



## LEADERSHIP PROFILE



Associate Vice President of Community Health  
**Duke University Health System**  
Durham, North Carolina

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***Advancing Health Together***  
*Duke Health System Vision*

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### A COMPELLING OPPORTUNITY



**Duke University Health System (DUHS) knows that healthcare means more than the care Duke provides in its clinical settings.** It means working in partnership with communities to increase access to healthcare, identifying and addressing the social drivers of health, and working to alleviate health disparities. Last year, Duke provided over \$597 million of community benefit and investment. Details are outlined in the

[DUHS 2020 Report on Community Benefit](#). Duke is a vital community partner sharing research, health services, and financial resources. It is also a leader in educating future generations of health professionals.

**Duke has a multi-faceted approach to improving the health of the communities it serves.** Recognizing that socioeconomic and racial disparities often result in significant disparities in healthcare, Duke is striving to promote health equity, improve health outcomes and help make significant long-term gains for the communities it serves. Its approach includes engaging with communities to address health priorities; investing in housing, early childhood education and food security; and translating research to improve health and reduce health disparities. Duke has a rich history and portfolio of work on which to build.

**The Associate Vice President (AVP) of Community Health has a compelling opportunity to work in, and with, communities to substantially impact and improve community health outcomes.** This leader will work across Duke Health and the Duke Office of Durham and Community Affairs (DCA), to synergize Duke's role as a university, employer, and healthcare provider to better support communities holistically throughout the region. The AVP will leverage the resources of both organizations and report jointly to Dr. Eugene Washington, Chancellor for Health Affairs, Duke University and President and CEO, Duke University Health System, and Stelfanie Williams, PhD., Vice President in the Office of Durham and Community Affairs.

## **MANDATE FOR THE ASSOCIATE VICE PRESIDENT, COMMUNITY HEALTH**

**The AVP of Community Health has an exciting and vitally important mandate to improve health outcomes in the communities Duke serves.** The AVP will be a systems thinker, a bridge builder and a passionate champion for the community. The AVP will have the strategic acumen to think boldly and broadly about the future, and the relationship skills and tenacity to develop trust and drive improvements with a varied group of stakeholders and partners.



The AVP of Community Health will:

1. **Provide leadership and vision.** The AVP will be adept at identifying and understanding underlying patterns and structures that drive health inequity and provide comprehensive approaches that create long-term solutions to chronic problems. The AVP will inspire confidence and provide collaborative, forward-thinking leadership and build collective impact from a coordinated response to community needs.
2. **Build trusted relationships inside and outside of Duke to positively impact community health.** The AVP will invest time to listen and learn from the communities Duke serves in Durham County, Wake County and beyond to understand their challenges and lift up community-based solutions. The AVP will also develop relationships across the Duke Office

of Durham & Community Affairs, and Duke Health, including particular emphasis on the Duke University Health System, the School of Medicine and the School of Nursing, which are all organizations considered under the broad umbrella of Duke Health.

3. **Identify, integrate and leverage Duke resources to improve community health outcomes.** The AVP will understand and coordinate community funding across Duke. She or he will also identify the multiple interfaces between the community and Duke and help establish “one door” for community access and coordinated activities across the health system and university for maximum impact.
4. **Develop and operationalize annual and long-range plans.** Building from the strategic priorities of Duke University Health System and Duke Community Affairs, the AVP will develop plans that support these goals centered on the intersection of community needs and Duke’s strengths. The AVP will translate these to operational goals across education, research and clinical services.
5. **Establish priority funding area for community health programs consistent with the strategic plan.** The AVP will manage and facilitate various grant-funded programs and establish priority funding areas for community health programs.
6. **Be a great leader and manager of the team and community partnerships.** The AVP will provide leadership and guidance to the current staff of three which includes an administrative assistant, an administrative coordinator, and a program manager. The AVP will also represent Duke University Health System in multiple strategic community partnerships including [Healthy Durham](#).

