THE SEARCH

The University of Massachusetts Medical School (UMMS) seeks a Vice Chancellor for Diversity and Inclusion (VCDI) who will be a strategic leader and thought partner, responsible for leading the conversation and initiatives around diversity and inclusion efforts in partnership with all UMMS constituents. The University of Massachusetts Medical School community includes more than 1,200 students and more than 6,000 faculty and staff across three graduate schools – the School of Medicine (SOM), Graduate School of Biomedical Sciences (GSBS) and the Graduate School of Nursing (GSN); more than 600 resident physicians and fellows in more than 50 Graduate Medical Education specialties; as well as two unique business enterprises, Commonwealth Medicine (CWM), and MassBiologics (MBL). The work of diversity and inclusion is inextricably connected to UMMS’s core mission of advancing the health and wellness of diverse communities throughout Massachusetts and across the world through leadership and innovation in education, research, healthcare delivery, and public service.

The VCDI will serve as a member of the UMMS senior leadership team, reporting directly to Chancellor Michael F. Collins, and will create a framework for the advancement of diversity and inclusion training and education across the School. In the face of the current social context and the disproportionate impact on marginalized communities’ determinants of health, examining health equity and reaffirming UMMS’ commitment to diversity and inclusion will be a critical role of the incoming VCDI. They will spearhead the collection of diversity and inclusion data and reporting and will drive the strategic implementation of initiatives derived from this data. The VCDI will act as an advisor to key stakeholders and will lead the charge in articulating and advancing UMMS’s strategic goals around education, community, and global impact. They will work in close partnership with the Vice Provost for Health Equity to offer insight and guidance on diversity, institutional cultural transformation, inclusion, and their impacts on health equity. The VCDI will serve as a key contributor to collaborative efforts to build diverse student and faculty populations, create opportunities to engage with diverse ideas both inside and outside of the classroom, and provide programs and services that emphasize the importance of a diverse and inclusive campus environment.

The VCDI will have primary responsibility for the coordination of all aspects of affirmative action/equal opportunity commitments, regulatory compliance obligations, and Diversity and Inclusion programming, and will leverage the support of the Diversity and Inclusion Office (DIO) to fulfill these objectives. The DIO is the primary vehicle for guiding the diversity and inclusion efforts of UMMS, managing diversity and inclusion programming and providing oversight of compliance for equal opportunity plans. The resources and services available through the DIO help to create an organizational culture that maximizes the potential for diversity in order to achieve UMMS’s vision of being one of the nation’s most distinguished
academic health science centers at the forefront of identifying and solving issues around unequal health outcomes in the community it serves.

The ideal candidate for this position will be an experienced and innovative leader with the proven skills to build, guide, and assess policies and practices that encourage diversity and inclusion as a means of propelling the University’s bold vision from aspiration to actualization. Serving as an executive-level resource, catalyst, and advisor, the VCDI will bring a proven track record of successfully leading the creation of diversity initiatives and collaborating with a broad range of constituencies in their implementation. The successful candidate will have relevant experience in the academic community or from work experiences that demonstrate understanding of issues inherent to diversity and inclusion particularly as it intersects with the academic mission of a health sciences enterprise.

UMMS has retained Isaacson, Miller, a national executive search firm, to assist in this search. Inquiries, nominations, referrals, and resumes with cover letters should be sent in confidence as noted at the end of this document.

THE UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL (UMMS)

Founded in 1962, the University of Massachusetts Medical School is the Commonwealth’s only public medical school and is perennially listed in U.S. News & World Report as one of the nation’s best in primary care training. UMMS also consistently scores in the top one percent of student satisfaction surveys. Its mission is to advance the health and wellness of our diverse communities throughout Massachusetts and across the world by leading and innovating in education, research, health care delivery and public service.

In addition to its distinction in medical education, UMMS has expanded its presence on the international stage as a major center for biomedical research. In 2006, Professor Craig C. Mello, PhD, was a co-recipient of the Nobel Prize in Physiology or Medicine for his role in discoveries related to RNA interference. UMMS is also home to investigators of the Howard Hughes Medical Institute, a Lasker Award and Breakthrough Prize winner, and members of the National Academy of Sciences and the National Academy of Medicine. In addition, UMMS has drawn international acclaim as a research institution with a significant and dynamic capability in translational medicine, as recognized by its receipt and renewals of the prestigious NIH-funded Clinical and Translational Sciences Award (CTSA).

