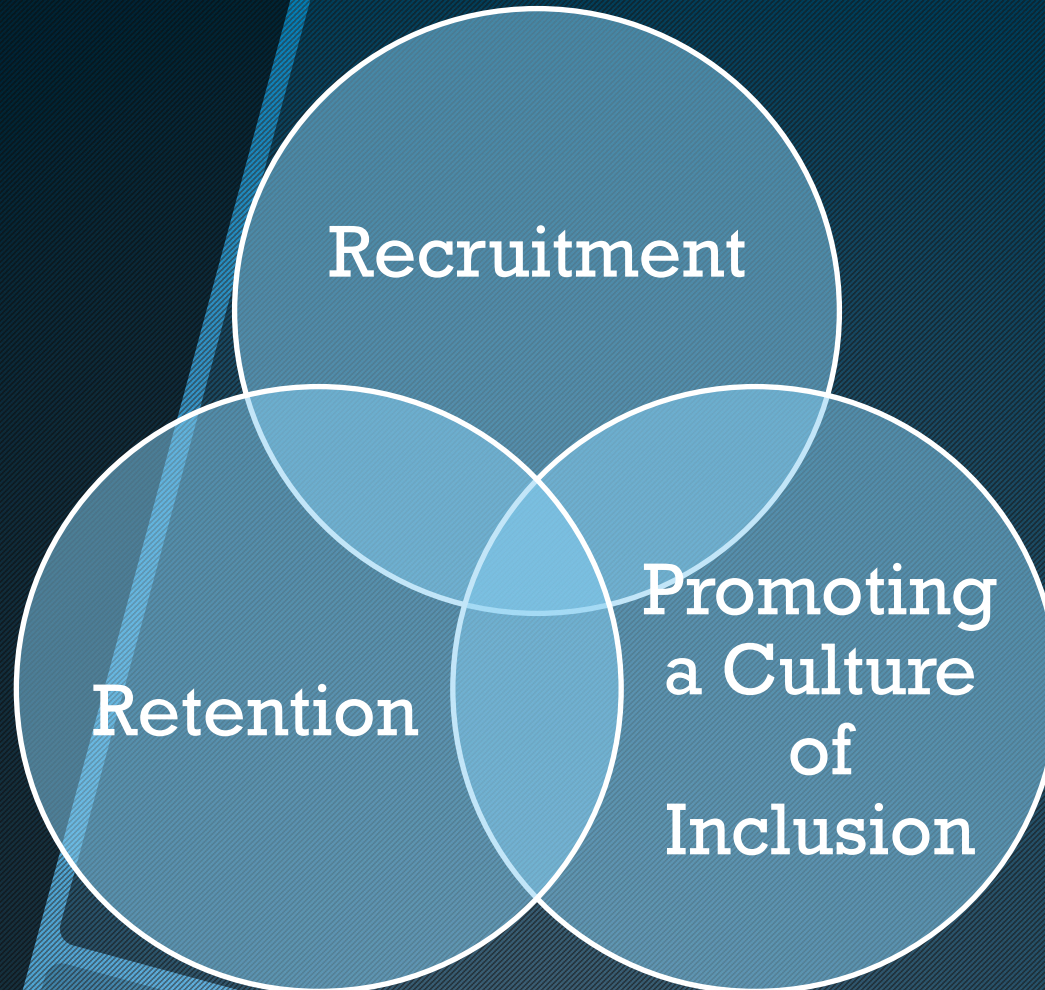


Office of Diversity and Inclusion Faculty Development Plan



Recruitment

```
graph LR; A((Recruitment)) --- B((Ensuring a Broad Search)); A --- C((Mitigating Bias in the Selection Process)); A --- D((Reviewing Compositional Metrics));
```

Ensuring a Broad Search

- Strategic advertising of positions
- Selection of search firms
- Considering residency programs as a faculty pipeline

Mitigating Bias in the Selection Process

- Committee training in biases
- Training Diversity Advocate to help identify common errors during the hiring process

Reviewing Compositional Metrics

- Annual departmental review
- Metric reviews with senior leadership, faculty, and GME committee

Retention

```
graph LR; A((Retention)) --- B((Providing a robust faculty development program)); A --- C((Instituting policies and procedures that support faculty well-being)); A --- D((Ensuring fair, equitable, and transparent compensation)); B --- B1[• Mentorship]; B --- B2[• Development Seminars]; B --- B3[• Workshops]; C --- C1[• Full professional effort program]; C --- C2[• Paternity/Maternity Leave]; C --- C3[• Back-up child care program]; D --- D1[• Promotion]; D --- D2[• Faculty salary review]; D --- D3[• Reimbursement];
```

Providing a robust faculty development program

- Mentorship
- Development Seminars
- Workshops

Instituting policies and procedures that support faculty well-being

- Full professional effort program
- Paternity/Maternity Leave
- Back-up child care program

Ensuring fair, equitable, and transparent compensation

- Promotion
- Faculty salary review
- Reimbursement

Promoting a Culture of Inclusion

```
graph LR; A((Promoting a Culture of Inclusion)) --- B((Administering Surveys)); A --- C((Onboarding and Exit Interviews)); A --- D((Assuring participation in committees)); B --- B1[• Faculty Forward Survey]; B --- B2[• Diversity Engagement Survey]; C --- C1[• Review Clinical Skills, Reasoning, and Professional Development Mentors]; C --- C2[• Review participation in MTLDP];
```

Administering Surveys

- Faculty Forward Survey
- Diversity Engagement Survey

Onboarding and Exit Interviews

- Review Clinical Skills, Reasoning, and Professional Development Mentors
- Review participation in MTLDP

Assuring participation in committees