



Diversity and Inclusion Strategy Development College of Health Sciences, Rush University

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Strategic Alignment to RUSH and Rush University

RUSH MISSION: Rush University provides outstanding health sciences education and conducts impactful research in a **culture of inclusion**, focused on the promotion and preservation of the health and well being of our diverse communities.

Strategic Goal Rush University:

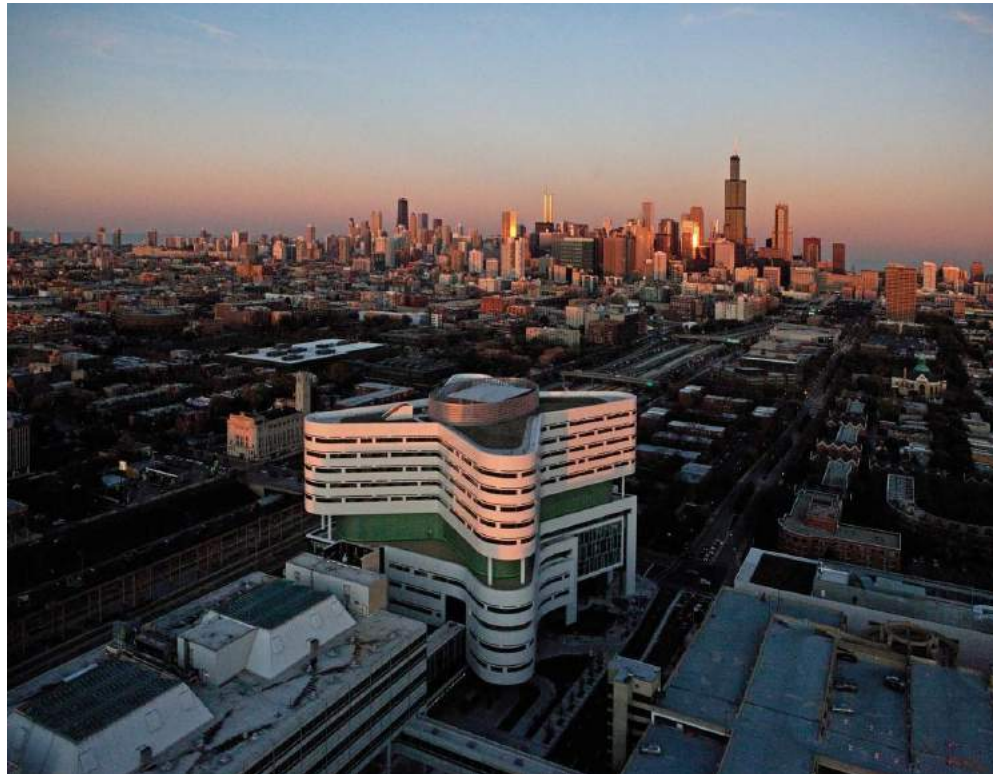
- ❖ A model for a vibrant and dynamic university experience

CHS MISSION: Advance the quality and availability of health care through excellence in education, research and scholarship, service and patient care. The college promotes the **values of diversity, access and inclusion in all of its endeavors**.