## THE CANDIDATE

The ideal AVP of Community Health is a humble, values-based leader and strategic thinker with significant experience working in both communities and complex organizations. The AVP will have credibility with clinicians and the healthcare medical community but need not have a clinical background. An individual with experience with population health, public health, or community health are all viable backgrounds. Prior academic or academic healthcare experience is not required but would be additive.

Personal Assets include:

- Commitment to equity and inclusion and an understanding of the issues that drive inequity
- Compassion, humility and demonstrated ability to quickly form lasting and trusted relationships
- Excellent communication skills with ability to listen well and effectively engage with a wide variety of stakeholders
- Experience working with urban and rural communities
- Significant experience leading in a complex organization with the skill to work across functions at all levels
- Ability to work autonomously while connecting and leveraging a wide array of resources
- Comfortable and experienced in sharing hard truths in a respectful and collegial manner
- Ability to balance setting direction with building shared vision
- Respect for the power of data and the individual lives and life experiences that data represent
- Strong knowledge and application of systems framework
- Excellent strategic thinking and analytical skills
- Demonstrated resource, management and stewardship skills
- Strong team orientation with the ability to lead and implement change



## THE ORGANIZATION

Tracing its origins to 1838, [Duke University](#) has evolved into one of the world's leading institutions for education, research and patient care. Located in Durham, North Carolina, Duke is comprised of two major organizations: Duke University and Duke University Health System.

Duke has been named as a [best place to work](#) by several publications and organizations, including Forbes, Carolina Parent, Computerworld, The Scientist,



and the American Association of Retired Persons, among others. Forbes also sited Duke as [best employer for diversity](#), and [best employer for women](#) in 2020.

[Duke University Health System](#) is a world-class health care network dedicated to providing outstanding patient care, educating tomorrow's health care leaders, and discovering new and better ways to treat disease through biomedical research.

Founded in 1998 to provide efficient, responsive care, the health system offers a full network of health services and encompasses three highly regarded hospitals - Duke University Hospital, Duke Regional Hospital and Duke Raleigh Hospital - physician practices, hospice and home health care and various support services at locations across North Carolina.

Community Health is a key pillar in Duke Health's [Moments to Movement](#) comprehensive anti-racist campaign. Through *Moments to Movement*, Duke Health is beginning the critical work of learning from its history, understanding the present and planning for a bolder, more diverse and inclusive future. The plan commits to health equity as a mission-critical element of clinical care, with systems to define and measure access, treatments, clinical outcomes and the patient experience through the lens of health equity to eradicate identified inequities. Duke Health will also address socioeconomic drivers of health for its patients through population health management.

[The Duke Office of Durham and Community Affairs](#) (DCA) forges purposeful partnerships with its neighbors in the region, with a particular focus on Duke's home—Durham, NC. DCA is a link between Duke University, Duke Health, the community and local governments by connecting our partners with campus efforts, research, and institutional resources. Duke also supports community partnerships through financial contributions, grants, and sponsorships; service and volunteerism; and Duke charitable activities and employee giving. DCA also focuses on quality of life issues of concern to the community such as community health, housing affordability, early childhood and school readiness, college and career-readiness, and non-profit capacity-building.



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## THE LOCATION

Surrounded by thousands of acres of undeveloped woodlands and gardens, Duke University boasts one of the most beautiful campuses in the world. Duke's hometown is Durham, North Carolina, a city with vibrant research, medical and arts communities, and numerous shops, restaurants and theaters. Durham is one of three municipalities, along with Raleigh and Chapel Hill, which form the [Research Triangle](#), one of the nation's fastest growing metropolitan areas with more than 1.5 million people. The region provides a wide range of cultural, recreational and educational opportunities.



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Duke University Health System is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position.

**To apply or suggest a prospective candidate,  
email [Duke@BoardWalkConsulting.com](mailto:Duke@BoardWalkConsulting.com)  
or call Crystal Stephens or Diane Westmore at 404-262-7392.**