

University of Alabama School of Medicine Diversity Strategic Plan

2014

Background

Considerable efforts are underway to create a more inclusive and diverse community in the School of Medicine (SOM). The medical student diversity and health care pipeline programs have been operating for a number of years and have come under new leadership with expanded staffing. Efforts to improve diversity in our residents were formalized and coordinated in 2013 with the creation of the DCGME Subcommittee of Diversity and Multicultural Affairs. The goal of this new group is to promote a more diverse presence of highly qualified trainees at UAB, while continuing to promote a culture and environment that is welcoming and inclusive, where everyone can equally thrive and succeed, regardless of their background. Finally, faculty diversity efforts have been formally re-evaluated by a task-force who delivered their analysis and recommendations to the SOM Dean in November of 2013. While the diversity programs are at different stages of maturity and are focused on the different priorities and needs of each group, there is consensus that these efforts would be stronger and impact our culture in a more profound way if they were coordinated. With that in mind, SOM Senior VP and Dean Vickers announced the creation of a Senior Associate Dean for Diversity and Inclusion position. This individual will have the responsibility for formally reviewing all diversity programs and creating a comprehensive SOM diversity program. Further, the Senior Associate Dean for Diversity and Inclusion will forge a robust connection with the UAB Office of Equity and Diversity and the UAB Graduate School. While this leader is being recruited, it is imperative that we continue to make progress in our efforts to create a diverse SOM community. Therefore, this one year strategic plan is adopted to maintain the momentum that we have developed.

Faculty

1. Recruit a senior faculty member from a national pool to serve as the Senior Associate Dean for Diversity and Inclusion.
2. Develop a single administrative database that allows for detailed analysis of diversity efforts.
3. Prepare a quarterly report reflecting diverse faculty recruiting efforts at recruiting diverse faculty. The report is to be reviewed by the Dean and the Executive Committee.
4. Incorporate diversity improvement into the existing strategic plan and have the Dean review this progress in his annual State of the UASOM address.
5. Create a Community Advisory Board for the Office of Diversity and Multicultural Affairs.
6. Nominate two faculty members to attend the AAMC Healthcare Executive Diversity and Inclusion Certificate Program.
7. Resume the annual practice of sending a UAB faculty member to the AAMC Executive Leadership in Academic Medicine Program.
8. Create a Dean's fund that allows Chairs to bring underrepresented in medicine (URM) and women faculty to UAB as Visiting Professors.

Residents

1. Develop a Graduate Medical Education Diversity webpage that will provide educational and promotional materials on important topics on diversity and cultural competency, while serving as a forum to connect and to keep people informed about events, special programs and opportunities.
2. Create a pamphlet highlighting residents from under-represented in medicine groups at UAB Medical Center with the intention of recognizing the importance of these individuals for the institution. This will also serve as a tool for people of similar backgrounds and interests to connect. Participation is voluntary and faculty members will also be invited to be included in this publication.
3. Organize and host events to celebrate our diversity and build community. These events include, but are not limited to National African American Heritage Month and National Hispanic Heritage Month.
4. Create liaisons with national organizations and medical schools, focusing on underrepresented in medicine groups (e.g. Student National Medical Association, Latino Medical Student Association, American Medical Women's Association, etc.).
5. Collaborate with other SOM and university-wide efforts aimed at celebrating diversity, educating about cultural competency, and promoting an inclusive environment.

Medical Students

1. Create more robust measures of the effectiveness of the existing pipeline and retention programs.
2. Continue efforts to identify and counsel UAB undergraduate students from under-represented in medicine groups to ensure that they remain academically qualified to apply to medical school.
3. Continue and expand local and regional partnerships that strengthen our pipeline programs for careers in medicine and health care.
4. Develop a symposium to acquaint representatives from HBCUs about UAB biomedical career training alternatives.
5. Recruit a senior administrator for the Office of Diversity and Multicultural Affairs. This individual will assist with program development, grant writing, assessment development and overall management of the office.

Adopted by the UASOM Executive Committee, November 19, 2013.