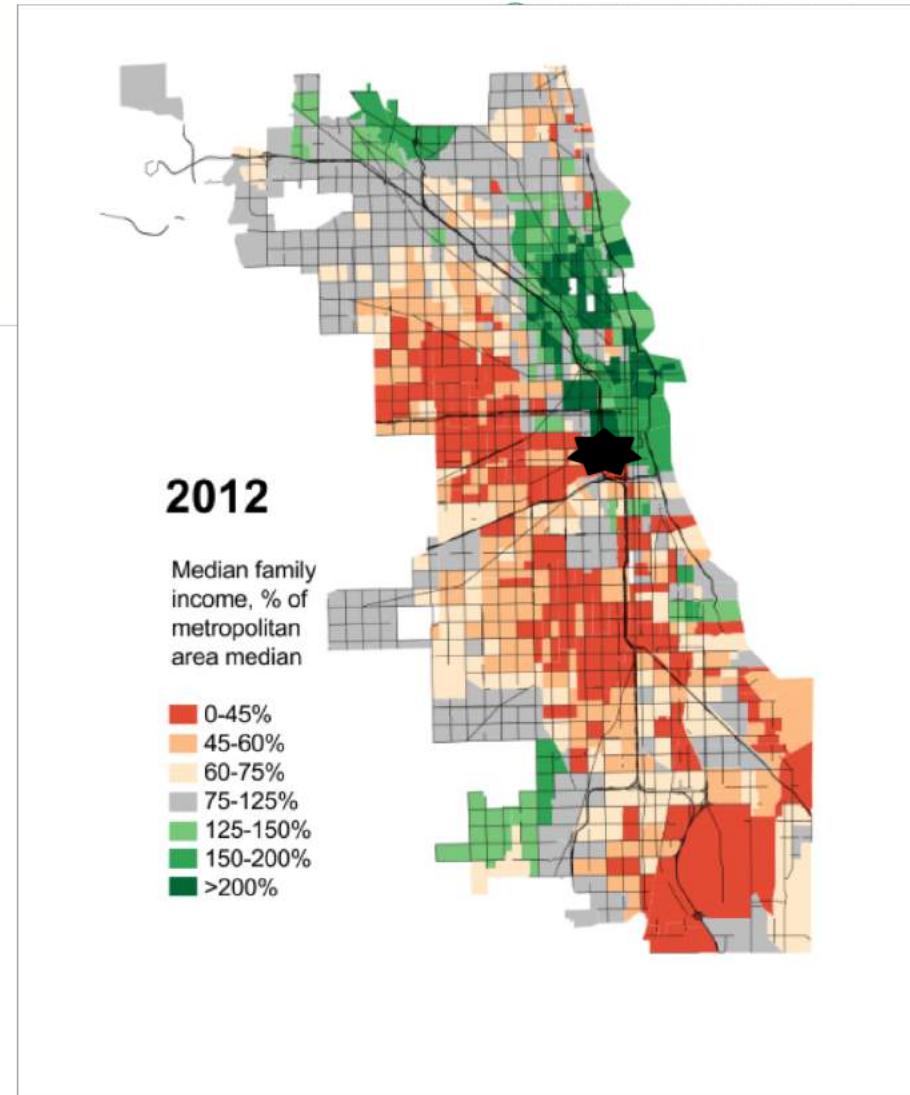
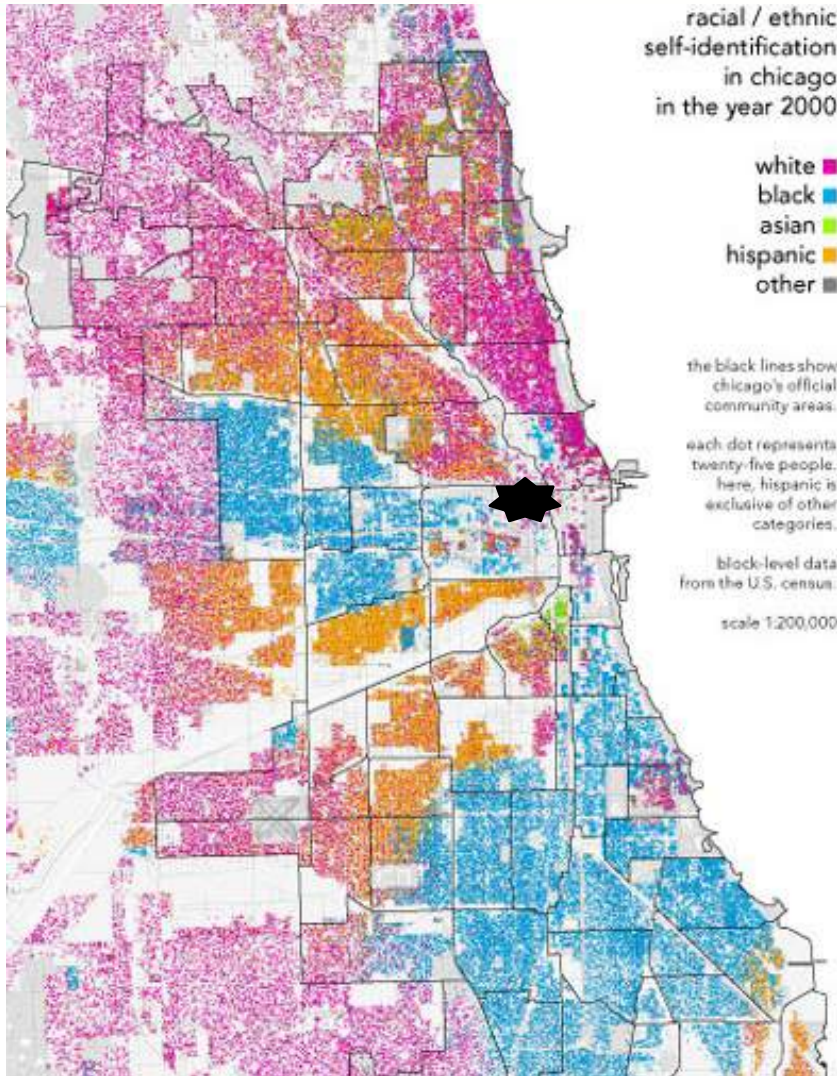
CHS Strategic Goal:

