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A Campus Conversation on Faculty Diversity

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Objectives

- Office of the Vice Provost for Health Equity (VPHE)
- Your input for increasing diverse faculty recruitment and retention at UMMS

Format

- Presentation (15 minutes)
 - Rationale for faculty diversity
 - VPHE goals & resources
- Breakout groups (20 minutes)
 - Facilitated discussion of actions we can all take to improve diversity of candidate pools
- Report out (25 minutes)
 - 1-3 action-oriented “bullets”
(NOT a summary of the discussion)

Why Diversity?

The mission of our medical school is to advance the health and wellness of our **diverse communities** throughout Massachusetts and across the world by leading and innovating in education, research, health care delivery and public service.

Why Diversity?

- Population – locally and nationally- becoming increasingly more diverse
- Prevalent and worsening disparities in health among diverse groups; and affect all of us
- Complex problem requiring innovative solutions; no one-size-fits-all solutions from homogenous groups
- Diverse teams are better equipped to solve complex problems
 - Multiple perspectives, culturally competent
 - More innovative, faster pace of innovation
 - Diversity determines
 - What questions we ask
 - How we ask those questions
 - How we go about answering them / methods
 - How we interpret the answers / what we do or how we use the data

Why Diversity?

Needed for EXCELLENCE in preparing ALL learners to best serve diverse population

- The more diverse the faculty, the greater diversity of the course content/readings, curricular and teaching methods, and scholarly ideas presented to students
- Diverse learning environment provides opportunities for students' exposure to "other" cultures and skills to manage and leverage differences
- Diverse faculty favorable for recruitment, retention and empowerment of diverse learners
 - Identification, modeling, support
- Diverse environment benefits ALL students – exposure to multiple perspectives/cultures

Why Diversity?

THE RIGHT THING
TO DO

AND

EXCELLENCE IN
EDUCATION,
HEALTHCARE &
RESEARCH

Faculty Diversity Goal

WHAT:

To become a leading medical school in recruitment and retention of diverse faculty

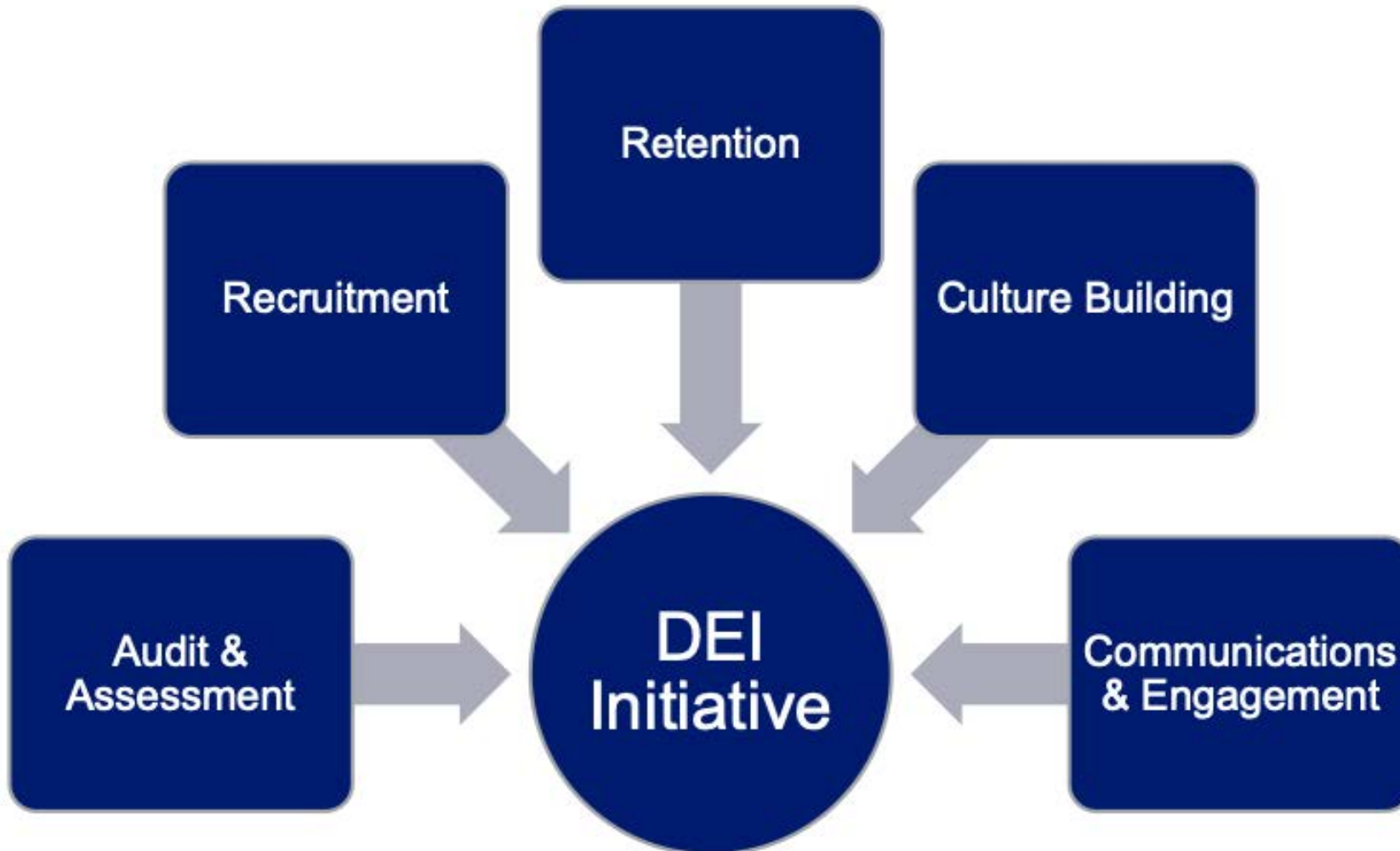
HOW:

