

## **Faculty Diversity Advisory Committee (FDAC) – 2016 Annual Report**

**Co-Chairs: Patricia Harrison-Monroe, Jessica Moreno**

Following nearly three years of ad-hoc status, the Faculty Diversity Advisory Committee (FDAC) was afforded the status of standing committee of the College of Medicine Tucson (COMT) in January 2016. The goals of FDAC are:

- 1) Identify strategies, tactics and priorities for improving faculty diversity and inclusivity at the COMT;
- 2) Assist in determining how to integrate diversity, broadly defined into everything we do at the college;
- 3) Provide a line of communication between faculty and administration; and
- 4) Support development and implementation of programs related to diversity that enhance faculty life related to career development, mentoring, leadership, community outreach and education.

In late spring the members of FADC had the opportunity to meet with Dean Cairns to review the committee's work to date and present priorities moving forward. He acknowledged that progress has been made in diversifying medical school students, but understands that more effort is required to promote diversity among residents, fellows and faculty.

Based on the findings from the AMERI Faculty Forward Focus Groups, FDAC identified three areas requiring active support from COMT leadership:

### **Institutional Embrace of the Value of Diversity**

The support received in becoming a standing committee is a crucial initial step in a college-wide effort to embrace diversity, inclusion, and equity as core values shared at the College of Medicine. To continue with this momentum, we would like to see diversity as part of the COMT Mission Statement. Having diversity as part of the mission statement will usher in a culture of change where diversity is not championed by a few, but by the entire system. Making diversity a standard to uphold by all leaders will translate to strategies, metrics, and data reporting processes in line with our mission. COMT has the potential of becoming a model practitioner of diversity and inclusiveness at all levels.

### **Recruitment, Retention, Promotion and Tenure of Diverse Faculty**

It is important to have faculty equipped to serve our patient population, which in the Banner University Tucson market is 65% Hispanic. Programming that promotes

recruiting and retaining diverse faculty and residents would enable us to better serve the needs of our patients. Institutionalizing training and mentoring programs for URM faculty/residents, like FFMP, would be a step in the right direction. In the P&T evaluation process, value services that benefit the community and are not always recognized or valued in the dossier materials.

### **Focus on Communication and Promotion of a Climate of Inclusion**

To clearly convey the value of diversity, it is important to cement an institutional culture of inclusion and clear communication of our commitment to diversity. We should strive for equity in salary and in leadership opportunities. Based on a review of data, we have diverse faculty/students/staff at entry-level positions, but the diversity tapers off as the hierarchy grows. We should empower employees to use preferred language and promote Spanish-speaking skills as a value in new hires. When we have new hires from underrepresented backgrounds, communicate their credentials and the value they bring, celebrating diversity by sharing announcements and stories about what faculty is doing. This would mitigate the marginal welcome some new hires have received, based on the erroneous assumptions that the hire was based on underrepresented status rather than merit. Activities that promote understanding the value of diversity, like Diversity Matters, should become organic to the community and not only reflect efforts of one office. Similarly, serving the underserved, such as those serving at BUMC South, should be seen as a value that would hopefully reconcile with the philosophical market values of the larger enterprise.

Working closely with the Office of Diversity and Inclusion, Dr. Francisco Moreno and Dr. Anne Wright, the committee made progress toward the stated priorities by reviewing the system in place to track characteristics of faculty in the recruitment pipeline; working closely with Banner University leadership to stress to recruiters the importance of a diverse applicant pool; continuing to emphasize to Departmental leadership the importance of faculty mentoring and the development of a formal and goal-oriented approach with a focus on faculty members' interests; and reiterating the benefits of diversity to Residency Directors. FDAC members will continue to be actively engaged as champions for diversity in the classroom, on search committees, at COMT formal and informal meetings, and in the community.

Among the upcoming FDAC goals identified are the development of a database that faculty can add to for potential hires, the dissemination of a faculty survey of the definitions of Underrepresented Minority (URM) and Diversity, and providing diversity data on COMT students, residents, and faculty available to departments. Faculty may use this information to think about how they incorporate diversity and utilize this important information for recruitment purposes.

FDAC has planned a spring retreat to solidify priorities for 2017.

Committee Members	Elected Term
Samuel Campos, PhD – Immunobiology	6/16-6/18
*Patricia Harrison-Monroe, PhD – Psychiatry	6/16-6/18
Lucinda Rankin, PhD - Physiology	6/16-6/18
Brad Dreifuss, MD – Emergency Medicine	6/16-6/19
Victoria Murrain, DO – FCM	6/16-6/19
Valentine Nfonsam, MD – Surgery	6/16-6/19
Randa Kutob, MD – FCM	6/16-6/20
Patricia Lebensohn, MD – FCM	6/16-6/20
*Jessica Moreno, MD – OB/Gyn	6/16-6/20
Amy Waer, MD – Surgery	6/16-6/20
++Anne Wright, PhD – Sr. Assoc Dean, Faculty Affairs	
++Francisco Moreno, MD – Assist VP, Deputy Dean, ODI	
***Michelle Ortiz	
* Co-Chairs	
++ Ex-Officio	
***Staff/Advisor	