UMMS is now among the top 15 public medical schools for funding awarded by the National Institutes of Health (NIH). Federal and private research grants and contracts at UMMS have risen from about $2 million in 1977 to more than $250 million a year today, making it one of the fastest-growing biomedical research institutions in the United States. The 2013 opening of the 512,000-square-foot Albert Sherman Center launched UMMS into a new era in research and development that aims to change the course of the history of disease. These developments have positioned the University of Massachusetts as a global leader in licensing revenue.

The campus houses three graduate schools for medicine, advanced practice nursing, and biomedical sciences. In total, there are more than 3,000 faculty and 1,200 students at UMMS. The growth of the medical school, its intellectual climate, and its collaborative culture have consistently enabled UMMS to attract the best and the brightest to the faculty. Unique among all medical schools, UMMS is also home to Commonwealth Medicine, a healthcare consulting and operations division that partners with the Commonwealth of Massachusetts and other states and countries to deliver health services to vulnerable populations, and MassBiologics, the only publicly-owned, non-profit, FDA-licensed manufacturer of vaccines and other biologic products in the United States.
Since accepting its first class in 1970, the University of Massachusetts Medical School has provided medical students with an accessible, comprehensive, interprofessional, and personally rewarding medical education of the highest quality. Clinical training takes place in academic medical centers including UMass Memorial Medical Center and Baystate Health, as well as affiliated teaching hospitals, physician practices and community health centers.

In 2016, UMMS established its first regional campus, UMMS-Baystate, in partnership with Baystate Health in Springfield, MA. This campus is home to 25 students in each year’s class who enroll in the innovative Population-Based Urban and Rural Community Health (PURCH) track, which prepares students to practice medicine successfully in a post-healthcare reform world by focusing on training to manage the health of individuals as well as populations.

The educational mission of the School is enhanced by more than 50 accredited programs in graduate medical education, from anesthesiology to vascular surgery, which include more than 600 residents and fellows. The School has received the highest approval rating from the Accreditation Council on Graduate Medical Education (ACGME).

The Graduate School of Biomedical Sciences (GSBS) was established as a PhD program in 1979 to train scientists and educators to conduct research on human biology and disease and has grown to include a number of master’s programs representing a broad background of disciplines in the basic and translational medical sciences. The Graduate School of Nursing (GSN) was established in 1986 to complement the School of Medicine and GSBS to meet the demand for highly qualified advanced practice nursing professionals to serve in all areas of patient care, and to promote nursing leadership in education, practice, and research. In the 2019 rankings of Nursing Schools Almanac, the GSN was named one of the top nursing schools in the country and second amongst the top schools in Massachusetts.

LEADERSHIP

Michael F. Collins, MD, was appointed Chancellor of the University of Massachusetts Medical School by the Board of Trustees of the University of Massachusetts on September 26, 2008, after serving as the School’s interim chancellor for just over one year. In June 2007, Dr. Collins was also appointed Senior Vice President for Health Sciences at the University of Massachusetts, a role in which he oversees the University of Massachusetts’s system-wide health and life sciences portfolio, leading strategic initiatives to strengthen the University’s efforts in the area and to engage more fully with the Commonwealth’s dynamic health and life sciences sector.

Prior to joining the UMass system as Chancellor of the University of Massachusetts Boston in 2005, Dr. Collins served as President and Chief Executive Officer of Caritas Christi Health Care System from 1994 to 2004. Under his leadership, Caritas Christi became the second-largest healthcare system in New England, generating more than $1.1 billion in annual revenues from six acute care hospitals, physician group practices, several extended care facilities, and other healthcare entities, all located in Eastern Massachusetts.

THE ROLE

The Vice Chancellor for Diversity and Inclusion (VCDI) will serve as a key member of the senior leadership team and will advance UMMS’s work in the realm of health equity and diversity & inclusion by developing a comprehensive and strategic framework that imbues the values of diversity, equity, and inclusion into
the operational framework of the School. With support from, and close collaboration with, the Vice Provost for Health Equity, the VCDI will lead the School in conversations about cultural competency and will design and provide training to faculty, staff, students, practitioners, and search committee members to ensure that diversity, equity, and inclusion become and remain embedded in the DNA of the community. The VCDI will use industry benchmarks from the Association of American Medical Colleges (AAMC) and other peer institutions to define and set goals around institutional diversity and inclusion efforts. Furthermore, the VCDI will lead efforts to achieve compliance with internal and external regulations and accrediting bodies, such as the Liaison Committee on Medical Education (LCME).

