capacity to develop, implement and administer policies, procedures, and operational resources that support institutional mission and goals.

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Procedure for Candidacy

Applicants should provide a CV and a letter of interest that addresses the themes in the leadership profile, highlights their impact as teachers and scholars, and outlines their relevant administrative experience.

WittKieffer is assisting The Ohio State University in this search. Full leadership profile and application materials can be submitted using WittKieffer's candidate portal: <https://osujoblinks.com/kvz0>  
Review of candidate materials will continue until the position is filled.

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Confidential nominations and inquiries can be directed to Philip Tang at:  
[OSU-HBHP@wittkieffer.com](mailto:OSU-HBHP@wittkieffer.com)

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The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, color, disability, ethnicity, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, gender, sexual orientation, pregnancy, protected veteran status, or any other bases under the law. Applicants are encouraged to complete and submit the Equal Employment Identification form.

**Contact Information**

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

**Contact**