- ❖ *Recruit and educate a diverse body of the very best students*





Chicago Demographics



A Comprehensive Plan for an Integrating Program of Diversity, and Inclusion at College of Health Sciences, Rush University



Diversity Leadership Council

Committees:

Business Diversity

Rush University Students and Faculty Diversity

LGBTQ Health

Women's Leadership Council

ADA Task Force

Religious Diversity Initiatives

Training and Improved Communication



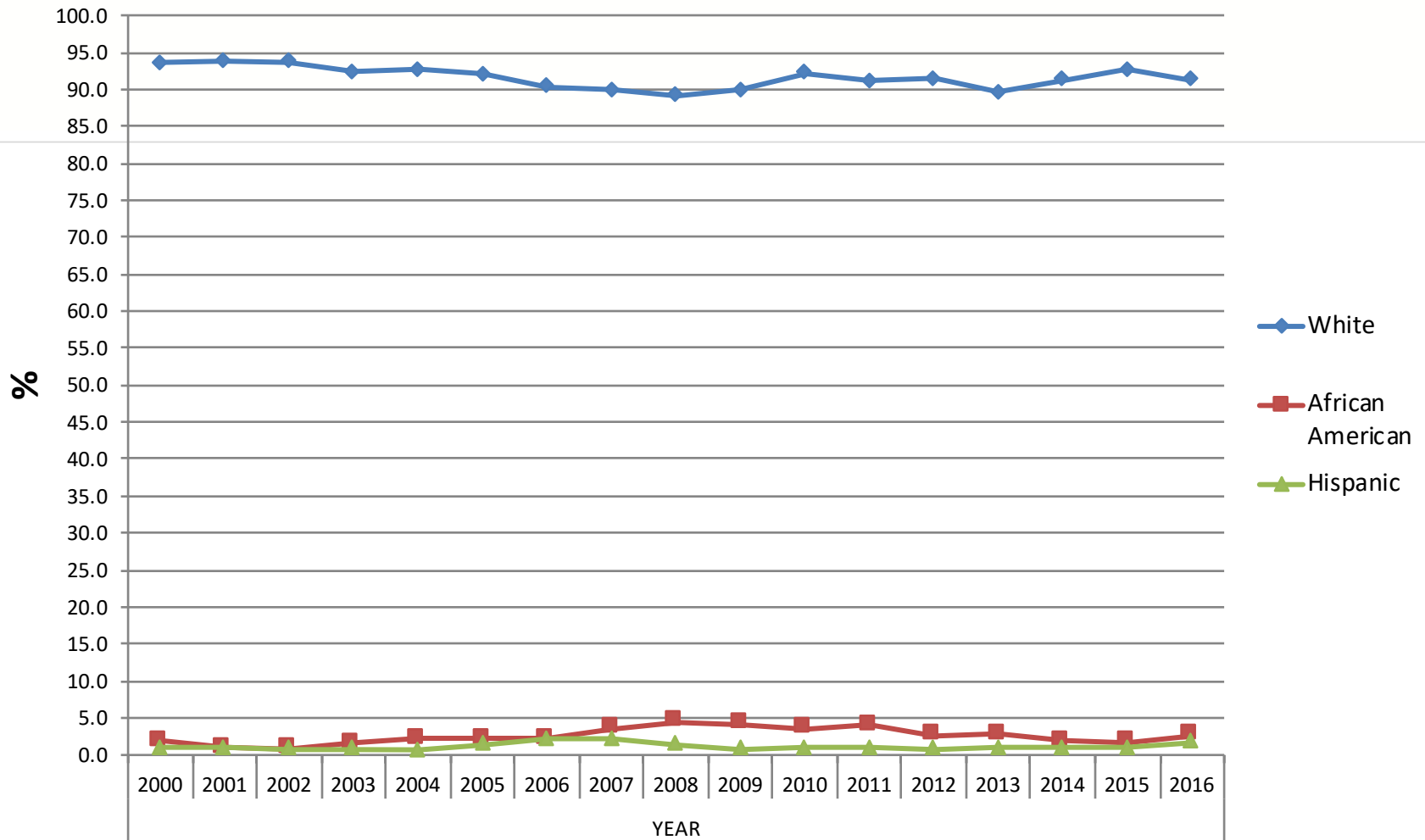
Situational Analysis to Identify Gaps



1. Conduct a **situational analysis**
2. Review demographic reports and obtain a “**snapshot**” of the current condition.
3. Data collected:
 - Student enrollment
 - Faculty information
 - Benchmarking data

CHS 2000 – 2016 Faculty Data

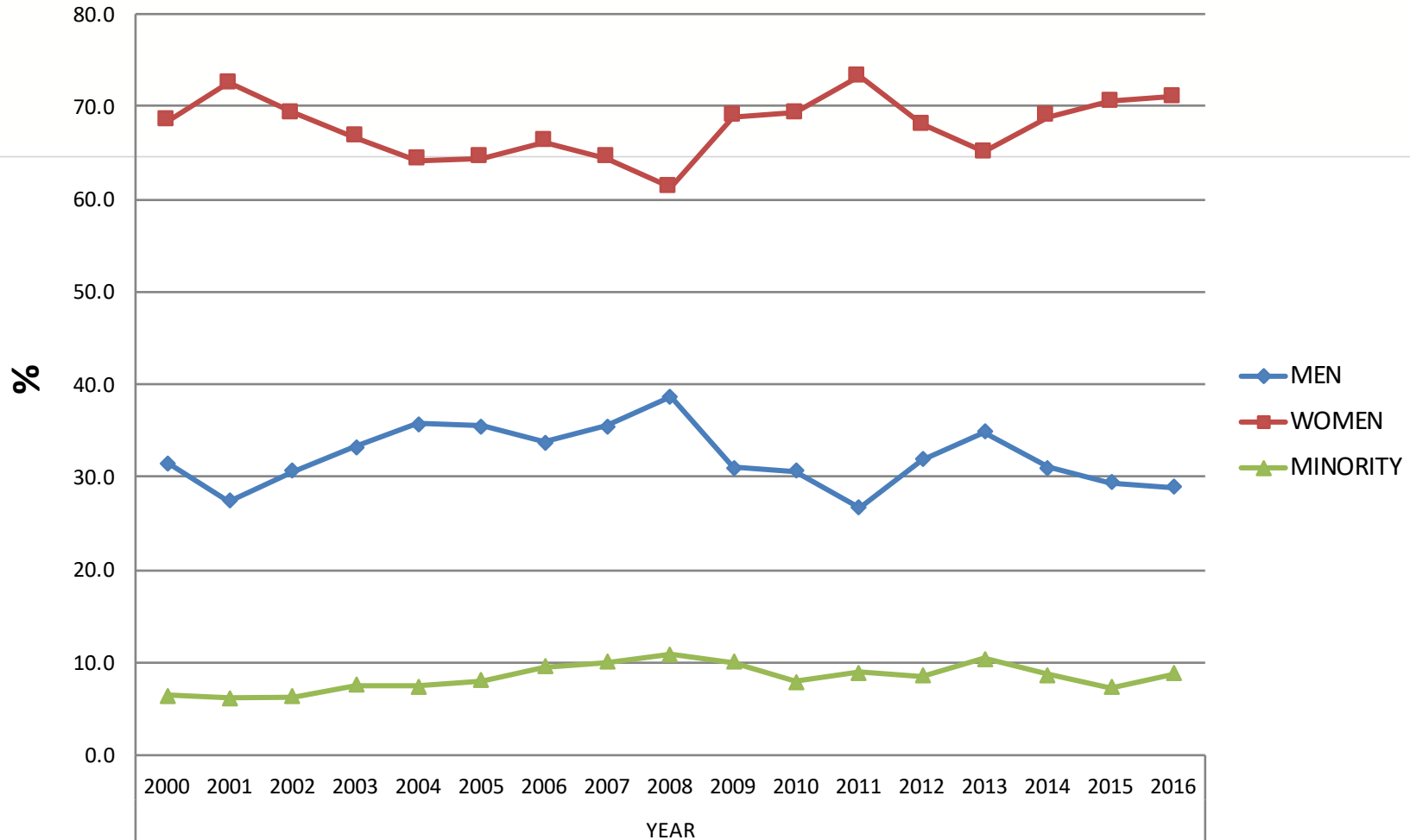
CHS Faculty Diversity Summary (2000-2016)