As a member of the leadership team and a direct report to the Chancellor, the VCDI will be responsible for advising key stakeholders; collecting, synthesizing, and presenting data around diversity and inclusion efforts; and creating comprehensive trainings for all members of the UMMS community. The VCDI will be responsible for the administration of the Diversity Engagement Survey (DES), designed to explore the inclusiveness of the environment and the impact and outcomes of institutional diversity and inclusion initiatives. The results of this survey inform the next steps for the strategic and sustainable scaling of initiatives.

UMMS is committed to educating practitioners and hiring top-notch faculty and staff who reflect the diversity and dynamism of Worcester, Springfield, Boston, Fall River, Hyannis, and other communities served by UMMS across the Commonwealth and beyond. The VCDI will remain informed about the leading trends and research around recruitment and creating welcoming, inclusive, and adaptable campus environments in which a diversified workforce can thrive. The VCDI will approach this work with intentionality and appreciation for the nuanced needs of different departments and business units and will provide a framework for mentoring and advancement opportunities to promote retention.

The VCDI will also provide oversight and guidance to the Committee on Equal Opportunity and Diversity (CEOD), which is comprised of nine sub-committees that make recommendations for a civil, inclusive, and just organization; the VCDI will act as a liaison between these groups and the administration.

The VCDI may support student diversity and affinity groups as well as the Women’s Faculty Committee, which is overseen by the Office of Faculty Affairs and addresses the needs of women faculty and promotes the status of women at UMMS/UMass Memorial Health Care.

The VCDI will be a thought leader, convener, and collaborator, bringing a strategic and entrepreneurial spirit to the work of diversity and inclusion and reminding each member of the community of their important role in helping to ensure that UMMS educates and employs top-tier talent that reflects the School’s public service mission and the communities in which it operates.

**Key Opportunities and Challenges**

The University of Massachusetts Medical School is at a dynamic crossroads in its history, as 2020 marks its 50th year since the Commonwealth’s first and only public medical school admitted its first class. UMMS is poised for its next chapter of service and social impact. With the guidance of the Chancellor’s breakthrough **IMPACT 2025** strategic plan, the VCDI will be charged with ensuring that diversity and inclusion remain at the forefront of, and woven throughout UMMS’s strategic goals around Education, Basic Science Research, Translational Research, Community & Global Impact, and Operational Excellence & Financial Stewardship. In the service of these objectives, the VCDI must address several key challenges and opportunities, including:
**Champion diversity, equity, and inclusion as a foundational element of UMMS’s academic enterprise**

UMMS serves one of the most diverse populations in the Commonwealth. The School is committed to recruiting and retaining students and a workforce that reflect the diversity of the communities it serves. The VCDI will actively engage with campus and community stakeholders to ensure that the campus remains a place where individuals with varied experiences, perspectives, and backgrounds can thrive and that the work of the School directly contributes to positive health outcomes in the community. The VCDI will develop the UMMS Institutional Diversity Plan and will provide clarity around the staffing, budget, and resources needed to operationalize the Plan in conjunction with UMMS’s mission, strategic plan, and business goals. In addition, they will take the lead in crafting a Diversity Resource and Tool Kit for UMMS.

**Partner with the Vice Provost for Health Equity to advance UMMS’s impactful work recruiting underrepresented faculty and combating health inequity**

UMMS seeks to solidify its role as a national leader in reducing health care disparities and advancing equity through its initiatives in community health. The VCDI will serve as an advisor and catalyst in developing programs that translate the academic work of the UMMS and the medical centers into concrete results for underserved communities. UMMS and its medical centers are uniquely poised to make a difference in the real life health outcomes of the areas they serve and the VCDI will highlight this goal by serving as a convener and thought leader in strengthening and emphasizing the importance of programming that addresses this issue.

**Serve as an internal and external ambassador for diversity and inclusion efforts**

In conjunction with the Committee on Equal Opportunity and Diversity (CEOD) and other key stakeholders, the VCDI will advance the profile of diversity and inclusion efforts across the School and within the community. The VCDI will provide leadership to the Office of Diversity and Inclusion as it hosts and sponsors key diversity and inclusion events, including the Martin Luther King Day Celebration of Service; the International Festival; the LGBTA Luncheon; and observances of Black History Month, Hispanic Heritage Month, and Women’s History and Health Month. These events play an important role in bringing the community together around a shared narrative and in providing opportunities to keep these important conversations at the forefront of the collective consciousness. The VCDI will also seek novel partnership opportunities to encourage the inclusion of new voices and sustain an environment of continual learning and advancement.

