

SCHOOL OF MEDICINE DIVERSITY STRATEGIC ACTION PLAN 2014			
Vision: To increase diversity at all levels of the School of Medicine			
<u>Strategy/Expected Outcome</u>	<u>Action Steps (with timeline)</u>	<u>Metrics/Targets</u>	<u>Responsible Party</u>
Goal 1: Increase the numbers of women, underrepresented minorities, and LGBT in faculty and leadership positions			
Diversify search committees	Work with leadership and Chairs of search committees to ensure diversity on search committees	Search committees will reflect greater diversity of person and thought	Vice Dean, Faculty Development and Diversity; Department Chairs; Dean, SOM; EO UH
Diversify candidate pools for faculty, staff and leadership positions	Expand sources of recruitment to include more potential sources of diverse candidates	Increased diversity of candidate pools	Vice Dean, Faculty Development and Diversity; Faculty Affairs and Human Resources; Department Chairs; Dean, SOM; EO UH
	Expand sources of recruitment to include more potential sources of diverse candidates		
	Increase diversity of candidate pools	Increased diversity of faculty and staff	
	Develop mechanism to facilitate retention of faculty and staff to maintain diversity		
Diversify representation on key committees, e.g. Faculty Council	Propose establishment of Committee on Women and Minorities as committee of SOM Faculty Council	Establishment of Committee	Office of Faculty Affairs and Human Resources; Faculty Council; Faculty Senate
	Propose ex-officio seat for representative from SOM Committee on Women and Minorities on CWRU Senate Committee on Women and CWRU Faculty Senate Committee on Minority Affairs	Appointment of committee members to Faculty Senate committees	
	Seek diverse candidates for election to Faculty Council committees and positions	Increased diversity of candidates listed on ballots	Office of Faculty Affairs and Human Resources; Faculty Council
	Develop structural resources and decrease structural barriers to participation in service opportunities, e.g. protected faculty time, Chair education, use of teleconferencing	Increase structural resources	Vice Dean, Faculty Development and Diversity; Department Chairs; Faculty Council; IT
Increase diversity of faculty and staff recruitment	Work with leadership and Chairs of search committees to ensure diversity on search committees	Increased diversity of faculty and staff	Office of Faculty Affairs and Human Resources; Vice Dean, Faculty Development and Diversity; department chairs; CWRU Human Resources
	Expand sources of recruitment to include more potential sources of diverse candidates		
	Increase diversity of candidate pools		
	Develop mechanism to facilitate retention of faculty and staff to maintain diversity		
Increase retention of diverse faculty and staff	Develop mechanism to facilitate retention of faculty and staff to maintain diversity	Increased diversity of faculty and staff	Office of Faculty Affairs and Human Resources; Vice Dean,

			Faculty Development and Diversity; department chairs; CWRU Human Resources
Provide career mentoring to assist individuals in development of skills necessary for professional advancement	Establish mentoring programs within all departments	All basic and clinical departments have established mentoring programs for faculty at all levels	Vice Dean, Faculty Development and Diversity; Department Chairs
	Establish an annual “Mentoring Bootcamp” for clinical and basic science chairs	Establishment of bootcamp and attendance by department chairs	
	Develop innovative programming to provide support to and retain minority faculty	Identification, establishment, and evaluation of programs Rate of faculty retention	Vice Dean, Faculty Development and Diversity; CWRU and SOM Offices of Multicultural Affairs
	Develop fund to support individualized professional development opportunities where needed, e.g., conference attendance, individual coaching	Establish fund and obtain funding to support opportunities	Vice Dean, Faculty Development and Diversity; Vice Dean, Development
Goal 2: Develop a systematic approach for pipeline support for groups underrepresented in medicine with the goal of achieving a diverse SOM community			
Increase (medical and graduate) student recruitment and retention from diverse venues	The RWJ program for college students will be expanded		
	The SOM Development Office will secure funding to expand pipeline scholarships for SOM students	Increase in number of students from groups underrepresented in medicine that are receiving scholarships	SOM Development Office
	Increase the numbers of SOM graduate students from groups underrepresented in STEM	Increase the diversity of source pools from which applicants are drawn	Training Program directors
	The Office of Admissions , the Office of Multicultural Affairs , and the Office for Faculty Development and Diversity will develop and build relationships with historically Black colleges in order to encourage applications to CWRU SOM from qualified students.	Number of HBUC contacted/year Number of faculty and student exchanges/year	Office of Admissions , the Office of Multicultural Affairs , and the Office for Faculty Development and Diversity
Identify and encourage high achieving SOM (medical and graduate) students to maintain long term ties with the	The Office for Faculty Development and Diversity and SOM Alumni Affairs will develop opportunities to foster continuous engagement of SOM graduates with the institution.		Office for Faculty Development and Diversity and SOM Alumni Affairs

