

POLICY TO ENSURE A DIVERSE STUDENT BODY, FACULTY AND SENIOR ADMINISTRATIVE STAFF

The mission of the University of Missouri-Kansas City School of Medicine (SOM) is "to improve the health and well-being of individuals and populations through innovative educational programs in medicine and biomedical science, cutting-edge biomedical research, and leadership in academic medicine. The School strives to implement this mission with the highest professional and ethical standards, in a culture of diversity and inclusiveness, and in an environment that enables each individual to develop to his or her full potential." In support of this mission, the SOM, in all of its responsibilities to learners, faculty and staff, does not discriminate in any form on the basis of age, sex, gender identity, race, color, ethnicity, national origin, ancestry, religion, disability, sexual orientation, military or veteran status. The SOM does not discriminate in admissions decisions, decisions related to learners, educational programs or activities, or employment.

As an academic unit within the University of Missouri-Kansas City, the SOM complies with all federal and state laws and University of Missouri System policy regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964 and the state of Missouri Human Rights Act Chapter 213 RSMO. The School of Medicine Non-Discrimination Policy aligns with the university's notice of non-discrimination.

Definition of Diversity

The School of Medicine believes that a diverse and inclusive institutional climate is essential to providing medical education that promotes the effective delivery of health care in diverse communities. A diverse learning and working environment is comprised of but is not limited to differences in racial and ethnic origin, socioeconomic background, disadvantaged background, rural and urban communities, gender identities, sexual orientations, geographic origins, academic backgrounds, as well as those who can contribute to the medical education learning community through different personal experiences such as overcoming hardship, demonstrating extensive involvement within the community, possessing multilingual abilities, and /or exhibiting different life experiences that may contribute to achieving diversity.

The School of Medicine operates within the diversity policies of the University of Missouri System and within diversity recommendations and best practices from the Association of American Medical Colleges. These policies are consistent with federal law and provide equal opportunity for all individuals. In addition, policies regarding the use of diversity metrics in admissions align with AAMC recommendations and the mission of the School of Medicine with a focus on access and opportunity and the educational benefits of a diverse student body.

The Policy to Ensure a Diverse Student Body, Faculty and Senior Administrative Staff describes the methods that the School of Medicine uses to recruit, retain and prepare medical students, faculty, and senior administrative staff to achieve the school's diversity goals.

Recruiting a Diverse Student Body, Faculty and Senior Administrative Staff

Recruiting Students:

The School of Medicine Office of Admissions, through the Coordinator of Diversity Programs and Recruitment, focuses on recruiting a diverse student body to the School of Medicine. Recruitment efforts focus on students underrepresented in medicine, specifically from African-American, Hispanic, American Indian/Native American, and Asian Underrepresented backgrounds. In addition, recruitment efforts focus on low-income, first generation, and local, urban students. To that end, the Office of Admissions implements initiatives focused on recruiting students from these backgrounds. Efforts should include, but not be limited to:

- Building relationships with local counselors, advisors, community members and/or others who can connect the school with students from diverse backgrounds;
- Participating in appropriate activities, such as Men and Women of Color Conference, the Prep KC program, or other similar programs focused on introducing health care careers to underrepresented students;
- Communicating with students early in their high school and college careers, in order to prepare students for the competitive nature of admission to medical school.
- Facilitating on-campus or off-campus visit programs focused on educating underrepresented students and their families on the college and medical school admissions processes, financial aid resources, and other resources to support students through medical school.

In addition, the School of Medicine should maintain its commitment to the Summer Scholars and Saturday Academy programs as pipeline programs for the school. These programs should continue to prepare underrepresented students for admission to medical school, and for the challenging curriculum, the student will face upon admission to medical school.

Evaluating Student Recruitment Initiatives and Outcomes:

- Each year, the Office of Admissions will prepare a report documenting the recruitment efforts of underrepresented minority students. This report will include information regarding type of activity, number of activities, and number of students who participated.
- Each year, the Office of Admissions will prepare a report documenting the number of underrepresented students in the applicant pool, invited for interview, offered admission and matriculated to the School of Medicine. This report will provide a trend-analysis over a three to five-year period.
- Each year, the Office of Admissions will prepare a report documenting the trends in applicants to the Summer Scholars and Saturday Academy programs. In addition, the office will survey past participants to determine whether or not they entered the School of Medicine, other health care programs, or programs outside of medicine.
- Each year, the School of Medicine Council on Selection, in coordination with the Office of Diversity and Inclusion, will review its definition of diversity and its defined categories of diversity for students. This review will take place each summer at the annual Council on Selection retreat, and will include a review of national trends and topics related to diversity categories of students.
- Each of these reports will be presented to the Diversity Council, the Council on Selection, the Coordinating Committee and the Dean for review on an annual basis.