**Enhance the recruitment and retention of diverse faculty, staff, and students**

UMMS acknowledges that there is much work to be done to recruit and retain diverse faculty, staff, and students from populations that are currently underrepresented in medicine, science and nursing. The VCDI will be an important strategic partner and part of a coalition of senior leaders from across the enterprise who will lead efforts to recruit and retain diverse students, faculty, and staff by leveraging their content knowledge and industry insight to advise leadership about changing workforce developments. The VCDI will work closely with the three schools, the Vice Provost for Health Equity, Human Resources, and existing diversity committees, councils, and initiatives to monitor in real time any feedback or suggestions about the professional development, support, and resources needed to drive successful outcomes and continue advancing UMMS’s status as a premier employer of choice in the region.
Collaborate with key constituents to create tools that inform, educate, and identify trends around diversity and inclusion at UMMS

The VCDI will be tasked with creating, developing, and executing a framework, methods and tools to acquire, measure and report data on diversity, inclusion and equity programs and initiatives across the School. UMMS has been on the cutting edge of designing and implementing the DES survey to track diversity and inclusion outcomes. The VCDI will leverage the opportunity to build upon this legacy by providing leadership around the compilation and presentation of the most recent survey results to key leadership and community stakeholders. This data will inform next steps around diversity and inclusion efforts at the School and help to identify areas for improvement, growth, and deeper understanding.

To help build awareness and build momentum around diversity and inclusion efforts, the VCDI will work in partnership with Human Resources and the Diversity and Inclusion Office in creating and implementing a comprehensive diversity and inclusion training program for all UMMS constituents. The School needs a shared language and narrative around these efforts and themes, and the VCDI will play a key role in providing comprehensive education and resources to promote this work.

Continue to build & advance UMM’s Diversity and Inclusion team

The VCDI will oversee the staff, resources, and programmatic efforts of the Diversity and Inclusion Office. The VCDI will regularly assess the office’s activities and priorities while also advocating for the additional staff and resources needed to achieve the university’s diversity and inclusion aspirations. As an experienced leader, the VCDI will bring exemplary organizational development skills to build and manage a team of high-performing, empowered and motivated individuals. Additionally, the VCDI must have experience creating, maintaining and improving efficient and transparent administrative systems that facilitate the articulation of DIO priorities, accomplishments, and next steps while also providing opportunities for stakeholder feedback.

Qualifications and Experience

While no single candidate is likely to possess all of the ideal qualifications, candidates should possess many of the following qualifications and characteristics:

- An earned doctorate or equivalent terminal degree;
- Demonstrated success in strategic and administrative leadership in diversity, equity, inclusion and/or social justice;
- Current active involvement in the diversity and equity field and community;
- Experience building and scaling a high-level strategic vision and gaining the necessary institutional support and momentum to remain sustainable;
- Experience leading data collection projects; ability to synthesize and present complex data in clear, compelling, and meaningful ways;
- Proven expertise in effectively preserving and enhancing a culture of respect, civility, and high performance;
- Understanding of and commitment to the principles, theory and practices, technology, and laws impacting organizational development and change management;
- Experience advising and counseling executive leadership on matters of diversity and inclusion;
• Experience leading, managing, or supporting diversity and equity-related projects across a sophisticated, complex organization;
• Experience working and learning collaboratively within ethnically- and culturally-diverse communities;
• Experience developing and successfully delivering curriculum for trainings related to diversity, inclusion, and cultural competency;
• Prior experience and a record of success in the development and implementation of effective diversity strategies;
• Excellent written and verbal communication and presentation skills; creative, self-motivated, and well organized; excellent problem-solving and conflict resolution skills; excellent relationship-building skills/ability to develop and sustain effective collaborations;
• Comprehensive knowledge of diversity regulatory and statutory compliance obligations;
• Strong appreciation for and demonstration of confidentiality;
• Team player oriented towards collaborative problem solving; able to incorporate differing views in ways that lead to enriched business decisions.

TO APPLY

Inquiries, nominations, referrals, and resumes with cover letters should be submitted on the Isaacson, Miller website: www.imsearch.com/7437

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As an equal opportunity and affirmative action employer, UMMS recognizes the power of a diverse community and encourages applications from individuals with varied experiences, perspectives, and backgrounds.