

University of Louisville School of Medicine Diversity Plan

Student Diversity

The SOM has a goal is to increase the diversity of our students in order to enhance the educational experience for everyone. We plan to maintain or exceed our current enrollment, retention, and graduation rates of students from our identified value added groups, specifically this includes, African American/Black, Hispanic/Latino, females, those from low socioeconomic status, rural students and/or those underrepresented in medicine (undergraduate, graduate, and professional) that participate in the programs in our school. Historically, we have targeted African American/Black students, female students, and students from rural backgrounds. Since 2012-2013 we provide metrics for students of Hispanic/Latino origin as well.

Strategies for achieving this goal are:

- Utilize a holistic approach to admissions practices. This would entail the continued education of the Admission Committee and the Residency Selection committees to ensure their knowledge and implementation of factors (i.e., race, ethnicity, gender, socioeconomic status, geographic location, etc.) that make-up an applicant. The richness of this holistic approach will ultimately augment the learning experience of the class.
- Promote the “pipeline” programs that target our value-added targets including the groups mentioned above, disadvantaged and/or students underrepresented in medicine.
- Provide a mentoring program for incoming students from our value-added groups, disadvantaged and/or students underrepresented in medicine, with faculty in collaboration with Faculty Affairs, Student Affairs, and the Office of Diversity and Inclusion.
- Identify resources, including funding for scholarships and academic enrichment programs to facilitate inclusion of underrepresented persons.
- Provide mentored research opportunities for students, especially underrepresented students.

Assessment of progress

- # applicants
- # accepted to medical/graduate school
- # matriculated to medical/graduate school
- # ranked applicants for residency programs
- # matched applicants
- # matriculating into residency programs
- # matriculating into UL residency programs
- # sort by gender and race

Pipeline programs

- # number and type of programs
- # applicants
- # accepted into programs
- # sort by gender and race

Mentoring Programs

- Document the number of mentored relationships when available

Resources

- Document #, type, and amount of scholarships dispersed
- Document #, type, and amount of scholarships provided through the activities of the development office

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Faculty Diversity

The SOM has a primary goal of recruiting, retaining, and promoting a diverse workforce to ensure optimal educational experiences of students and to meet the needs of our ever-increasing diverse population that we serve. Our plan is to maintain or exceed AAMC benchmarks for employment and retention of faculty, staff, and administrators of diverse backgrounds. Our identified value-added populations include African American/Black, Hispanic/Latino, and Females.

Strategies

- Ensure a commitment to diversity in the search process. With each search committee, the Dean, Chair or his/her representative will provide a charge that addresses diversity as one of its core missions.
- Ensure that each search committee has a diverse representation
- Increase the recruitment and retention of underrepresented minorities for leadership positions through recruitment both by formal (advertisements) and informal (personal contact) avenues. We will advertise in diverse journals for open positions. Also, we plan to utilize the services of several Web-based systems to identify potential candidates. An example is the Executive Leadership in Academic Medicine (ELAM) which is directed at women in the academic setting who already have leadership roles who may be seeking to advance their careers.
- Provide Faculty Development programs including programs that addresses paths to success in an academic environment
- Provide mentored research opportunities for faculty by providing seminars from senior researchers to brainstorm research issues with junior persons
- Provide opportunities for recognition of senior associates who mentor the work of junior personnel through the PAT process
- Senior leaders will seek and recommend individuals who demonstrate leadership abilities to key committees and boards that can be recognized by the PAT to enhance the opportunity for promotion.

Assessment

- Provide demographic information on the composition of key search committees
- Document demographic information of new faculty and individuals recruited into leadership positions
- Document number and type of faculty development programs
- Document success of promotion/tenure (PAT) of targeted faculty
- Collect statistics, including information related to race, ethnicity and gender of individuals on major institutional, community, regional, state, national, and international committees and governing boards

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Climate

Our goal is to develop and promote a campus environment that is welcoming to all people and in which diversity, social justice and provision of academic opportunity are intrinsic values. We plan to ensure an inclusive and welcoming climate across the campus.

Strategies

- Provide activities that promote inclusion throughout the campus. The SOM will continue to co-sponsor the Annual Cultural Symposium at the Health Science Center to increase awareness of different cultures as well as other activities of cultural competence.
- Continue to develop an interactive relationship with all members of the HSC through the HSC Diversity Committee
- Provide support groups that address specific groups' issues to promote better understanding (ex. LGBT support organization; women's groups; SMNA)
- Review the last climate assessment data and work with the Belknap campus to develop a more specific climate assessment for the SOM.
- Provide leadership in curriculum development on one workshop focused on LGBTQ healthcare needs.

Assessment

- Quantitative and Quantitative evaluations

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Environmental Sustainability, Community Engagement and International Service and Education

The SOM will participate in mission-centered social and economic justice programs and incorporate principles of cultural diversity, global awareness and social justice into appropriate portions of educational curricula, research and scholarship programs and programs in civic engagement.

Strategies

- The SOM will continue to be an active partner in the Signature Partnership through educational opportunities, research endeavors, and service within the community to advocate for sustainable economic growth and development. A major initiative to continue to explore is the YMCA/UofL partnership in west Louisville.
- Engage in a joint initiative with the Office of Community Engagement to submit a grant proposal to Urban Universities for HEALTH Learning Collaborative National Office and the Association of American Medical Colleges to improve urban health care.
- Develop curriculum focusing on health disparities by collaborating with the Office of Medical Education and the AHEC program
- The SOM will develop a curricular track within the SOM, Distinction in Global Medicine, to educate students about global health and provide opportunities for structured studies abroad.

Assessment

- Document progress on YCMA/UofL initiative
- Submission of grant
- Quantitative assessment of effectiveness of curriculum initiatives