*URM = underrepresented minorities (AA or Black, Hispanic or Latino, and American Indian or Alaska Native)

CHS 2000 – 2016 Faculty Data

CHS Faculty by Gender and Minority Status (2000-2016)



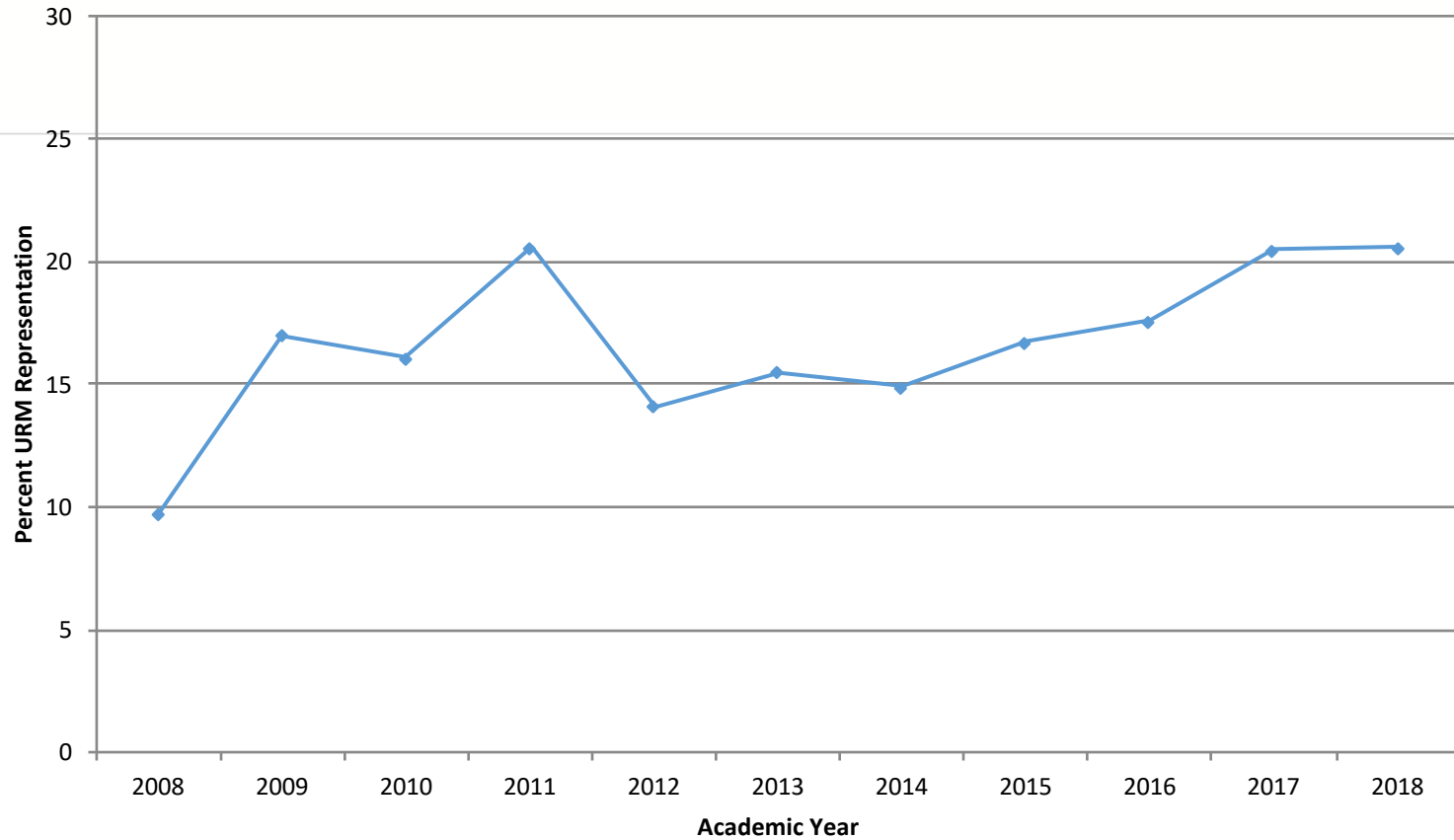
*URM = underrepresented minorities (AA or Black, Hispanic or Latino, and American Indian or Alaska Native)

