

COLLEGE OF MEDICINE DIVERSITY & INCLUSION PLAN

UPSTATE
MEDICAL UNIVERSITY

OUR VALUES

We drive innovation and discovery by empowering our university family
to bring forth new ideas and to ensure quality.

We respect people by treating all with grace and dignity.

We serve our community by living our mission.

We value integrity by being open and honest to build trust and teamwork.

We embrace diversity and inclusion to state that all are welcome here.

College of Medicine Diversity & Inclusion Plan

COLLEGE OF MEDICINE MISSION

The mission of SUNY Upstate Medical University's College of Medicine is to improve the health of the communities we serve through education, biomedical research and patient care.

COLLEGE OF MEDICINE VISION

The College of Medicine and its graduates will transform and improve healthcare for all by combining medical science inquiry, research and innovation, dedication to social justice, and compassionate care.

RESPONSIBILITY FOR THE DIVERSITY AND INCLUSION PLAN

This plan is the responsibility of all students, faculty and staff in the College of Medicine. The dean of the COM has made diversity, equity, and inclusion one of his highest priorities. He has personally stepped into the role of chairing the COM Diversity and Inclusion Committee and with that group assumes the responsibility of this Diversity and Inclusion Plan.

GOAL

The goal of the College of Medicine Diversity and Inclusion Plan derives from an objective in the Strategic Plans of both Upstate Medical University and the College of Medicine Strategic Plans:

Increase Diversity, Equity, Access and Inclusion

The College of Medicine has defined diversity categories for students, faculty and staff and has directed efforts of recruitment and retention toward these categories:

MEDICAL STUDENT DIVERSITY CATEGORIES

Race (specifically, Black/African-American)
Race (specifically, Native American)
Ethnicity (specifically, Hispanic/Latino)
Gender (specifically, female)
Socio-economic status (specifically, disadvantaged by economic status or education)
Geographic location (specifically, rural or urban New York state)

FACULTY & SENIOR ADMINISTRATIVE STAFF DIVERSITY CATEGORIES

Race (specifically, Black/African-American)
Ethnicity (specifically, Hispanic/Latino)
Gender (specifically, female)

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OBJECTIVE: INCREASE RECRUITMENT AND RETENTION OF DIVERSE STUDENTS

Intended Results:

The College of Medicine recruits and retains students who reflect the communities they will serve, with particular attention to increasing the recruitment and retention of students who are black/African-American, Native American, Hispanic/Latino, female, disadvantaged economically or educationally and from rural and urban New York state.

Initiatives	Performance Measures
<ul style="list-style-type: none"> Develop new student pipeline programs and enhance current student pipeline programs. 	<ul style="list-style-type: none"> Annual report shows upward progress in applications, offers, matriculants and graduates for students in the diversity categories defined above.
<ul style="list-style-type: none"> Monitor the effectiveness of all recruitment and retention activities. 	<ul style="list-style-type: none"> Review surrogate or interim measures of program effectiveness, e.g. satisfaction surveys from individual programs.
<ul style="list-style-type: none"> Design a competitive three-year program that will provide a pipeline for our students to enter our residency programs. 	<ul style="list-style-type: none"> Track application, acceptance, matriculation and graduation rates and match data for enrollees of the three-year program with specific attention to diverse students entering our residencies.
<ul style="list-style-type: none"> Reorganize the identity and programming in learning communities to reflect the role of medical professionals in a broader societal context to promote equity and inclusion. 	<ul style="list-style-type: none"> Review annual assessment of learning community programs. Create survey to assess student experience in the learning communities.

OBJECTIVE: INCREASE RECRUITMENT AND RETENTION OF DIVERSE FACULTY AND SENIOR ADMINISTRATIVE STAFF

Intended Results:

The College of Medicine recruits and retains faculty and administrative staff who reflect the communities they serve, with particular attention to increasing the recruitment and retention of faculty and staff who are black/African-American, Hispanic/Latino and female.

