UWSOM Faculty Diversity Update

Leo Morales, MD, PhD
Chief Diversity Officer
School of Medicine
MSEC Agenda

- LCME Findings
- UWSOM Faculty Diversity Data
- Key resources for increasing diversity
Acknowledgements

• Mark Green, Vice Dean for Administration and Finance
• Barbara Van Ess, Director of Personnel Policy
• Susan Peterson, Associate Director, Administration and Finance
• Ashlee Harty, Manager, Academic Appointments and Compensation
2018 LCME Findings

• Diversity was deemed satisfactory
  • Leadership
  • Faculty
  • Medical Students

BUT,

We need to continue making progress…
United States Population Projections: 2016-2060

Source: US Census
UWSOM Paid Faculty Diversity, 2016

N=3,548
5% URM

Source: UW Academic Personnel Portal
UWSOM Paid Faculty Diversity Trends, 2007-2016

Source: UW Academic Personnel Portal
UWSOM Paid Faculty, 2007 and 2016

- **URM**: 3.8% (2007), 5.0% (2016)
- **Missing**: 3.0% (2007), 11.8% (2016)
- **White**: 14.5% (2007), 16.1% (2016)
- **Asian**: 77.7% (2007), 65.5% (2016)

Source: UW Academic Personnel Portal
UWSOM URM Paid Faculty Trends, 2007-2016

Source: UW Academic Personnel Portal
UWSOM Paid Faculty, 2007 and 2016

- Multiple Race: 1.00% (2007), 1.61% (2016)
- Pacific Islander: 0.00% (2007), 0.17% (2016)
- Hispanic: 2.71% (2007), 3.66% (2016)
- Black: 1.00% (2007), 0.99% (2016)
- AIAN: 0.13% (2007), 0.17% (2016)

Source: UW Academic Personnel Portal
<table>
<thead>
<tr>
<th>Specialty</th>
<th>UW SOM Faculty (n)</th>
<th>AIAN</th>
<th>Asian</th>
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</table>

Source: UW Academic Personnel Portal
Anesthesia/Pain Medicine
BIME
Biochemistry
Bioengineering
Bioethnics
Biostructure
Comparative Medicine
ENT
Genome Sciences
Global Health
Immunology
Lab Medicine
Microbiology
Neurosurgery
Neurology
OB/GYN
Ophthalmology
Orthopedics
Pathology
Pediatrics
Pharmacology
Physiology
Psychiatry
Radiation Oncology
Radiology
Rehab Medicine
Surgery
Urology

UWSOM Average=4.99%
National Average=7.52%
Summary

• Percent URM faculty have increased from 3.8% (88) to 5.0% (177) over 2007-2016.
• Percent Black/African American faculty has not changed 1.0% (23) to 1.0% (35) over 2007-2016.
• Number of American Indian and Alaska Native (<10) and Pacific Islander faculty remains small (<10).
• Percent of faculty missing racial/ethnic information has increased 3.0% (68) to 11.8% (419) over 2007-2016.
Faculty Diversity Resources

- Office of the Associate Vice Provost for Faculty Advancement
  - Online Handbook
  - Online Toolkit
  - Faculty Recruitment Initiative
  - Faculty Retention Initiative
- CEDI
  - Search Committee Training (ongoing)
  - Online Toolkit
  - Consultation upon request
- Other Online Resources
  - Interfolio
  - UW Academic Personnel Portal