ASAHP Faculty Benchmarking 2016-17

Category	Total Count	# of URM	Current Representation
Respiratory Therapist	60	9	15%
Radiography	68	9	13.2%
Clinical Laboratory Sciences (Medical Terminology)	134	14	10.5%
Speech-Language Pathology & Audiology	261	26	10%
Occupational Therapy	229	21	9.2%
Physician Assistant	160	14	8.8%
Dietetics	113	9	8.0%
Health Administration	54	4	7.4%
Cardiovascular perfusion technology	3	0	0%
Diagnostic Medical Sonography	16	0	0%

CHS 08 –18 Fall Matriculate Student Data

CHS Student URM Data 2008 - 2018



*URM = underrepresented minorities (AA or Black, Hispanic or Latino, and American Indian or Alaska Native)

CHS Diversity Statement



The College of Health Sciences at Rush University supports an environment that values individuals and encourages engagement. Respecting multiple experiences and perspectives will serve to challenge all individuals to learn from each other. By promoting diversity, inclusion and intellectual exchange, we will not only mirror society as it is, but also model society as it should and can be.

Diversity encompasses the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability, cognitive, linguistic, or psychosocial abilities, religious or ethical values system, national origin, and political beliefs. Inclusion is involvement and empowerment in which the inherent worth and dignity of all people are recognized. As an inclusive college, we will promote and sustain a sense of belonging, as well as value and respect the talents, beliefs, and backgrounds of all individuals.

Faculty Goal:

By 2022, achieve a faculty URM population of 11%.

Strategic Drivers	Metrics	Owners	Action Plans
Promote URM faculty recruitment and retention initiatives. Support faculty retention efforts.	100% achievement of action plans.	Charlotte Royeen CHS Diversity Committee	<ul style="list-style-type: none">• Develop and maintain productive recruiting relationships with key minority serving institutions, and organizations.• Conduct URM and gender competitive salary reviews.
Increase URM candidates pool for CHS faculty positions.	80% of CHS faculty search pools will be made up of 20% URM candidates.	Charlotte Royeen CHS Diversity Committee	<ul style="list-style-type: none">• Enhance searches to include diverse pool of candidates.• Include URM representation on all search committees.
Provide leadership development to develop URM candidate pool for CHS faculty positions.	Year 1- 100% achievement of action plans to identify development objectives. Year 2- 2% based on number of URM's participating in development programs.	Charlotte Royeen CHS Diversity Committee	<ul style="list-style-type: none">• Enhance faculty pipelines to recruit from diverse pools.• Provide cultural competency awareness and humility training.• Identify potential mentors for faculty roles.• Develop plans to accelerate readiness for leadership roles.

