

# UT Southwestern Medical Center

## Appointment of inaugural Vice President and Chief Diversity, Equity, and Inclusion Officer

September 13, 2022

To the UT Southwestern Community:

As I shared at the Town Hall earlier today, I am pleased to announce that **Dr. Shawna Nesbitt**, Professor of Internal Medicine, has been appointed as Vice President and our inaugural institutional Chief Diversity, Equity, and Inclusion Officer (CDEIO). Her appointment is the culmination of an extensive national search. Dr. Nesbitt will assume her new position and responsibilities effective October 1.

Reporting directly to me, Dr. Nesbitt will be responsible for advancing institutional diversity, equity, and inclusion (DEI) strategies and initiatives across the institution through the design and implementation of programs that advance our institutional mission across research, clinical, education, and training activities, as well as our other operations. Dr. Nesbitt will work with members of the UT Southwestern community to identify and remove barriers that limit opportunity for any historically underrepresented groups on campus. As CDEIO, Dr. Nesbitt will work to advance UT Southwestern's national stature as an institution committed to DEI and lead programs and initiatives that strive to address health disparities. To support this work, the Office of Institutional Equity and Access will report to Dr. Nesbitt.

Dr. Nesbitt is an accomplished physician, researcher, professor, and author. Since joining UT Southwestern in 2001, she has held various DEI leadership roles and responsibilities, including serving as a member of the President's Diversity and Inclusion Council and as Associate Dean, Student Diversity and Inclusion, leading the team for the Medical School as well as the Graduate School and School of Health Professions. Under Dr. Nesbitt's leadership, each of the three schools grew their underrepresented minority student population to historic levels to create a pipeline of physician talent that more appropriately reflects our diverse patient population. Most recently, we welcomed our most diverse class of medical students to date, including a historic majority of first-year female students. In addition to her other responsibilities, Dr. Nesbitt has served as Medical Director of the Parkland Hypertension Clinic. She has served as a community health equity advocate on a variety of boards and national studies and frequently speaks on the topics of hypertension, DEI, and health equity. She brings a deep understanding of UT Southwestern and the complexities of a large, growing academic medical center to her new leadership role.

I want to thank Dr. Marc Nivet, Executive Vice President for Institutional Advancement, for serving as Chair of the Search Committee, and to all the Search Committee members – Dr. William Daniel, Ruben Esquivel, Dr. Charles Ginsburg, Kelly Glenn, Angelica Marin-Hill, Dr. Susan Matulevicius, Dr. Carolyn Bradley-Guidry, Valla Wilson, Dr. Ryan Hibbs, Cameron Ward, and Dr. Helen Yin – for the time, attention,

and perspectives each member brought to the process. The committee identified and vetted a strong slate of candidates from a robust and impressive pool of national talent, so I congratulate them as well on the successful conclusion of this important search.

We are very fortunate to have someone with Dr. Nesbitt's expertise as a member of the UT Southwestern community, and her willingness to take on this inaugural role for the institution is a testament to her commitment to our work. Please join me in congratulating Dr. Nesbitt on this important leadership appointment.

Daniel K. Podolsky, M.D.  
President  
UT Southwestern Medical Center