

**Associate Dean, Equity, Diversity, Inclusion and Decolonization (EDID)
Schulich School of Medicine & Dentistry**

Position Profile:

We are recruiting for the inaugural candidate in the role of Associate Dean, EDID. As a member of the Schulich School of Medicine & Dentistry, the Associate Dean, EDID is the senior faculty leader responsible to oversee the Office of Equity, Diversity, Inclusion and Decolonization at Schulich. The successful candidate will be responsible for all matters related to education, strategic leadership for vision, action and success in EDID, Anti-Racism and Indigenous initiatives. The successful candidate will represent the School externally regarding EDID and Anti-Racism and within the Western University EDID Network. This portfolio encompasses the London and Windsor campuses and the Distributed Education sites across Southwestern Ontario.

Qualifications:

We invite applications from accomplished dynamic leaders who are skilled as communicators, collaborators, and advocates. The successful candidate will be an individual who has demonstrated a strong record of scholarship and/or advocacy in EDID, including research, education, and policy. They will be knowledgeable with the education goals on Indigenous People and Health set out by the Truth and Reconciliation Commission (TRC). They will have demonstrated effective leadership experience, along with experience in leading organization cultural change. The successful candidate will be team oriented, collaborative and lead by example. They will have experience with a broad spectrum of learners, with an interest in learners in health professions and research. Lived experience and community knowledge will be an asset for a successful candidate. They will demonstrate a reflection of their own social locations, roles and identities regarding the impact of their experience in academia or health profession and how this influences their engagement in EDID practices.

The successful candidate will hold an M.D., Ph.D., D.D.S., or equivalent advanced degree.

A successful candidate holding an M.D. or M.D./PhD will be appointed in an appropriate clinical department at the rank of Associate Professor in a Full-Time Limited Term Clinical Academic appointment or at the rank of Associate or Full Professor in a Full-Time Continuing Clinical Academic appointment, depending on qualifications and experience. They will have a demonstrated record of academic and clinical excellence. Applicants should be certified, or eligible for certification by the Royal College of Physicians and Surgeons of Canada; the College of Family Physicians of Canada or equivalent. Candidates must be eligible for licensure in the province of Ontario.

A successful candidate holding a PhD, DDS, or equivalent advanced degree in a relevant field will be appointed in an appropriate basic sciences department, at the rank of Associate Professor in a Full-time Probationary (tenure-track) appointment or at the rank of Associate or Full Professor in a Full-time Tenured appointment, depending on qualifications and experience. They will have a demonstrated track record of research and teaching excellence.

Compensation Details: Compensation for this position will be commensurate with qualifications and experience. PhD or DDS candidates will receive an academic salary from Western University. A Clinical Academic candidate's compensation will be primarily composed of the following sources: Academic salary; and for Clinical Academics, additional sources of compensation can include fee for service (OHIP billings; and Alternative Funding Plan).

Term: The successful candidate will report directly to the Dean of the Schulich School of Medicine & Dentistry. The Associate Dean appointment is for a five year period, with the possibility of renewal for one additional term.

The University: Western is one of Canada's leading research-intensive universities, and Schulich Medicine & Dentistry has a long history of excellence in basic biomedical, applied, and clinical research. Western has a full range of academic and professional programs for over 37,000 undergraduate and graduate students. The university campus is in London, Ontario with a metropolitan census of approximately 530,000, located midway between Toronto and Detroit. London boasts an international airport, galleries, theatre, music and sporting events and is located close to several lakes and facilities for outdoor activities (<https://www.ledc.com/why-london>). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families to the university and city.

We acknowledge that Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Chonnocton peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (e.g. First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.

More information on the Schulich School of Medicine and Dentistry may be found at <https://www.schulich.uwo.ca/>

To apply: Review of applications will begin after **November 16, 2021** with an anticipated start date of **December 1, 2021** or as negotiated. Applications will be accepted until the position is filled. The application should include a detailed curriculum vitae, a cover letter with identification of areas of interest in research or other scholarly activity, leadership, and teaching and, names and email addresses of 3 referees.

Please also complete, sign and include the form available at:

PhD or DDS Candidates: <https://www.uwo.ca/facultyrelations/pdf/recruitment/full-time-application-form.pdf>

MD or MD/PhD candidates: http://uwo.ca/facultyrelations/physicians/Application_FullTime_Clinical.pdf

Effective September 7, 2021, all employees and visitors to campus are required to comply with Western's [COVID-19 Vaccination Policy](#). Successful candidates will be also required to comply with the policies and protocols of the applicable affiliated institutions.

Please submit applications to Dr. John Yoo, no later than **November 16, 2021 by 5:00 p.m.**

John Yoo, MD, FRCS(C), FACS
Dean, Schulich School of Medicine & Dentistry
Western University
selection.committee@schulich.uwo.ca

Business Address:

Western University, Don Rix Clinical Skills Building, Room 3730A
1151 Richmond Street, N., London, Ontario N6A 5B8, www.uwo.ca ;

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

*Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact **Candace Philpitt or Bayan Moussa** at selection.committee@schulich.uwo.ca phone 519-661-2111 ext. 82698/88141.*

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