

2016

Faculty Initiatives

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The HSTPPTF has overseen the development of new pipeline programs such as the Future Health Professionals Program, the STEP-UP Nursing Program and the middle school Saturday Academy. SKMC has played a prominent role in the development of the TJU pipeline program. Both Drs. Bernie Lopez (Associate Dean for Diversity and Community Engagement) and Traci Trice (Assistant Dean for Diversity and Student Diversity Programs) are members of the HSPPTF where they lend their experience and expertise from the STEP-UP and Future Docs Program.

In November 2015, the Dr. Lopez and two faculty members from the Jefferson College of Nursing (Shawana Moore and Jennifer Bellot) began collaboration to create and develop STEP-UP Nursing. Modeled after the STEP-UP Medicine, this program will serve as the nursing school preparation program for underrepresented minority high school students for the Jefferson College of Nursing. A formal collaboration between The Jefferson College of Nursing and the Academy of Public Health at The Franklin Learning Center (a public high school in Philadelphia) has been developed specifically for this program. The target date for implementation is the fall of 2016.

Faculty Initiatives

New URM faculty welcome meeting

SKMC is committed to the career development of all faculty at Jefferson but recognize that those from a racial or ethnic group that is underrepresented in medicine, a woman in a specialty in which women are underrepresented and/or those who self-identify as lesbian, bisexual, gay, transgender, or questioning sexual identity may have unique concerns such as reducing isolation or finding a mentor with a similar background. Dr. Karen Novielli, Vice Dean for Faculty Affairs and Professional Development, along with Dr. Bernie Lopez, Associate Dean for Diversity and Community Engagement, meet individually with new faculty from these groups. The meeting allows Drs. Novielli and Lopez to get to know the faculty member and provide mentorship and resources to assist in faculty development and connect to the organization.



Faculty Development – Unconscious Bias Workshop

Dr. Bernard Lopez, Associate Dean for Diversity and Community Engagement, conducts a twice yearly workshop on unconscious bias as part of the comprehensive SKMC Faculty Development Program.

Support for minority and women faculty development

The SKMC Office of Faculty Affairs and the Office of Diversity and Inclusion Initiatives provide financial support for faculty underrepresented in medicine (including underrepresented minorities, LGBT and women in certain medical specialties) to attend faculty development conferences. SKMC faculty have attended the following American Association of Medical Colleges (AAMC) conferences:

- Minority Career Faculty Development Seminar
- Early Career Women Faculty Development Seminar
- Mid-Career Women Faculty Development Seminar
- Joint Professional Development Conference for the Group on Faculty Affairs and the Group on Diversity and Inclusion

Formal Diversity Training

SKMC believes that formal training and education greatly aids in the advancement of diversity and inclusion. SKMC sent both diversity deans to the six-month AAMC Health Executive Diversity and Inclusion Certificate Program. This program is an intensive academic program of diversity education specifically designed to develop the competencies leaders need to drive diversity as a core component of excellence in health care. The curriculum combines distance-learning and in-residence study with a focus on applied skills. Drs. Lopez and Trice brought back a wealth of knowledge, experience and networking contacts to expand the scope of D & I at SKMC.

SKMC Search and Hiring Policy

To improve diversity in the recruitment and retention of faculty, SKMC has a Faculty Search and Hiring Policy that was developed and instituted in 2014. This policy provides specificity as to the groups that should receive special emphasis during the hiring process as priorities for improving the diversity of faculty and that provides further direction to departments regarding training and practices to enhance the recruitment and retention of a diverse faculty. The policy includes: 1) requiring that a search plan be reviewed and approved by Office of Faculty Affairs (OFA) prior to granting authorization to open faculty positions 2) OFA review of the diversity of the candidate pool prior to approval to proceed with the hire of a specific candidate 3) reviewing the diversity metrics of each department annually with each department chair and 4) using data from the Faculty Forward Engagement Survey, Faculty Exit Interviews, and faculty focus groups to evaluate and improve the retention of Underrepresented in Medicine (URiM) faculty. To best serve the health needs of the population of Philadelphia and the needs of the SKMC student populations, URiM (ethnic and racial groups underrepresented in medicine), LGBTQ (Lesbian, Gay, Bisexual, Transgender and those questioning their sexual identity) and women (specifically in specialties where women are underrepresented and in leadership positions) should be priority areas of focus in hiring. The policy mandates that faculty searches are conducted in a prescribed way and that search committees are trained on unconscious bias and improves the data available to search committees to ascertain whether the candidate pool is diverse.

Graduate Medical Education

To expand and enhance diversity and inclusion for our resident physicians, three initiatives targeting Graduate Medical Education are underway:

1. Annual TJUH/SKMC Program Directors Retreat Education: Dr. Bernie Lopez, Associate Dean for Diversity and Community Engagement has provided a regular update on diversity and inclusion initiatives at the institution. This has begun the engagement of residency program and fellowship directors in the recruitment of underrepresented minority and LGBTQ residents as well as cultural competency education.
2. Development of a longitudinal cultural competency education curriculum: In January 2016, residency leadership from Family and Community Medicine, Emergency Medicine and Internal Medicine began the development of a curriculum designed to educate residents on emotional and social intelligence, unconscious bias, and health disparities. The planning will continue in the spring of 2016 with planned implementation in the 2016-2017 academic year.
3. Recruitment: A visiting clerkship for fourth year underrepresented minority students has been developed in the Departments of Emergency Medicine and Internal Medicine along with the Office of Diversity and Inclusion Initiatives. The clerkships, slated to begin in June 2106, will provide the visiting student with clinical and diversity experiences at TJUH and SKMC.

GME is well represented on the SKMC Council for Diversity and Inclusion by Drs. John Caruso (Associate Dean for GME), Gretchen Diemer (Assistant Dean for GME), Fatima Syed (PGY-3 Resident, Internal Medicine), Kevin Kwak (PGY-2 Resident, Internal Medicine), Krys Foster (PGY-3 Resident, Family and Community Medicine), and Phil Louissaint (PGY-3 Resident, Emergency Medicine).