

**Schools of the Health Sciences - Office of Diversity  
Strategic Plan  
2008-09**

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**UNIVERSITY OF PITTSBURGH**  
**Schools of the Health Sciences**  
**Office of Diversity**

**Mission Statement**

Recognizing the benefits engendered by diversity and inclusion in the academy, the Office of Diversity seeks to create within the Schools of the Health Sciences of the University of Pittsburgh a diverse and inclusive environment which sustains access and opportunity for diverse individuals from pre-matriculation through academic and clinical practice.

**Functional Purpose**

According to the needs of the individual school, the Office of Diversity in the Health Sciences (ODHS) will assist in diversity recruitment and retention planning and programming for Schools of the Health Sciences. We seek to enroll diverse classes of undergraduate, graduate and professional students, and postdoctoral trainees. Additionally we will assist the schools in the recruitment development and retention of faculty. ODHS will utilize documented best practices in planning, implementing and evaluating the programs and processes that will facilitate each school meeting its stated goals. ODHS staff will:

- Assist departments within the Schools of the Health Sciences (SHS) to actively seek qualified, diverse candidates for opportunities in the academy.
- Assess internal and external pipelines to undergraduate and graduate programs and health professions education and develop programming to bridge any existing gaps.
- Assist Schools and departments in the development of sustainable diverse and inclusive environments that value and celebrate diversity.
- Connect individuals at all points of the pipeline to role models, mentors and opportunities and within the Schools of the Health Sciences by partnering with existing organizations or programs, or assisting in the planning and implementation of new programming.
- Support and contribute to studies of needs and trends in areas related to faculty diversity; disseminate findings to inform SHS efforts to diversify the faculty.
- Actively seek faculty of diverse backgrounds for inclusion in search pools for faculty vacancies.
- Devise and monitor systems of evaluation that measure success for SHS diversity and inclusion, including overall faculty, resident, fellow, and student success
- Report evaluation results regularly to the health sciences community, and use the results for continuous improvement.
- Actively seek campus and extramural funding for programs and initiatives advancing faculty and student diversity (including pipeline programming) in all HS schools.

- Baseline diversity practices in schools and benchmark against competitors.

## **Strategic Plan**

*Within five years each school will have a consistent program of diversity initiatives including student recruitment, outreach and summer pipeline programming, and a comprehensive plan of retention. Each will also have a formal program of faculty and trainee recruitment, development and retention (planned and implemented in partnership with OACD), alumni outreach and school-based events celebrating diversity and inclusion. Initiatives will be dean-sanctioned and reported annually for purposes of accountability.*

***Goal I: Form oversight committees which will inform the work of ODHS. It is further expected that the Board and Working Group will assist in fostering relationships between SHS staffs and faculties to promote inter-school efforts that can benefit all.***

***Method(s):***

- ODHS will recruit committees comprised of the stakeholders in each of the Health Science schools. The members of the committees will be expected to provide feedback to ODHS staff which will result in meeting all stated goals.
  - Advisory Board – An Advisory Committee will be formed including one faculty/staff member and up to 2 students from each HS school (recommended by HS deans). Interested/valuable community members will be invited to join as appropriate. It is suggested that the individuals who served as members of the Sullivan Report Response Committee be tasked with serving on the ODHS Advisory Committee. The committee will meet biannually to monitor progress of ODHS goals.
  - Working Group – A Working Group will be seated, comprised of representatives from each HS school who are tasked with carrying out diversity recruitment and retention tasks daily (student and/or faculty recruitment and retention). Again, representatives will be selected by HS deans. The Working Group will meet monthly to ensure progress toward goals, and will be charged with hosting annual school-based planning meetings in late winter/spring, bringing together individuals within the respective schools that will play a part in carrying out tasks.

***Goal II: Assist departments within the Schools of the Health Sciences (SHS) to affirmatively seek qualified, diverse candidates for opportunities in the academy.***

***Method(s):***

- Annual recruitment plans will be formed and annual progress will be assessed. Communication with SHS deans or senior administrators will be continuous.
- ODHS will work with HS admissions, recruitment and/or student services staff to ensure pursuit of effective and legal practices.

- ODHS will serve as supplemental staff to attend students/trainee recruitment events as needed (e.g., Annual Biomedical Research Conference for Minority Students, student and postdoctoral opportunity sections; the annual meeting of the National Black Nurses Association, etc.)
- ODHS will accompany faculty to minority professional association meetings as needed to assist in relationship-building for purposes of faculty recruitment (e.g., National Dental Association).

***Goal III: Promote diversity awareness within each school by supporting (or co-sponsoring) diversity-themed events in each health science discipline annually.***

***Method(s):***

- ODHS will create the Diversity Speakers Series, budgeting \$700.00 for each event (\$4,200 total) and will work with schools on identifying speakers and implementing events. Will work with the PMHSF to identify an external funder to support and name the series beyond 2010.
- ODHS will provide manpower support to Health Sciences diversity-based student groups in their efforts to raise visibility of culture within respective school. Some limited funding may be provided, but will not be publicized.
- ODHS will promote cultural competence in clinical training where need is identified (e.g., School of Nursing has identified opportunity to add diversity training to freshman seminars). ODHS will provide or find resources to provide training.

***Goal IV: ODHS will work with HS schools to foster or maintain environments where students of diverse backgrounds feel supported and nurtured.***

***Method(s):***

- Tasks may include assessing support resources for diverse student populations and seeking funding to provide same.
- ODHS staff will be available to consult in retention matters with goal of fairness to students and protection of the University.

***Goal V: ODHS will collect annually student diversity recruitment data from HS schools and prepare reports for the Office of the Senior Vice Chancellor.***

***Method(s):***

- ODHS will work with the Office of Affirmative Action, Diversity and Inclusion on generating reports of faculty data.
- ODHS will work with the Office of Academic Career Development to compile post-doctoral group diversity data.

***Goal VI: ODHS will work with HS schools to compile diversity data and recruitment process statements for inclusion with grant applications.***

***Method(s):***

- Data and statements will be updated annually and faculty will be notified of availability of the data, which will be provided upon request.

***Goal VII: ODHS will seek funding for support of diversity initiatives, particularly pipeline program efforts.***

***Method(s):***

- Will work with PMHSF in 08-09 to connect with Buhl and other local foundations to find seed funding for short term summer pipeline programs that can be parlayed into larger grant support and later, to expanded programs.
- Will monitor NIH, Robert Wood Johnson and other sources for funding opportunities and assist schools in preparing proposals.
- Will ensure that all HS schools have viable proposals prepared for Commonwealth funding submission each academic year.

***Goal VIII: ODHS will assist Health Science Foundation with efforts to develop minority HS alumni programming.***

***Method(s):***

- Talks have begun examining feasibility of replicating the School of Medicine minority alumni reunion in other HS schools.

***Goal IX: ODHS will conduct ongoing process of benchmarking “best practices” in order to continue growth and development of ODHS.***

***Method(s):***

- Attendance at conferences such as the National Conference on Race and Ethnicity in American Higher Education that feature current thought and theory on diversity in education, as well as best practices for implementation will also facilitate interaction with Chief Diversity Officers from around the country.
- Visits to recognized institutional diversity programs will be scheduled in conjunction with recruitment travel.