Initiatives	Performance Measures
<ul style="list-style-type: none"> Provide central resources, coordination, and valid and reliable data for departmental faculty recruitment including required use of PageUp HR system. 	<ul style="list-style-type: none"> Annual report shows upward progress in offers and hires of faculty and senior administrative staff.
<ul style="list-style-type: none"> Monitor the effectiveness of all recruitment and retention activities, especially department diversity plans. 	<ul style="list-style-type: none"> Review surrogate or interim measures of program effectiveness, e.g. surveys of those all interviewed candidates.
<ul style="list-style-type: none"> Convene departmental diversity advocates on a regular basis to enhance their impact. 	<ul style="list-style-type: none"> Needs assessment of diversity advocates and annual survey of progress.
<ul style="list-style-type: none"> Utilize best practices for faculty searches to support a robust and diverse candidate pool. 	<ul style="list-style-type: none"> Track percentage of searches using search firms with positive diversity recruitment record, antibiotics training of search committees, etc.
<ul style="list-style-type: none"> Include the effectiveness of diversity efforts in the advancement and promotion reviews for chairs, middle management, and senior administrative staff. 	<ul style="list-style-type: none"> Track assessments of diversity efforts in chair and senior administrative staff reviews.

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<ul style="list-style-type: none"> Foster strong mentorship and professional development for underrepresented faculty and staff. 	<ul style="list-style-type: none"> Increased promotion rates for underrepresented faculty. Interim measures such as annual faculty satisfaction surveys.
<ul style="list-style-type: none"> Work with the GME Office to create programming support for underrepresented minorities in our residencies and fellowships. 	<ul style="list-style-type: none"> Review surrogate or interim measures of program effectiveness, e.g. surveys of residents and fellows.
<ul style="list-style-type: none"> Monitor faculty perception of diversity and inclusion. 	<ul style="list-style-type: none"> AAMC StandPoint Survey (proxy metric for inclusion/access).

OBJECTIVE: FOSTER A CAMPUS CULTURE CHARACTERIZED BY INCLUSIVITY AND TRUST

Intended Results:

The College of Medicine is committed to an environment that fosters mutual respect, values a breadth of experiences and beliefs, and supports the professional and personal satisfaction and sense of belonging of all students, faculty and staff.

Initiatives	Performance Measures
<ul style="list-style-type: none"> Enhance the personal and professional development of our students, faculty and staff in the areas of social injustice and structural racism. 	<ul style="list-style-type: none"> Monitor AAMC Y2Q and GQ regarding student perceptions. Monitor AAMC StandPoint Survey regarding faculty perceptions.
<ul style="list-style-type: none"> Integrate additional curriculum content regarding social justice, health care disparities and wellness into the curriculum. 	<ul style="list-style-type: none"> Annual report on curriculum content in this area to the Curriculum Committee.
<ul style="list-style-type: none"> Assess perceived bias in lecture and curriculum based on end-of-course and end-of-clerkship evaluations. 	<ul style="list-style-type: none"> Monitor the percent of teaching presentations that have been screened using a bias checklist during course and clerkship annual reviews.
<ul style="list-style-type: none"> Develop and implement anti-bias training programs. 	<ul style="list-style-type: none"> Track percent of students, faculty and staff who have completed anti-bias training.
<ul style="list-style-type: none"> Regularly measure and report on diversity and campus culture. 	<ul style="list-style-type: none"> Achieve higher than national average student and faculty satisfaction on the AAMC Y2Q, GQ, and Standpoint surveys.
<ul style="list-style-type: none"> Implement dean's new comprehensive communication plan which includes multiple modalities and student and faculty outreach. 	<ul style="list-style-type: none"> Monitor AAMC Y2Q and GQ regarding student perceptions. Monitor AAMC StandPoint Survey regarding faculty perceptions.
<ul style="list-style-type: none"> Review eligibility and election processes for scholarships, graduation awards and honor societies to be more inclusive and reduce bias. 	<ul style="list-style-type: none"> Track diversity of recipients of scholarships and awards and membership in honor societies.