

College of Health Sciences Diversity Quality Review Executive Summary

The College of Health Sciences (CHS) is committed to engaging in efforts to promote diversity and inclusion in the College, consistent with the University of Delaware Diversity Action Plan. To this end, we have adopted the following Diversity and Inclusion Mission:

In the CHS, we believe that diversity and inclusion are key drivers of academic excellence, impactful research, and proficient practice. We are committed to developing and implementing strategies to recruit and retain highly qualified students, faculty, and staff from diverse backgrounds, experiences, and perspectives, and nurture an inclusive environment with a sense of belonging and engagement. As a leader in health sciences training, it is our mission to train and mentor future scientists and clinicians who understand and appreciate diversity and have the cultural competence to interact effectively in a diversifying nation and world.

Our organizational structure has evolved to support our diversity and inclusion mission, including the following roles:

- Associate Dean for Diversity
- Chief Diversity Advocate
- UD ADVANCE Fellow
- CHS Diversity and Inclusion working group with representatives from each department as well as the Dean's office team
- Program Coordinator for Pipeline/Affinity Programs and pipeline working group

A review of our student and faculty racial composition revealed several areas for improvement. With respect to our underrepresented minority study enrollment, the CHS is lagging behind the Newark campus on average, but student composition in the departments of Medical Laboratory Sciences and Behavioral Health Nutrition are in line with, or have exceeded, Newark campus numbers. In addition, our review revealed a large (79.9%) female composition. To add to an effective healthcare workforce, it is vital that the composition of our graduates match the population that they are likely to serve as healthcare professionals. With respect to faculty racial/ethnic composition, the CHS lags behind the university (22.9% vs. 12% off full-time faculty); however, among CHS chairs, 20% represent underrepresented minority groups.

Our 2016-2017 diversity and inclusion efforts have supported each of the Six Guiding Principles for Action. Examples include the following:

- Recruitment support and ongoing support for diverse faculty hiring
- Development of a Health Sciences Summer Camp
- Dual-credit course offerings for high school students

- Development of a Center for Global Health
- Support for underrepresented student affinity groups
- Diversity and inclusion lecture series
- Dissemination of diversity programming and events
- Diversity and inclusion professional development offerings
- Development of the Partnership for Healthy Communities
- Engagement with the Nemours Health Equity Commission

The following goals were proposed for our diversity and inclusion work for the 2017-2018 academic year. These goals are also aligned with the Six Guiding Principles for Action and represent small, feasible steps towards sustaining and enhancing our existing impactful efforts.

- **Goal 1:** Sustain current undergraduate student pipeline initiatives
- **Goal 2:** Continue to promote efforts that yield diverse faculty hiring pools
- **Goal 3:** Formalize the structure and work of a CHS-wide diversity and inclusion committee