

## 2011 College of Medicine Florida Educational Equity Act Report

Achieving diversity among the faculty, staff, housestaff/residents and students is a priority for the College of Medicine. In response to your request, leaders throughout the College describe below ongoing efforts and accomplishments to achieve diversity.

Michael L. Good, M.D.  
Dean, College of Medicine

**Submitted by Donna Parker, M.D.**  
Assistant Dean for Minority Affairs

Advances in achieving diversity in the student body in the college of medicine:  
There are 47 underrepresented in medicine (URM) students accepted to the College of Medicine (COM). There are 24 African Americans, 22 Hispanic American and 1 Native American. 19 Students are already committed to the University of Florida College Of Medicine. There are 16 African Americans and 11 Hispanic Americans who are currently in the first year class. The COM hosts an Accepted Students Weekend for URM students who are invited to return to the COM for a weekend to meet with the Dean and other administrators, as well as students. 15 accepted students are in attendance. This gives them an opportunity to become more familiar with the curriculum and programs in the COM. This has been an excellent tool for recruitment in the past. The COM Diversity Committee that was convened last year by the Dean is currently gathering information to develop recommendations for a strategic plan for diversity related to students, house staff and faculty. The Senior Associate Dean for Faculty Affairs also has the responsibility for improving diversity in faculty

**Submitted by Carolyn M. Tucker, PhD.**  
Richard and Thelma O.C. Barney Term Professor  
of Health Disparities in the College of Medicine

The UF Health Disparities Research and Intervention Program established in the College of Medicine. Through this program, the following initiatives are underway to increase and improve diversity among faculty, staff, and/or students within the College of Medicine: (a) a minority junior faculty mentoring program is being implemented; (b) plans are underway to develop faculty and peer mentoring programs for minority students; (c) beginning this year, Tucker's culturally diverse Behavioral Medicine and Health Psychology research teams are being successfully used as pipelines for encouraging minority pre-med students to apply to the College of Medicine and other colleges in UF's Health Science Center; (d) surveys to assess cultural awareness and sensitivity/competence training needs of faculty and students in the College of Medicine are being developed (these surveys will provide data for developing

training opportunities such as courses, workshops, and community-participatory research experiences that will be attractive to minority students and faculty); (e) research is being conducted (in the Harrell Professional Development and Assessment Center) to test the impact of a culturally sensitive health care clinical tool designed to increase the cultural sensitivity of medical students (such research will be attractive to minority students); (f) grant proposals with minority faculty in the Health Science Center (including the College of Medicine) as co-investigators have been submitted this year to NIH to conduct community-participatory research to reduce health disparities (such research will attract minority post-docs, faculty, and medical students); (g) a recruitment and retention of minority faculty and students PowerPoint presentation has been produced based on a literature review to identify successful minority faculty and student retention strategies used at top universities across the nation; and (h) a survey is being developed to determine perceptions and realities that encourage minority students and faculty to apply to the UF College of Medicine and perceptions and realities that deter them from applying-with the goal of developing recommendations for recruiting and retaining minority students and faculty.

**Submitted by Joseph C. Fantone, M.D.**

Senior Associate Dean for Educational Affairs

There has been significant progress in the College of Medicine (COM) to enhance the diversity of the medical student class, to implement specific programs focused on care of underserved populations and to enhance service learning opportunities. The medical school class that entered in August 2010 was composed of more than 15% underrepresented minority students, which included a significant increase in African American students compared to previous years. This increase reflected the further development of a "holistic" admissions process and targeted recruitment efforts including activities associated with a "second look" weekend in collaboration with the Office of Minority Affairs in the COM. The COM admissions committee was selected to beta-test a new American Association of Medical Colleges (AAMC) half-day workshop on the implementation of holistic admissions processes. Holistic admissions extends applicant evaluation beyond traditional GPA and MCAT test performance criteria to include personal attributes and experiences that would contribute to the development of compassionate and humanistic physicians, who can relate to diverse patient populations. The current director of admissions was subsequently selected to serve as a workshop trainer for the AAMC.

The second look weekend provides accepted students the opportunity to visit the COM and participate in activities that enhanced their exposure to the educational opportunities at UF-COM as well as extracurricular activities and student organizations and services of interest. We are also planning to expand the Junior Honors early admission program to include focused recruitment of individuals with a strong interest in healthcare of underserved populations in both rural and urban settings.

Another area where we have focused our efforts is in developing closer collaboration with the UF undergraduate advisors for students interested in health care careers. This includes Florida Opportunity Scholars (FOS) as well as students associated with Dr. Carolyn Tucker's program. Several FOS and Dr. Tucker mentees have been accepted into the class entering in 2012. In the medical curriculum we have implemented a healthcare disparities program that includes foundational components required of all medical students as well as elective experiences for those students interested in developing additional expertise. The foundational component includes formal didactic sessions, clinical and field experiences and small group discussions. The program is also integrated with the student run Equal Access Clinic and Mobile Clinic that serve medically underserved individuals in Gainesville and Alachua County. We also work closely with AHEC to maintain our rural three week clinical preceptorship. These preceptorships, required of first year medical students, are designed to provide students early exposure to the specific challenges associated with rural medicine practice while also developing their communication and clinical skills.

Our Associate Dean for Graduate Studies and 2-3 of our URM students continues to participate in the Annual Biomedical Research Conference for Minority Students (ABRCMS). We are continuing to increase our number of URM students from approximately 6% several years ago to our current level of 11-12% and plan to increase recruiting efforts on the UF campus as well as other Universities that have provided students in the past.

