

College of Medicine – Gainesville
Florida Educational Equity Act Report
July 2016 – June 2017

I. Equal Opportunity Compliance

Describe internal and external policies that are followed to encourage non-discrimination practices. What were the results of any assessment, self-assessment, and monitoring of your program services?

Every faculty search committee complies with UF policies for training and orientation, especially reinforcing the value of a fully diverse faculty. The College of Medicine (COM) has an established Diversity Policy and has an active Diversity Committee, chaired by Dr. Adrian Tyndall, comprised of faculty and staff representatives from throughout the College of Medicine as well as representatives from the undergraduate campus and the School of Physician Assistant Studies. The committee sponsored and organized the first COM Celebration of Diversity Week April 3-8, 2017. The committee participates in the monitoring of recruitment of students, residents and faculty who identify themselves with under-represented minority (URM) groups.

The College of Medicine reviews faculty hires by each department at least annually. The results of the review are discussed with the department chairs and activities/strategic initiatives are discussed to address any potential discriminatory practice. The University of Florida has an affirmative action policy and plan that governs the process of recruitment and the measurement of progress towards achieving equal employment opportunity amongst faculty and staff.

II. Equity Accountabilities

List or describe specific programs, visits, outreach activities and statements used to support diversity.

UFCOM continues to support diversity through the Offices of Admissions, Faculty Affairs and Professional Development, Diversity and Health Equity, as well as University of Florida Human Resources. During the 2016-2017 academic year, UFCOM partnered with the UF Health Science Center, consisting of the Colleges of Dentistry, Medicine, Nursing, Pharmacy, Public Health and Health Professions, and Veterinary Medicine, to enhance diversity and inclusion at UF.

In December 2016, the UF Health Science Center received a \$415,000 grant from the Robert Wood Johnson Foundation for the Summer Health Professions Education Program (SHPEP). Eighty (80) underrepresented and minority high school students took part in a six-week summer residential program at UF to explore career pathways in medicine, dentistry, pharmacy, public health, nursing, physician assistant studies, and veterinary medicine. Of the first cohort, forty (40) of the rising sophomores or juniors from Florida, the southeast region, and across the country selected

premedical as their area of interest. During the program, students experienced training in academic enrichment, study skill development, leadership and communication skill development, attended workshops on health policy, financial literacy, and career development, participated in a half-day clinical shadowing experience, and participated in a mock mass casualty simulation exercise. The UFCOM Office of Admissions also provided application information sessions to the SHPEP students.

In addition, the Office for Diversity and Health Equity (ODHE) held a luncheon, entitled “Unity in Diversity” on February 27, 2017. Nearly 300 students, residents, faculty and staff gathered for international cuisine and fellowship. The response was so overwhelming that ODHE are planning an annual event in conjunction with the diversity offices in the other five UF Health Science Center colleges.

The UFCOM celebrated their first diversity week, April 3-8, 2017. The focus of the *Celebration of Diversity Week* was to lead discussions and provide dialog opportunities to foster a more diverse and inclusive environment within health care. This major initiative was planned in conjunction with the Second Look Weekend for prospective students. The Office of Faculty Affairs and the Office for Diversity and Health Equity provided approximately \$38,000 in financial support that allowed faculty, staff, students, and perspective students to participate in a dozen different presentations. Publicity from the week was documented via social media, and a final story was published in “*Doctor Gator: College of Medicine News*,” <http://news.drgator.ufl.edu/2017/04/11/uf-college-of-medicines-first-annual-celebration-of-diversity-week-sparks-discussion-on-interaction-and-identity-in-medicine/>.

The COM’s admissions committees for medical students and physician assistant students use a “holistic” admissions process and targeted recruitment efforts including activities associated with a “second look” weekend in collaboration with the COM’s Office of Diversity and Health Equity (ODHE). Holistic admissions extend applicant evaluation beyond traditional GPA and standardized test performance criteria to include personal attributes and experiences that contribute to the development of compassionate and humanistic health care providers, who can relate to diverse patient populations.

