

Policy: University of Rochester School of Medicine and Dentistry's (SMD's) Commitment to Sustaining and Growing a Diverse Student Body and Workforce.

Purpose: The University of Rochester's School of Medicine and Dentistry strives to sustain and enhance a safe, welcoming, and supportive professional and academic culture. This focus enables SMD to attract and retain high quality faculty, staff and learners as well as ensure a workforce representative of the local Rochester community. Specifically, SMD strives to recruit and retain diverse candidates who identify as Black/African American, Hispanic, and Female Gender to the student body as well as faculty and senior administrative staff positions.

Persons Affected: SMD medical and graduate students, preparatory program students, postbaccalaureate students, residents and fellows, post-doctoral appointees, faculty, and senior administrative staff

Definitions:

Diverse candidates – Individuals seeking employment or acceptance in an academic program with SMD who identify as Black/African American, Hispanic, and Female Gender. Individual programs may include additional groups who are historically minoritized in medicine and science based upon national guidelines or programs.

Medical Students – Any person enrolled in SMD's undergraduate medical education program (including MD and MD-PhD).

Residents and Fellows – Any person enrolled in URMC or SMH's graduate medical education program.

Graduate Students – Any person enrolled in SMD's graduate education program.

Postbaccalaureate Students – any person enrolled in SMD's Postbaccalaureate Research Education Program (PREP).

Post-Doctoral Appointee – Any person holding a post-doctoral appointment with an SMD department.

Preparatory Program Students – Any person enrolled in a SMD program intended prepare them to apply to graduate or medical school.

Faculty – Any faculty employed by UR with a primary appointment in the SMD.

Senior administrative staff – People in academic leadership roles, including but not limited to, associate/assistant deans, directors, academic department chairs and also individuals in a position graded 55 or above who do not hold a faculty title or position.

Policy:

The University of Rochester's School of Medicine and Dentistry aspires to make every person feel safe, welcome, and supported at all times; to be a place where everyone, regardless of identity or challenges they face, is lifted up to become their best and healthiest selves; to serve

as a powerful force for eliminating racism, division, and exclusion in our communities and beyond. The Senior Associate Dean for Equity and Inclusion partners with all SMD Deans and the University of Rochester Medical Center (URMC) Human Resources Office (HR) to develop recruitment and retention programs that promote a welcoming and inclusive environment.

Medical Students, Graduate Students, Preparatory Program Students, Postbaccalaureate Students, Residents and Fellows:

To positively impact learner recruitment, SMD uses best practices in its admissions selection process to ensure a diverse learner body that encompasses gender and race/ethnicity of groups historically minoritized in medicine and science (including but not limited to Black/African American, Hispanic, and Female Gender). Individual programs may include additional groups who are historically minoritized in medicine and science based upon national guidelines or programs.

Post-Doctoral Appointees:

Post-doctoral position openings are posted on SMD's post-doc job site as well as on relevant discipline-specific job boards.

Faculty and Senior Administrative Staff:

SMD utilizes best practices for recruiting faculty and staff (including senior administrative staff), designed to enhance diversity, particularly Black/African American, Hispanic, and Female Gender. The SMD Office of Equity and Inclusion, URMC HR Office and SMD Office of Academic Affairs work collaboratively to recruit, employing strategies to attract and retain high quality, diverse faculty and staff.

Approved by Medical School Advisory Council (MedSAC) on March 14, 2022