The CU College of Nursing recognizes that **Boldly Transforming Health, Together**, is inextricably linked to a fundamental and integral commitment to diversity, equity, and inclusion (DEI). It is a commitment to critical consciousness in teaching, research and scholarship, clinical care, operational practices and service to the community.

The person fulfilling the role of Diversity, Equity, and Inclusion Coordinator (DEI-C) must be one unequivocally committed to social and racial justice; to exposing, examining, and dismantling oppressive structures; and to grappling with topics of equity amidst myriad intersecting systemic considerations. The coordinator will provide vision and leadership in promoting a culture that values and supports diversity, equity, and inclusion.

The DEI-C will inspire evolutionary growth at the CON, always moving from words, ideas, and thoughts to actions and sustainable change for justice. This person will seek to disrupt power in positive ways and demonstrate a willingness to speak truth to power. The DEI-C will collaboratively evoke meaningful change on the campus and within our communities.

This person must exhibit a brave commitment to advocate for systemic change, garnering and fueling the support and combined momentum of students, staff, faculty and the community, to inspire educators and the next generation of practitioners to advance justice and equity for themselves and their communities.

**RESPONSIBILITIES**

**Strategic Collaboration**

Will serve as a nexus, facilitating collaboration between the DEI Delegation, the DEI Councils, and the DEI Advisory Committee to envision, develop, implement, and promote socially and racially just initiatives toward the end of creating a vibrant culture, centered in consciousness raising and sustainable change for all members of The College of Nursing community, its affiliates, and community partners.

Will collaborate with CON leadership, as an advocate for all DEI entities, to create and advance a CON DEI strategic plan, cohesively with the overall CON strategic plan and the Anschutz Medical Campus strategic initiatives, in an effort to foster an innovative, human-centered, higher education community committed to DEI, as well as, deconstructing unjust and oppressive power structures.

**Planning**

Will act as a guide to the CON community for generating, deepening, and widening critically conscious initiatives related to teaching, research, and scholarship, clinical care, operational practice, and service to the community. The DEI-C will collaborate with leaders, faculty and staff to dismantle oppressive practices and policies to provide forward movement towards a more equitable place of learning.

Will collaborate and participate with the Chancellor’s Council of Diversity, Equity, Inclusion and Community Engagement in advancing DEI planning efforts in the community and on the Anschutz campus. Will collaborate with all parties to examine campus climate, promote transgressive curricular development, and evaluate and create systems level policies and procedures, all to reveal, explore, and address unjust and discriminatory systemic dynamics.

Will assist to create, advance, and evaluate programs to recruit and retain students, faculty, and staff from marginalized and minoritized identities, specifically attending to bias and addressing unexamined assumptions.

Please send letters of interest and current CV to CON.HR@ucdenver.edu by 08/18/2021
Responsibilities Continued

Assessment

Will engage in ongoing assessment to create and sustain a vibrant, anti-racist, anti-oppressive learning and working environment that is welcoming and supportive of all, congruent with strategic planning, and that strives to eradicate equity gaps across roles, disciplines, and ranks.

Will collect, analyze, and report on data, reflecting and revealing achievements as well as deficiencies, to assess and evaluate DEI efforts over and against the collaboratively established, justice driven, benchmarks within the DEI Strategic Plan.

Operations

Will educate on, and advance, cultural responsiveness related to transformational didactic instruction, improved collegial collaborations, broadening and flattening organizational structures, all to enhance inclusion and equity in teaching, practice, research, and service. The DEI-C will collaborate to develop, and assist in administration of DEI projects and programs.

Will respond to emerging structural and inter-relational dynamics informed by the marginalized and privileged identities of faculty, staff, and students in a way that exposes unjust power structures and works to honor and enhance the lived experiences of all persons.

Will consistently work to expose the social and political nature of higher education and create pathways to disrupt power imbalances.

Partnership

Will foster partnerships with University of Colorado’s Office of Equity and Inclusion and the Anschutz Associate Vice Chancellor’s Office for Equity and Inclusion to actualize the DEI objectives set for by the Chancellor of the Anschutz Medical Campus.

Funding

Seeks funding opportunities, and other resource-based collaborations, to sustain and enhance justice and anti-oppressive efforts as envisioned in the DEI Strategic Plan.

Qualifications

Current CU College of Nursing faculty member at any faculty rank in any regular faculty track (Tenured/Tenure Track/IRC)

Compensation

This faculty administrative position will cover 0.10 FTE of the selected faculty member’s total effort and compensation will match their current base salary.

CU College of Nursing History

The CU College of Nursing has a long, distinguished history of excellence that continues to the present day. Established in 1898, the college was originally connected with the School of Medicine and the University Hospitals on the Boulder campus. 2019 marks 120+ years of innovative contributions to nursing education, practice and research.

The Baccalaureate Nursing program was established in 1920, making it one of the oldest baccalaureate nursing programs west of Mississippi River; the Master’s program began in 1950; the PhD program began in 1978. In 1965, the CU College of Nursing offered the first nurse practitioner program in the US. The professional nursing doctoral program (i.e., Doctor of Nursing [ND]) was established in 1990 and was changed to the post-graduate Doctoral of Nursing Practice (DNP) program in 2005, in accordance with national standards.

CU Nursing educational programs consistently rank among the top US schools of nursing nationally, e.g., ninth best online graduate Nursing Informatics (2017) and tied for fourth best online MS programs in 2019 according to US News and World Report. The College of Nursing is (a) one of 17 baccalaureate granting academic nursing institutions in Colorado, (b) one of six institutions that grant a DNP degree. For Fall 2018, the college had 1,165 students enrolled: BS program, 591; MS program, 417; PGC in Nursing, 19; DNP program, 155; PhD program, 46. This represents 26% of the AMC student body, and the CU College of Nursing undergraduate students are the only undergraduate students on the Anschutz Medical Campus.