institution			
Integrate postdoctoral fellows and residents into faculty functions and responsibilities	The Office for Faculty Development and Diversity and SOM Alumni Affairs will develop opportunities to engage postdoctoral fellows and residents as faculty members,	Number and nature of communications with relevant departments at UH, MHMC, and CCF	Office for Faculty Development and Diversity and SOM Alumni Affairs ; GME offices of hospital affiliates
Vision: To develop a climate in SOM that welcomes and celebrates diversity, broadly defined			
<u>Strategy/Expected Outcome</u>	<u>Action Steps (with timeline)</u>	<u>Metrics/Targets</u>	<u>Responsible Party</u>
Goal 3: Foster diversity of thought, approach, and creativity			
Develop and implement an speaker series that fosters discussion of diversity-related issues	Develop quarterly faculty speaker series to highlight faculty research and clinical experience related to diversity	Establishment of speaker series	Vice Dean for Faculty Development and Diversity; Vice Dean for Development
	Develop an endowed annual speaker series that focuses on diversity	Establishment of speaker series	
Establish affinity groups within the SOM and/or in conjunction with CWRU-wide affinity groups	Determine what affinity groups exist and who sponsors them Determine need for additional affinity groups	Survey of SOM faculty, staff, and students; completion of survey and dissemination of results	Vice Dean for Faculty Development and Diversity; SOM Office of Multicultural Affairs; OIDEO; LGBT Center
Disseminate personal interest stories that highlight benefits of diversity			
Develop an understanding of SOM diversity needs	Conduct survey of all SOM faculty, staff, and students to assess diversity needs	Conduct and completion of survey and dissemination of results	Vice Dean for Faculty Development and Diversity; Office of Faculty Affairs and Human Resources
Develop and implement innovative programming to enhance understanding of diversity	Provide diversity-related continuing education in multiple forums	Integrate diversity-related training into CREC programming to enhance understanding of and benefits of diversity among researchers at all levels	Vice Dean for Faculty Development and Diversity; central Office of Research Administration; OIDEO; LGBT Center
		Develop on-line modules focused on diversity issues	Vice Dean for Faculty Development and Diversity; GME offices of affiliates; IT
		Incentivize attendance at diversity-related workshops by providing CMEs, CEUs	Vice Dean for Faculty Development and Diversity; CME office; continuing education
Organize diversity-related events	Organize annual welcome reception for students of diverse groups/backgrounds and allies	Development and continuation of events on an annual basis	Vice Dean for Faculty Development and Diversity; SOM and CWRU Offices for Multicultural Affairs;
	Organize health-related diversity programming		

	during week of MLK Day		OIDEO
Goal 4: Establish and maintain diversity as a high profile issue across SOM			
Establish a standing Diversity Advisory Committee to the Office for Faculty Development and Diversity	Publicize need for committee and solicit applications		Vice Dean for Faculty Development and Diversity; SOM Office of Multicultural Affairs; Faculty Council
Produce an annual report that focuses on diversity issues and accomplishments	Develop annual report	Annual report developed and disseminated in paper and electronic formats	Vice Dean for Faculty Development and Diversity in collaboration with other SOM offices