Leveraging Departmental Experience to Support Institutional Diversity, Equity and Inclusion Efforts

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BACKGROUND

Beginning in 2017, Departmental programs sought to address 3 key challenges:
- Attrition among junior faculty
- Languishing Assistant Professors
- Need for greater diversity in faculty and leadership

COVID intensified these concerns. ISMMS seeks to tackle similar issues across the institution.

OBJECTIVES

Could lessons learned at the Department level support initiatives across the institution?

What partnerships & modifications would be needed?

CORE COMPONENTS

- Skills & knowledge building through professional development curriculum
- Mentorship: structure, training, expectations
- Target key career periods, populations
- Connection to academic opportunities
- Metrics to demonstrate impact

RESULTS TO DATE

Department Promotions 2013-2016 vs 2017-2020

Network of Partners:
- Program development
- Grant proposals
- Data collection
- Recruitment & retention
- Resource stewardship
- Policy development

ONGOING EFFORTS

- Network & Relationship Building to find synergies and avoid redundancy
- Investigate & address needs of unique groups (e.g., Antiracism Task Force)
- Obtain funding to build programs (e.g., FIRST Cohort, Doris Duke COVID Fund)
- Engage stakeholders for policy change

NEXT STEPS

- Integrate data collection efforts
- Establish common metrics: compensation, promotion, recruitment, and retention
- Build national networks to learn and share

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Presented at the 2021 ELAM® Leaders Forum

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