



**DRIVING DIVERSITY IN
ACADEMIC MEDICAL CENTERS**

**GREAT GROUP ANNUAL
MEETING
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RECRUITING – BEST PRACTICES

- Summer programs
- Advertising
 - Awareness
 - Involve the parents of the students in the awareness
- Federal Agencies/National Organizations (AAMC)
 - Include PhD in biomedical sciences as a health profession to raise awareness among students and parents
- Establish relationships with students and advisors
 - One-on-one
 - Ongoing institutional contact
- Educate the undergraduate advisors



RECRUITING – BEST PRACTICES

- Post-baccalaureate Research Programs
 - PREP
 - NIH (IRTA, UGSP, NIH Academy)
- Admissions
 - 2nd visits for accepted underrepresented students
 - Special events for underrepresented students during the interview and subsequent 2nd visit
- Review applications holistically
 - Educate the faculty and administration about diversity issues



RETENTION – BEST PRACTICES

- Support programs
 - Be proactive
 - Discuss deficiencies with the student and how to address
 - Provide information about available resources during orientation
 - “Early start” programs
 - Mentoring by senior students
 - Student advocate
 - Educate the faculty and administration about diversity issues
- Be honest with the students
 - Show examples of earlier successes and failures
- New York City Minority Graduate Student Network



OUTCOMES AND DATA COLLECTION

- Essential for funding
- Maintain relationship after the student graduates
- Create tracking instruments with appropriate data elements
 - Institutional Surveys
 - Facebook
 - LinkedIn
 - InCircle
- Establish a national database for PhD and Postdoctoral trainees
 - Compare and access data across institutions
 - AAMC.....

