

Job Title: [Postdoctoral Fellow, Leadership and Character for Pre-Health Professions](#)

Department: Office of Academic Advising and the Program for Leadership and Character

Reports to: Associate Dean of Academic Advising

FLSA Status: Exempt

Summary:

The Office of Academic Advising and the Program for Leadership and Character at Wake Forest University seek a visionary, creative, and caring teacher-scholar to become the Postdoctoral Fellow in Leadership and Character for Pre-Health Professions. The Fellow will work closely with the Associate Dean of Academic Advising in the College, the pre-health advising team, and the Program for Leadership and Character to provide an intellectual foundation for pre-health advising, mentoring, and teaching that focuses on the integration of leadership, character, and purpose into pre-professional education and vocational discernment and development. The Postdoctoral Fellow will design and teach one course in the Interdisciplinary Humanities Program entitled “Humanities and Medicine” that explores the ethical, political, and social implications of healthcare and helps undergraduate students discern their professional identity and develop virtues of leadership and character relevant to the practice of medicine. The Postdoctoral Fellow may also potentially teach one other course in Interdisciplinary Humanities depending on their expertise and departmental needs. The Postdoctoral Fellow will also provide individualized mentoring and coaching within the Office of Academic Advising to undergraduate students considering healthcare professions; develop and organize workshops, speakers, and events on leadership, character, and professional identity that introduce students to the ethical, personal, and professional dimensions of pursuing a career in healthcare; and create opportunities for Wake Forest College students to connect with relevant partners and programs in the College and School of Medicine. The Postdoctoral Fellow will work to promote access to leadership in healthcare professions among students from underrepresented racial, socio-economic, and other groups. The ideal candidate will exhibit scholarly expertise in leadership, ethics, healthcare, and/or the medical humanities and demonstrate a commitment to personal mentoring, transformative teaching, and student development as leaders of character.

This is a three-year, grant-funded position supported by a multi-year grant from the Kern Family Foundation. The position may be considered for funding beyond the initial three-year term.

Wake Forest University is a private, coeducational institution dedicated to academic excellence in liberal arts, graduate, and professional education. Located in Winston-Salem, NC (“The City of Arts and Innovation”), the University has a deep institutional commitment to public service and engagement with the world, as indicated by the motto Pro Humanitate (for humanity), which encourages students to develop the qualities of human character needed to serve humanity. With the aim to educate the whole person, the University has established an innovative Program for Leadership and Character that plans creative programming and courses to help students develop the character needed to lead in an increasingly complex world. The Program is based on cutting-edge academic research on leadership and character, including research conducted by Wake Forest faculty in various fields who are leading experts on the study of character. Over the last few years, the Program has received major grants and gifts to develop leaders of character at Wake Forest and support other colleges and universities who seek to promote leadership and character on their campuses. A major grant from the Kern Family Foundation is now supporting a significant expansion of the Program’s work in Wake Forest’s professional schools and pre-

professional programs. For more on the Program for Leadership and Character, see <https://leadershipandcharacter.wfu.edu/>. The Office of Academic Advising strives to help students achieve their potential as whole persons. For more information, see <https://advising.wfu.edu/>. To learn about the School of Medicine, see <https://school.wakehealth.edu/>. To learn more about the Interdisciplinary Humanities Program, which engages questions about what it means to be human and will serve as the academic home of the “Humanities and Medicine” course, see <https://humanities.wfu.edu/>

Wake Forest University welcomes and encourages diversity and inclusivity and seeks applicants with demonstrated success in working with diverse populations. Wake Forest University is an AA/EO employer and values an inclusive and diverse learning community and campus climate. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other characteristic protected by law.

Please submit a cover letter explaining your interest in the position and your expertise in advising undergraduates and teaching a course in “Humanities and Medicine” and related courses in Interdisciplinary Humanities; a resumé or curriculum vitae; a teaching statement; student evaluations of your teaching (if available); and three letters of recommendation (including one that speaks to your experience teaching, advising, or mentoring students). Applications will be processed from February 2021 until the position is filled. The start date for this position is July 1, 2022. This position will be primarily in person at Wake Forest’s Winston-Salem campus.

