

SP #7a: Recruit and retain a diverse faculty and staff to UICOMP

Description	Create a culture that helps recruit and retain a diverse and inclusive UICOMP team that helps advance healthcare in the region	Critical Success Factors
Tactics	<p><i>i) Formulate plans with the healthcare systems for strategic recruitment of talent to the region</i></p> <p><i>ii) Provide faculty and staff development and mentoring opportunities to enhance faculty skills, engagement, and support</i></p> <p><i>iii) Provide resources (protected time; funding) to advance areas of scholarship</i></p> <p><i>iv) Formulate plans with regional communities and leaders to help facilitate recruitment to underserved areas in downstate Illinois.</i></p> <p><i>v) Create programs (including peer support programs) that help welcome, engage and mentor new and junior members of the UICOMP community</i></p> <p><i>vi) Establish opportunities for visiting professorship with faculty from HBCU institutions</i></p>	Building and unleashing the Human Potential Timeline for Implementation
Metrics	<p>Faculty development sessions offered</p> <p>Success metrics in faculty recruitment</p> <p>Diversity Score Card (specifically # of Black/African-American males)</p>	

SP #7b: Recruit and retain diverse learners (students, residents, grad students) to UICOMP

Description	Create a culture that helps recruit and retain a diverse and inclusive UICOMP team that helps advance healthcare in the region	Critical Success Factors
		<i>Building and unleashing the Human Potential</i>
Tactics	<p><i>i) Create pipeline opportunities and programs that highlights the strong healthcare system and educational innovations that occur in medicine (eg VR/simulation)</i></p> <p><i>ii) Create a robust tracking and pipeline for recruitment across the continuum from school through graduate medical education</i></p> <p><i>iii) Provide individualized support to learners to help identify and reach their career goals (residency/fellowships; urban vs. rural;)</i></p> <p><i>iv) Create programs (including peer support programs)that helps welcome, engage and mentor new and junior members of the UICOMP community</i></p> <p><i>v) Create more scholarship opportunities for medical students to help attract diverse and talented students/residents/fellows to UICOMP (Underrepresented Minority in Medicine URiM)</i></p> <p><i>vi) Enhance networking opportunities for residents and students between campuses and clinical affiliates</i></p> <p><i>vii) Establish longitudinal mentoring opportunities for URiM learners with minority faculty</i></p> <p><i>viii) Actively engage with alumni to return to practice in Peoria</i></p>	Timeline for Implementation
Metrics	<p>Number of scholarships established</p> <p>Diversity score card</p> <p>AAMC/GME/EEO reports</p>	<u>PROVIDE FEEDBACK</u>