The “second look weekend” supported by the College of Medicine Medical Student Admissions Office and The Office for Diversity and Health Equity (ODHE) provides accepted students the opportunity to visit the COM and participate in activities that enhance their exposure to the educational opportunities at the COM, as well as extracurricular activities and student organizations and services of interest. Emphasis is placed on personal and career mentoring. The ODHE, in conjunction with two student organizations, The Student National Medical Association (SNMA) and The Hispanic American Medical Student Association (HAMSA), invites underrepresented minority medical students back to the college of medicine to showcase what the University of Florida College of Medicine has to offer in annual Accepted Student Weekend. Students who participate are given an opportunity to interact (shadow) with basic science professors, practicing physicians, and students here at the College of Medicine. In addition to these opportunities, there are social events that allow the students to truly interact not only with

medical students, but also with other professional and graduate students at the University of Florida.

The ODHE now includes five faculty members who actively participate in the recruitment and mentoring programs. The expanded Junior Honors Medical Programs' early admission program now includes a Rural and Urban Underserved Medicine early admissions program to enhance recruitment of individuals with a strong interest in the healthcare of underserved populations in both rural and urban settings.

The College of Medicine's Office of Educational Affairs continues to work with Dr. Carolyn Tucker's Behavioral Medicine Research Team that is focused on enhancing the health of medically underserved populations in the community and prepares many URM students for future careers in the health sciences.

The COM supports two pipeline programs, the Health Care Summer Institute and an NIH- Short-Term Research Training program that specifically target recruitment of students from minority groups underrepresented in the health sciences. The Health Care Summer Institute is a 4-week summer camp for minority high school students with career interests in health professions. Participants shadow several health care professionals and attend workshops on study skills and test taking, including a preparatory course for the SAT. In addition, the Interdisciplinary Center for Ongoing Research and Education and the Biomedical Explorations: Bench to Beside program are two professional development programs for high school teachers to enhance science education. The programs target recruitment of teachers from under resourced communities with the goal of promoting career interest in the health sciences of students from these communities. The COM also continues to develop closer collaborations with UF's undergraduate advisors for students interested in health care careers including the Florida Opportunity Scholars (FOS).

The COM's medical curriculum has implemented a healthcare disparities program that includes foundational components required of all medical students, a service learning clinical requirement, as well as elective experiences for those students interested in developing additional expertise. The program is integrated with the student run Equal Access Clinic and Mobile Clinic that serves medically underserved individuals in Gainesville and Alachua County, as well as programs associated with UF Health Jacksonville. We continue to work closely with the Florida Area Health Education Centers (AHEC) to maintain a required three-week clinical preceptorship for medical students that includes experiences with underserved populations.

The COM's Office of Faculty Affairs and Professional Development offers regular faculty workshops, as well as individual counseling on the faculty promotion and tenure process. We continue to produce monthly faculty seminars, for professional development and for educational professional development, which have been attended by many faculty members in person and more through online viewing. All workshops are recorded and posted on the Faculty Affairs website for individual viewing at any time. We encourage new faculty and junior faculty, in particular, to take advantage of these opportunities. The Office also supports regular programs for the Women in Medicine and Science group within the Health Science Center. In addition to

focused presentations, a series of small group mentoring sessions were held over the spring and summer of 2017. The four structured groups included: preparing for promotion; developing a grant proposal; holding difficult conversations; and participating in your professional society. Programming for the 2017-18 WIMS sessions will be advertised across the COM.

In addition to development activities directed by the Office of Faculty Affairs, we sponsor a COM-focused Leadership Development Program (LDP) for mid-career faculty which is led by representatives from UF's Office of Human Resource Services' Training and Organization Development section. The LDP class of 2017 includes eight women and sixteen men. Three participants are Hispanic, four are from international backgrounds.