Essential Functions:

- Work with the Associate Dean of Academic Advising in the College, the pre-health advising team, and the Program for Leadership and Character to provide an intellectual foundation for pre-health advising, mentoring, and teaching that focuses on the integration of leadership, character, and purpose into pre-professional education and vocational discernment and development.
- Teach one section of the “Humanities and Medicine” course per year explicitly focused on leadership, character, and ethics in the context of medicine and healthcare careers, and potentially another course in Interdisciplinary Humanities.
- Design at least one syllabus focused on leadership and character related to medicine that can be used and adapted by other faculty.
- Develop and deliver programs, events, and workshops for pre-health and potential pre-health students regarding issues of leadership, character, purpose, professional identity formation, and the importance of virtues such as resilience, empathy, justice, compassion, honesty, and practical wisdom in healthcare professions.
- Serve as a liaison between pre-health advising faculty, the Office of Academic Advising, the Program for Leadership and Character, and the Interdisciplinary Humanities Program.
- Provide direct, mentoring, counsel, and support within the Office of Academic Advising for pre-health students on matters related to professional identity exploration and ethical formation.

- Foster connections between pre-health advising, the Interdisciplinary Humanities Program, and work on leadership, character, and professional identity in the School of Medicine.
- Support research on leadership, character, and professional identity development in pre-health programs and courses.
- Coordinate tracking the post-college trajectories of pre-health students, including those who participate in the grant-funded courses and programs.
- Attend relevant meetings of the Office of Academic Advising, Program for Leadership and Character, and the Interdisciplinary Humanities Program.
- Assists with other duties as needed.

Other Functions: NA

Required Education, Knowledge, Skills, Abilities:

- PhD in a related field or MD.
- Expertise required to teach a course on “Humanities and Medicine” in the Interdisciplinary Humanities Program focused on leadership, character, and professional development.
- Record of excellent teaching and commitment to developing creative pedagogy.
- Commitment to teaching undergraduates.
- Excellent writing, research, and communication skills.
- Excellent organizational and interpersonal skills.
- Commitment to supporting the intellectual, ethical, and professional development of students.
- Experience with, and sensitivity to, diverse populations and the ability to build inclusive and equitable communities where differences are appreciated and engaged.
- Sound character, wise judgment, and a strong work ethic.
- Demonstrated ability to:
 - Work independently with minimal supervision.
 - Set priorities and effectively manage time and resources.
 - Be a constructive and collaborative member of a team.
 - Positively influence colleagues and develop collaborative relationships with a wide range of people.
- Willingness to learn more about leadership and character development and apply that knowledge to inform curricular design, implementation, and assessment.
- Willingness to participate in and support research related to leadership, character, and professional identity in pre-professional programming and courses.
- Knowledge and understanding of academic cultures, rules, and regulations.
- Openness to feedback and a commitment to personal and professional growth.
- Ability to represent the Program for Leadership and Character, Office of Academic Advising, Interdisciplinary Humanities Program, and Wake Forest University in a professional manner.
- Ability to work occasional weekend or evening hours as needed.

Preferred Education, Knowledge, Skills, Abilities:

- Teaching experience or research related to leadership, character, virtue, professional identity, and/or ethics in medicine or health-related fields.
- Experience in academic advising of undergraduates.
- Knowledge of leadership development and/or character education.
- Familiarity with the study or practice of medicine.

Accountabilities:

- Responsible for own work.

Note:

This position profile identifies the key responsibilities and expectations for performance. It cannot encompass all specific job tasks that an employee may be required to perform. Employees are required to follow any other job-related instructions and perform job-related duties as may be reasonably assigned by the employee's supervisor.

EMPLOYEE VACCINATION MANDATE: In furtherance of the University's commitment to resuming operations in a manner consistent with or similar to how those operations were conducted prior to the pandemic, and in an effort to protect the health and safety of the campus community, all faculty and staff, excluding staff who perform duties exclusively at Graylyn Conference Center, are required to be fully vaccinated with an FDA approved or authorized COVID-19 vaccine. Faculty and staff with disabilities or sincerely held religious beliefs that preclude vaccination should contact Human Resources to request a reasonable accommodation.

To help provide a safe learning and living community, Wake Forest University conducts background investigations and drug screens for all final candidates being considered for employment.

Wake Forest seeks to recruit and retain a diverse workforce and encourages qualified candidates across all group demographics to apply.

Wake Forest University is committed to providing access and reasonable accommodation in employment for individuals with disabilities.

