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**Doctor of Physical Therapy****Regular Rank Faculty Position***Director of Diversity, Equity and Inclusion (DEI)*

Division of Physical Therapy, Duke University

The Doctor of Physical Therapy Division (DPT) seeks a Director of Diversity, Equity and Inclusion (DEI) to lead the DEI initiatives and to contribute to the teaching mission at Duke University. The optimal candidate will have a terminal academic degree (i.e., PhD, EdD, DSc, or ScD) and/or a terminal clinical doctorate degree (i.e. DPT) and is passionate about fostering an environment of inclusive excellence that supports divisional missions and values.

The Director of DEI role involves protected administration time (50% for first 3 years to initiate program then reexamination of effort for subsequent years) for the DEI responsibilities. The Director of DEI will work closely with the Division Chief and the Assistant Program Director to advise, evaluate, and develop the DEI initiatives. Responsibilities may include, but are not limited to:

1. Enhance and implement the Division's Diversity and Inclusion Strategic Plan.
2. Serve on the School of Medicine Inclusion Council.
3. Lead pipeline initiatives to improve representation within our DPT program, including our Summer Discovery Program, for recruitment of underrepresented student populations.
4. Establish interactions with other departments in the School of Medicine and the School of Nursing that have dedicated diversity roles to share best practices and collaborate.
5. Disseminate information regarding broader School of Medicine initiatives in the diversity and inclusion sphere.
6. Coordinate developmental and educational opportunities when appropriate in areas related to diversity and inclusion (including but not limited to, cultural/structural competency, bias, racism, sexism, gender inequality, LGBTQIA+)
7. Coordinate diversity related awareness, advocacy, education and development opportunities for the enterprise (both creation and delivery) including but not limited to lectures, training, awareness, outreach and community engagement, employee resource groups (ERGs) formation and oversight, social outings/learning events.
8. Establish cultural programs that educate employees and foster an integrated and inclusive workplace.
9. Cultivate established and create new mentorship initiatives.
10. Engage leadership regarding best practices for recruitment and retention as well as assist in creation of search committees and search committee processes.
11. At the discretion of the Division Chief and Chair, perform exit interviews of faculty, staff, or trainees to identify workplace factors that may have contributed to attrition/turnover
12. Create and implement processes to recruit and retain diverse faculty.

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13. Collaborate with Division Chief on departmental diversity initiatives and messaging. The additional 50-75% effort will involve teaching or clinical practice opportunities. Preferences will be given for those with additional content expertise in acute care, long-term care, or integumentary care. Educational collaboration and support are available through Duke AHEAD, an organization of Duke Health Professions Educators. Qualified applicants must be eligible for licensure as a physical therapist in the state of North Carolina.

The search committee seeks applicants with the following additional qualifications or attributes:

1. Experience in, and a commitment to, excellence in DEI initiatives,
2. Experience working with diverse patient, clinical, and student populations,
3. History of, or interests in, continued scholarly output,
4. An excellent communicator and innovative thinker,
5. Organizational and program development skills.

Duke University and Department of Orthopaedic Surgery is an Affirmative Action/Equal Opportunity Employer and are committed to increasing the diversity of its faculty, staff, and learners without regard to an individual's age, color, disability, genetic information, gender, gender identity, national origin, race, religion, sexual orientation, or veteran status. We consider diversity and inclusion a critical core value of the institution. We welcome nominations of and applications from anyone who would bring additional dimensions to the University and Department of Orthopaedic Surgery's research, teaching and clinical mission

The position is a 12-month core faculty appointment with salary and rank commensurate with qualification and experience. Candidates selected for an interview will be asked to prepare a 5-year plan that outlines the candidate's personal educational, research and services milestones. All interested candidates should send (in confidence) a cover letter and curriculum vitae by December 1, 2020 including contact information for three references by email to:

Jeffery Hoder, PT, DPT, NCS (search committee chair)  
Associate Professor  
Duke University School of Medicine  
DUMC 104002  
Durham, NC 27710  
(919) 681-8559  
[jeffrey.hoder@duke.edu](mailto:jeffrey.hoder@duke.edu)