The Office of Faculty Affairs and Professional Development sponsors women and minority faculty for participation in national AAMC Professional Development seminars. Two participants attended the Mid-Career Minority Faculty Development Seminar, in July 2017. Three women participated in the Mid-Career Professional Development Seminar in December 2016. Two women were nominated and one was accepted to attend the 2017 Early Career Professional Development Seminar in Washington state. One professor has been accepted to enter the 2017-18 Executive Leadership in Academic Medicine (ELAM) program, a highly competitive, highly successful program designed to advance promising women leaders into the highest levels of the Academic Health Center.

UFCOM in collaboration with Florida A&M University (FAMU) continues with NIH funding through an NCI-P20 grant to establish a joint Florida Minority Cancer Research and Training (MiCaRT) center. The training component of the center provides research training and mentored experiences for UF and FAMU URM undergraduate students so that they are well prepared to compete for admission to biomedical science and medical programs.

The COM's Office of Research Affairs provides support for faculty to run successful research programs by assisting faculty with strategic planning and responses to Request for Applications (RFA), and encouraging collaborations to strengthen research grant applications. Resources are aligned to build and maintain fundable research programs, as well as provide guidance and leadership in career development. All research faculty, especially URM and women faculty are encouraged to apply for both intramural and extramural funding opportunities with internal review panels assembled to be representative of the diversity of our faculty. We also promote internal and external recognition of our faculty through frequent nominations for a variety of excellence in research awards.

III. Diversity in Services

Provide data, population statistics, cost, awards, participants and staffing that reflects diversity in services.

The COM continues to be very successful in recruiting underrepresented minority (URM) students. 17 of 29 (58%) African-American applicants who were offered a position in the entering class of

medical students accepted. The entering class included 64 women (46%), 28 URM and 14 disadvantaged students. Overall representation of students underrepresented in medicine 15% of among the 41 MD/PhD students are Black/African-American.

<i>Offers of Admission Made to Medical School Applicants</i>									
School identified diversity	2015-2016			2016-2017			2017-2018		
	<i>Number of Offers Declined</i>	<i>Number Enrolled</i>	<i>Total Offers</i>	<i>Number of Offers Declined</i>	<i>Number Enrolled</i>	<i>Total Offers</i>	<i>Number of Offers Declined</i>	<i>Number Enrolled</i>	<i>Total Offers</i>
American Indian	2	3	5	2	1	3	0	0	0
Asian	15	18	33	14	23	37	16	26	42
Black/African American	16	16	32	19	14	33	12	17	29
Hawaiian/Pacific Islander	0	1	1	0	0	0	0	0	0
Hispanic/Latino	17	15	32	13	22	35	16	11	27
White	43	78	121	41	74	115	39	81	120
Disadvantaged	14	17	31	13	19	32	14	15	29
American Indian	46	72	118	56	71	127	52	64	116
Male	50	63	113	37	64	101	35	76	111

School identified Diversity Category	First-Year Students		All Students	
	2015-2016	2016-2017	2015-2016	2016-2017
American Indian	3	1	5	4
Asian	18	23	76	76
Black/African American	16	16	60	59
Hawaiian/Pacific Islander	1	0	1	1

Hispanic/ Latino	15	18	57	62
White	75	75	325	316
Disadvantaged	17	19	67	72
Female	73	70	266	276
Male	62	67	285	274

2016-2017 / Total number of MD-PhD Scholars: **41**

- American Indian: 0
- Asian: 4 (10%) - Male: 2 (5%) / Female: 2 (5%)
- Asian: (Indian): 2 (5%) - Males: 1 (2%) / Female: 1 (2%)
- Black / African-American: 6 (15%) - Male: 2 (5%) / Female: 4 (10%)
- Hawaiian / Pacific Islander: 0
- Hispanic / Latino: 0
- White: 26 (66%) - Male: 20 (49%) / Female: 6 (15%)

- Female: 13 (32%)
- Male: 28 (68%)

School of Physician Assistant Studies 2016-17

	Male	Female	Total
Black	2	4	6
Hispanic	3	12	15
Amer. Indian	0	0	0
Asian	3	15	18
Caucasian	24	52	76
Other	0	5	5
Total	32	88	120

The number of faculty Gainesville campus of the COM has increased 25% since 2011 with 37% increase in women, over 90% increase in African American, and 129% increase in Hispanic faculty.