**Submitted by Stephen P. Sugrue, Ph.D.**

Senior Associate Dean for Research Affairs

The College of Medicine Office of Research Affairs works closely with COM Department Chairs and Center Directors in retaining and recruiting a diverse faculty. The Senior Associate Dean for Research provides guidance in aligning both new and existing faculty with the COM strategic initiatives. Areas of strength and growth are studied and recommendations are made to the COM Research Leadership group. This office also provides support for faculty to run successful research programs by assisting faculty with strategic planning and responses to RFAs, 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, including minorities, are encouraged to apply for both intramural and extramural funding opportunities, and internal review panels are assembled to be representative of the diversity of our faculty. We promote internal and external recognition of our faculty through frequent nominations for a variety of excellence in research awards.

**Submitted by Paul A. Gulig, Ph.D.**  
Associate Dean, Graduate Education

The College of Medicine trains future biomedical scientists via the Interdisciplinary Program in Biomedical Sciences, a PhD program that features a common admissions pathway, core curriculum, and six advanced interdepartmental graduate programs (Biochemistry & Molecular Biology, Genetics, Immunology & Microbiology, Molecular Cell Biology, Neuroscience, and Physiology & Pharmacology). We compete nationally with biomedical science PhD programs at many other institutions for a relatively small but talented pool of under-represented minority (URM) undergraduate students whose career goals involve biomedical research. The primary recruiting activity geared specifically toward URM candidates is our participation at the Annual Biomedical Research Conference for Minority Students (ABRCMS, [www.abrcms.org](http://www.abrcms.org)) as one of about 280 exhibitors. The ABRCMS meeting is attended by Dr. Paul A. Gulig, Associate Dean for Graduate Education, and, as of about five years ago, also by two to three URM graduate students from our PhD program. Before UF URM students began attending the ABRCMS meeting, URM students represented about 6.5% of each entering class of new PhD students. Over the past five years that percentage has nearly doubled to an average of 11.3%. The graduate students help staff the exhibit and talk to undergraduate students, and this personal contact has resulted in more applications from ABRCMS attendees to our PhD program. The graduate students benefit from the professional development workshops at the ABRCMS meeting and experience in research poster presentations. The entering class of 2011 has two URM students with McKnight fellowships.

**Submitted by: Marian Limacher, MD**  
Senior Associate Dean for Faculty Affairs and Professional Development

### Faculty

The Office of Faculty Affairs and Professional Development was newly established in December 2010. The office works closely with the college's Administrative Affairs Office to assist with recruitment and retention of high quality faculty to further the teaching, research, and patient care missions of the College of Medicine. The office has initiated welcome programs and a monthly orientation and faculty development seminar series. New faculty are encouraged to contact the office for suggestions on identifying mentors and accessing the broad range of opportunities for collaboration.

Recruitment and hiring are always conducted according to UF guidelines to assure equal opportunities for qualified faculty. For top leadership positions, such as chairs and institute directors, the COM has engaged national search firms to assure consideration of a diverse pool of highly qualified candidates. The newly hired chair of the Department of Epidemiology is a woman, Dr. Linda Cottler.

## 2010-2011

By March 2010, 1024 faculty were employed at the College of Medicine (Gainesville campus only). Over the 12 months to March 23, 2011 an additional 53 faculty were employed (See Table.) The increase represents 24 additional men and 29 additional women, and a net increase of 3 African-American and 5 Hispanic faculty.

	March 18, 2010	March 23, 2011	Percentage Increase (Decrease)
Asian Male	141	148	4.96%
Asian Female	80	89	11.25%
Total Asian	221	237	7.24%
Black Male	6	6	0.00%
Black Female	9	12	33.33%
Total Black	15	18	20.00%
Hispanic Male	27	29	7.41%
Hispanic Female	12	15	25.00%
Total Hispanic	39	44	12.82%
Indian Male	1	1	0.00%
Indian Female	2	2	0.00%
Total Indian	3	3	0.00%
Other Male	5	2	-60.00%
Other Female	1	1	0.00%
Total Other	6	3	-50.00%
White Male	520	538	3.46%
White Female	220	244	10.91%
Total White	740	782	5.68%
Total Male	700	724	3.43%
Total Female	324	363	12.04%
Grand Total	1024	1087	6.15%

### Initiatives:

Several leadership development programs are in progress, including the UF and Shands Executive Leadership program facilitated by the Harvard School of Public Health. COM specific programs led by the Leadership Program at UF are also under development. For each of these, women and faculty of minority status will be highly recommended for participation.

The Office also supports nominees to national career development programs. Three women have been accepted into the Association of American Medical Colleges (AAMC) Early Career Professional Development Seminar to be held in July 2011. Their participation will be supported through funds from the Office of Faculty Affairs and Professional Development. We are in the process of identifying nominees for the AAMC Minority Leadership Development Program. The COM has supported the nomination of women leaders to the Executive Leadership in Academic Medicine (ELAM) program and nominated one candidate this year, although she was not selected.

Other planned activities for 2011-12 include revisions to the Tenure and Promotion Guidelines for the COM – taking into account local and national trends in hiring of clinical faculty and challenges in applying the current promotion standards to a widely diverse faculty who have non-traditional roles. Efforts to enhance faculty retention are also in development. UF COM participated in a pilot exit interview program that identified trends in disconnection between expectations and implementation of opportunities and benefits, lack of communication, and general “fit” within the department as the major changeable factors influencing decisions to leave UF. The COM plans to institute a universal exit interview procedure for departing faculty, as well as conduct an annual assessment of programs implemented to determine impact and value to the COM.