Student Goal:

By 2022, achieve a combined undergraduate and graduate URM population of 22%

Strategic Drivers	Metrics	Owners	Action Plans
Enhance the branding of CHS and generate greater credibility towards diverse student recruitment and retention.	100% achievement of action plans.	CHS Admissions CHS Marketing and Student Recruitment Committee CHS Diversity Committee	<ul style="list-style-type: none"> • Recruit annually at national meetings and conferences. • Disseminate promotional materials to key minority serving institutions and orgs.
Establish long-term relationships with STEM universities and other URM organizations.	Year 1 – 100% achievement of action plans. Year 2 – Enrollment of 1.2% URM students from baseline.	CHS Admissions	<ul style="list-style-type: none"> • Develop a rapport with minority serving institutions for long-term relationships. • Perform annual institutional visits. • Establish institutional pipeline programs.
Ensure availability of adequate scholarship dollars for both recruitment and retention efforts.	<u>Two buckets:</u> 1) \$720,000 of incremental scholarship dollars annually (12 full undergraduate scholarships). 2) \$720,000 of incremental scholarship dollars annually (6 full graduate scholarships).	Charlotte Royeen CHS Scholarship and Stipend Committee	<ul style="list-style-type: none"> • Hire 0.5 FTE recruitment specialist. • Hire 1.0 Academic Advisor for CHS. • Collaborate with Financial Aid to refine scholarship policies relative to URM.

Presentation of CHS Strategic Plan to DLC

Category	Current Representation	Benchmark	Availability	Four-year Goal
Students	*17.6%	NA	**31.54%	22%
Faculty	***9.6%	****0-15%	10.9% (Rush OEE)	11%

URM = underrepresented minorities (African American, Hispanic, Native Hawaiian, American Indian/Alaskan Native, 2 or > races)

Data Sources:

*CHS Institutional Data

**National Science Foundation report [2017 Women, Minorities, and Persons with Disabilities in Science and Engineering](#). Table 5-7, Bachelor's degrees awarded, by citizenship, ethnicity, race, sex, and field: 2014.

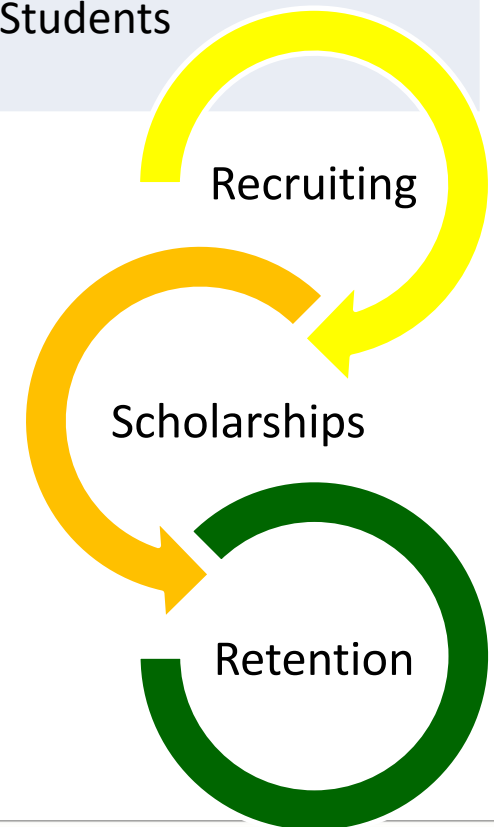
***Faculty Data provided by Rush University Diversity Leadership Council and Office of Equal Opportunity

****The Association of Schools of Allied Health Professions (ASAHP) INSTITUTIONAL PROFILE SURVEY (IPS) 2016-17. All Academic Health Centers – Gender and Race Data Report 2016.

<http://www.asahp.org/institutional-profile-survey/>

Approved Funding to Drive Diversity Initiatives

	2018-2019	2019-2020	2020-2021	2021-2022
Scholarship Funding	\$1,440,000	\$1,483,200	\$1,527,696	\$1,573,527
Additional Funding	<ul style="list-style-type: none">• 0.5 FTE Diversity Recruiter for Faculty and Students• 1.0 FTE Advisor			



Implementation for 2018-2019

Undergraduate

- ❖ 7 full-tuition & 10 half-tuition scholarships
- ❖ Retention Efforts (partial scholarships)

Graduate

- ❖ 5 full-tuition, 4 half-tuition & 4 partial tuition

RUSH UNIVERSITY

12 Full Tuition Scholarships

College of Health Sciences: Diversity Leadership Scholarships available for Fall 2018
Applicable to three baccalaureate degree programs: Health Sciences, Imaging Sciences, or Vascular Ultrasound.

