Office of Diversity and Inclusion
Faculty Development Plan

Recruitment

Retention

Promoting a Culture of Inclusion
Recruitment

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

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

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