	2011	2012	2013	2014	2015	2016	2017	% difference between 2016 & 2017	Overall since 2011
Asian Male	148	162	169	178	184	186	198	6.45%	33.78%
Asian Female	89	93	93	88	100	110	112	1.82%	25.84%
Total	237	255	262	266	284	296	310	4.73%	30.80%
Black Male	6	10	10	10	15	16	15	-6.25%	150.00%
Black Female	12	14	12	12	14	19	20	5.26%	66.67%
Total	18	24	22	22	29	35	35	0.00%	94.44%
Hispanic Male	29	36	38	39	46	55	61	10.91%	110.34%
Hispanic Female	15	17	17	21	27	38	40	5.26%	166.67%
Total	44	53	55	60	73	93	101	8.60%	129.55%
Native American Male	1	1	1	1	3	2	2	0.00%	100.00%
Native American Female	2	2	0	0	1	2	2	0.00%	0.00%
Total	3	3	1	1	4	4	4	0.00%	33.33%
Other Male	2	1	4	24	14	15	33	120.00%	1550.00%
Other Female	1	1	2	14	9	10	27	170.00%	2600.00%
Total	3	2	6	38	23	25	60	140.00%	1900.00%
White Male	538	538	539	548	558	578	553	-4.33%	2.79%
White Female	244	248	266	277	284	297	297	0.00%	21.72%

Total	782	786	805	825	842	875	850	-2.86%	8.70%
Total Male	724	748	761	800	820	852	862	1.17%	19.06%
Total Female	363	375	390	412	435	476	498	4.62%	37.19%
Grand total	1087	1123	1151	1212	1255	1328	1360	2.41%	25.11%

IV. New Initiatives

What are your plans for 2017-18 to support equity and increased diversity?

The Dean’s evaluation of department chairs includes an assessment of departmental accomplishments in recruiting, retaining and advancing faculty from underrepresented groups in medicine. Departments must demonstrate efforts to include candidates from diverse backgrounds in their efforts to recruit trainees, faculty and staff.

The COM’s Diversity Committee is planning a second Celebration of Diversity Week in the Spring of 2018. As was successfully implemented in 2017, each Department will be encouraged to host a speaker or Grand Rounds to address an appropriate topic of diversity. The ODHE is continuing to work closely with the Associate Dean for the Graduate Medical Education Program and the Senior Associate Dean for Faculty Affairs to enhance diversity and inclusion in the resident (housestaff) and faculty populations.

The COM again plans to participate in the Summer Health Professions Education Program in 2018. In the fall of 2017, all incoming medical students will participate in training in Implicit Bias.

V. Accolades

What events afforded you the best results in equity and diversity in this reporting year?

The College of Medicine has been successful in recruiting and retaining URM faculty. As supported by recruitment data over the past six years, the numbers of Asian, African-American, and Hispanic faculty employed and/or retained by the COM have increased.

The COM continues to invest in strategic recruitment activities with the goal of recruiting qualified URM students to the medical school, to the School of Physician Assistant Studies, and to the COM’s biomedical science PhD program. The “Second Look” and “Accepted Students Weekend” events have proven successful in the COM’s efforts to attract and recruit qualified URM student

candidates. Our initiatives to partner with the National Association of Historically Black Colleges and Universities have improved the COM's pipeline to URM candidates.

The Celebration of Diversity Week was enthusiastically endorsed by the entire COM and will become an annual event. The Associate Dean for Diversity and Health Equity, Dr. Donna Parker, was recognized by Faculty Council as one of the recipients of the COM Lifetime Achievement Award.