Applicants must meet certain eligibility requirements in regard to race/ethnicity and socioeconomic background in order to qualify.



Complete your application today:
www.rushu.rush.edu/bshs
www.rushu.rush.edu/imagingciences
www.rushu.rush.edu/vastech

“...I hope to continue exuding leadership in diversity by focusing my studies and future practice on primary care within underserved communities. Your generosity will allow me to embark on this new journey with one less stressor.”

--PA student

“...I am deeply appreciative of your support. I promise to work very hard the next two years and hope one day I will be able to help student achieve their goals just as you have helped me.”

--BS in Health Sciences student

Mentoring Program

- **Meet-and-greet luncheon**
- **Meet at least two to three times per semester**
 - Academic perspective & mentorship
 - Share career background and observations on working in health care.
 - Share management resources
 - Assist with professional networking
 - Create a “safer zone”



Current Results

New and Total URM Percentages for AY17-18 and AY18-19*

	AY17-18	AY18-19
New (matriculates for fall term)	20.5%	20.6%
Total URM Student Population	16.1%	17.9%

Faculty Fellowship

- ❖ 4 fellowships; 50% of which were awarded to URM faculty
 - ❖ Strategic Planning
 - ❖ CE
- ❖ GOAL: Mentor junior faculty in leadership roles with a focus on encouraging URM

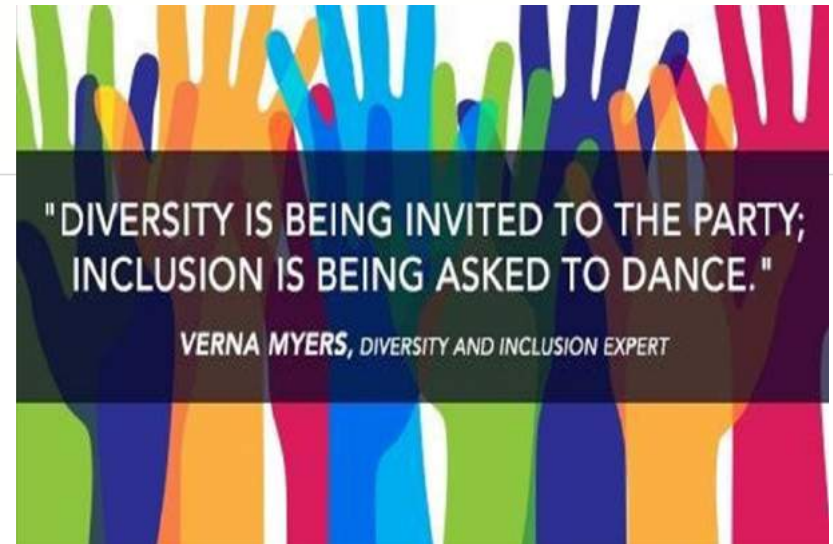
Data Source:

Rush University Institutional Data

*Data is from fall term, excluding PA which has a summer start

Considerations and Next Steps

- ❖ Examining incoming URMs have higher GPA/GRE than in the past
- ❖ Re-evaluate scholarship allocation so that our awarding practices reflect our overall goal → increase diversity at the college level vs. at the programmatic level
- ❖ Early marketing of scholarships
- ❖ Definition of URM on a programmatic level
- ❖ Best Practices for reporting diversity data



Acknowledgements

CHS Diversity Committee

Diane Howard, HSM

Patricia McCarthy, CDS

LaDonna Moreland, MLS

Constance Mussa, RC *Co-Chair*

Hillary Napier-Gondek, OT

Diane Sowa, CN

Laura Vasquez, IS *Co-Chair*

Special Thanks

CHS Admissions Department

CHS Marketing and Student Recruitment Committee

CHS Scholarship and Stipend Committee

CHS Dean's Office