- Shared vision & concrete/realistic goals
- Metrics & processes for progress & accountability
- Initiatives and strategies:
 - External systems to expand candidate pools
 - Best practices for outreach, interviews
 - Strategies to increase acceptance of offers
 - Systems to monitor and address disparities in hiring, retention and academic advancement
 - Support culture of inclusion/sense of community/belonging

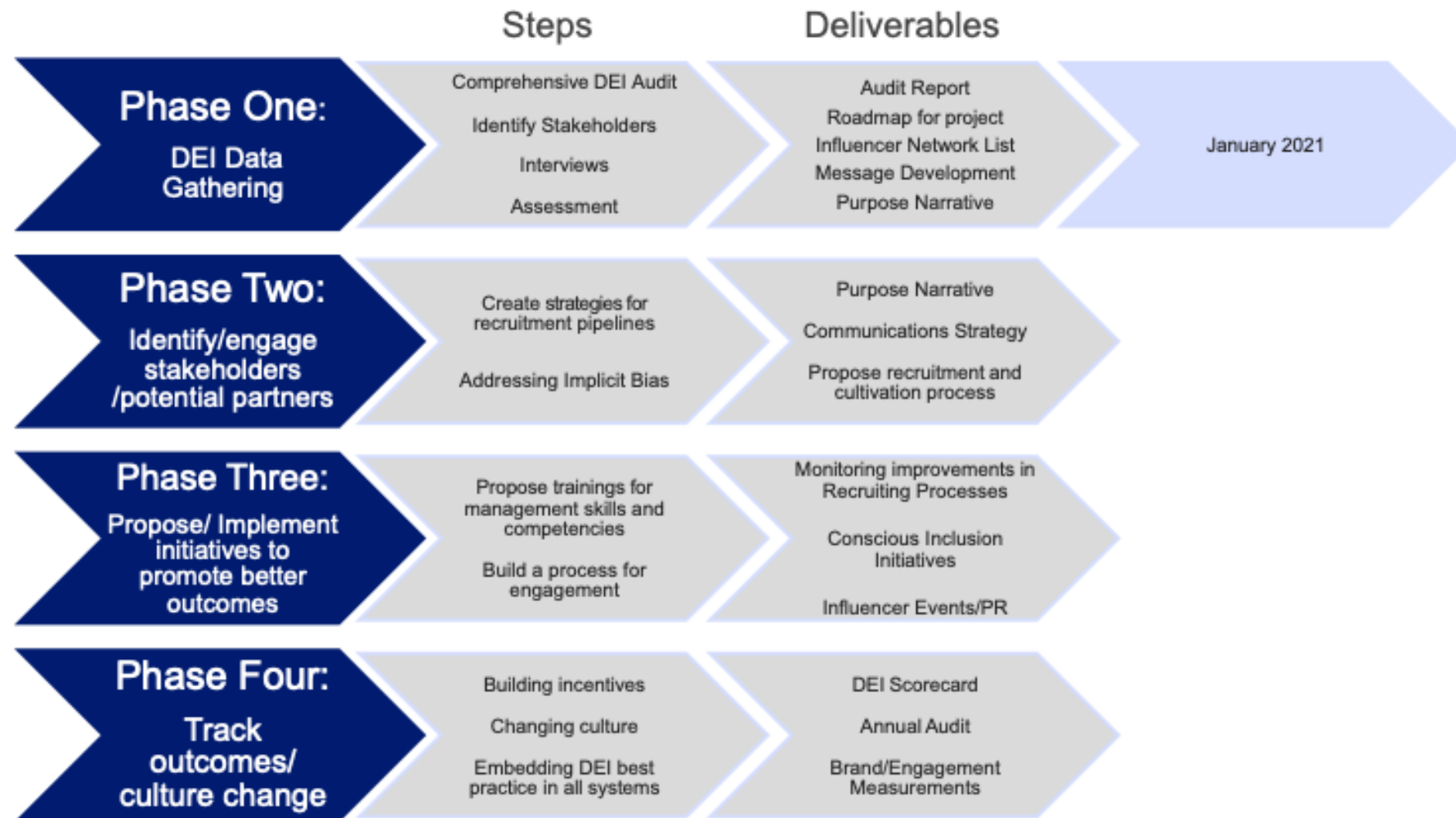
A “Village” Approach

- Provost’s Diverse Faculty Hiring Task Force
- Work among key stakeholders:
 - VPHE, VPFA, VCDI, VCC, HR
 - Department chairs
 - Department-level diversity groups/initiatives
- Librarian (part time)
- KL2 Program for Diverse Junior Faculty with a path to tenure track (3 slots, Dean-funded)
- Consulting firm: Koya Partners

5 Focus Areas: Diversity, Equity & Inclusion Initiative



Draft Project timeline: 2020-2022



Breakout Groups

Task: Discuss your answers to the following two-part question:

- What recruitment practices may be favoring the recruitment of faculty that “look like us” (homogeneous backgrounds), and
- What can each of us do differently to change those practices in an effort to expand the diversity of our faculty candidate pools?

Time: 20 minutes

Report Out

- Report from group leaders
- 1 minute to report
- 1-3 bullets with specific actionable items for increasing the recruitment of diverse faculty

(please refrain from summarizing your group's discussion)

Final Words

Terence Flotte, MD
Dean, School of Medicine
Provost and Executive Deputy Chancellor