Recruiting Faculty and Senior Administrative Staff

In addition to recruiting a diverse student body, the School of Medicine is committed to recruiting faculty members from diverse backgrounds. Faculty recruitments focuses on recruiting faculty who are underrepresented in medicine, specifically from African-American, Hispanic, American Indian/Native American and Asian Underrepresented backgrounds.

The Office of Diversity and Inclusion should implement initiatives focused on recruiting a diverse faculty, with efforts including, but not limited to:

- Office of Diversity and Inclusion shall meet with all URM candidates at the request of hospital affiliates.
- The Office of Diversity and Inclusion shall meet at least biyearly with faculty and senior administrative staff recruiters.
- The Office of Diversity and Inclusion will support and attend the meetings of the Faculty Recruitment and Retention subcommittee of the Diversity Council.

Evaluating Faculty and Senior Administrative Staff Recruitment Initiatives and Outcomes

- Each year, the Office of Diversity and Inclusion will prepare a report documenting the efforts to recruit a diverse faculty and staff. This report will include type and frequency of such activities.
- Each year, the Office of Diversity and Inclusion will prepare a report documenting the number of faculty or staff positions filled by those from the school's defined diversity categories.
- Each of these reports will be presented to the Diversity Council, the Coordinating Committee and the Dean for review on an annual basis.

Retaining a Diverse Student Body, Faculty and Senior Administrative Staff

It is insufficient to simply recruit students, faculty and/or staff from diverse backgrounds. The School of Medicine must also implement mechanisms of support in order to retain those admitted to the program or hired as faculty or staff.

The Office of Diversity and Inclusion and the Office of Student Affairs have a responsibility to implement programming, resources and initiatives focused on retaining students, faculty and staff from diverse backgrounds. These initiatives should include, but not be limited to:

- Implement programming and resources designed to address student concerns from the Graduation Questionnaire and the Annual Student Survey.
- Encourage, promote and support student organizations designed to support students from diverse backgrounds, including those organizations focused on students underrepresented in medicine, students who identify as LGBTQIA, women in medicine, and students from other diverse groups who develop a student organization.
- Review students who demonstrate difficulty academically, and identify whether or not trends exist among groups of students. The Office of Diversity and Inclusion should provide individual counseling to students from diverse backgrounds who experience academic, social, or emotional difficulty during their time in medical school.
- Implement programming and resources designed to address faculty and staff concerns from campus climate, or other relevant, surveys.
- Implement mentoring opportunities for new faculty from diverse backgrounds, coordinated by the Office of Diversity and Inclusion.
- Meet with new faculty, staff and senior administrative staff within their first six months of coming aboard to make sure that any initial concerns are addressed.

Evaluating Retention Efforts of Students, Faculty and Staff

- Each year, retention of students from diverse backgrounds will be evaluated for trends. Specifically, the school will review whether or not students from groups underrepresented in medicine, students from rural backgrounds, students from lower socioeconomic backgrounds, and first-generation students are more or less likely to experience academic, social, or emotional difficulty.

- The Office of Diversity and Inclusion should track the number of individual meetings it has with students identified by the Office of Students Affairs (e.g. Education Team Coordinators) to be in academic, social or emotional difficulty, in order to track individual retention efforts.
- Retention reports will be prepared and presented to the Diversity Council, Council on Selection, Council on Evaluation, the Coordinating Committee and the Dean for review each year.
- Each year, the Office of Diversity and Inclusion will prepare a report documenting the efforts to retain a diverse faculty and staff. This report will include type and frequency of such activities. This report will also document all or any issues regarding attrition. This report will be presented to the Diversity Council, the Coordinating Committee and the dean for review on an annual basis.

Date of Approval: Approved by Coordinating Committee on August 29, 2017

Date of most recent policy update:

Date of next review: 2020