NIH FOSTERING COHORT RECRUITMENT FORUM

Identifying Resource Needs for Cohort Recruitment and Professional Development

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UC San Diego Health Sciences

Cluster Hire
- Recruit a diverse faculty cohort through cluster hire

HCOE Program
- Faculty Development Programs
  - Enhance UR faculty retention, success, satisfaction, and inclusion through structured faculty development programs

Assessment and Evaluation
- Quantitative and qualitative evaluation of initiatives and programs; impact on institutional climate

Inclusive, Diverse, and Engaged Faculty
• The Excellence Search for Diverse Faculty in Health Sciences initiative is to incentivize the recruitment of promising, early-career faculty to UC San Diego Health Sciences.
• This goal of the program is to build a more diverse faculty and aims to foster a diverse and inclusive community of scholars to enhance our academic and research missions.

The program is open to any academic unit in Health Sciences including departments and divisions in the:

School of Medicine
Skaggs School of Pharmacy and Pharmaceutical Sciences
Herbert Wertheim School of Public Health and Human Longevity Science
UC San Diego Health Sciences - Cluster Hire Process

Excellence Search for Diverse Faculty in Health Sciences

Received | 81 applications

- 81 applications from qualified candidates were received (60% female, 56% UR) after a national search was conducted to increase the pool and to attract the top talent from across the country.
- Outreach - Social media, Twitter, LinkedIn, networks with high UR scientist representation (UC PPFP, IRACDA, SACNAS SLI, ABRCMS, Meyerhoff Scholars)

Reviewed | 15 applications

- Search Committee 12 high-level faculty members representative of Health Sciences including 55% female, 63% UR faculty
- Top ranked 15 applications were reviewed and discussed and ranked based on the impact of their scholarship, research productivity and contributions to diversity.

Offers | 5 candidates

- 5 applicants received offers
- 4 UR faculty hired
  - Dept. Pediatrics / Division of Biological Sciences
  - Department of Psychiatry
  - Dept. Radiation Medicine and Applied Sciences / School of Public Health
  - School of Pharmacy and Pharmaceutical Sciences

Hired | 4 UR faculty

HS Office of Faculty Affairs
Underrepresented Faculty Development Program: Year 1

Career Development Plan (CDP)
- Interview with Faculty Directors to assess needs
- Develop a CDP with mentor, near peer mentors (review 3x’s per year).
- CDP is focused on criteria for advancement and promotion

Academic Review and Promotion
- HCOE faculty participate in academic promotion workshop within the program
- Attend OFA-faculty workshops on academic promotion

Core Area Projects
- Develop core area scholarly project with mentor that will facilitate academic promotion
- Project includes elements that will impact DEIA at UCSD, local and national community

Mentorship
- Senior faculty and near peer mentors
- HCOE faculty mentor UR students, postdocs, residents and fellows
- HCOE medical student mentorship program

2-year program, $10K stipend per year, mentor stipends, HCOE administered by HS Office of Faculty Affairs
Structured Faculty Development Programs: Years 2-3

Professional Development
- 16-weeks, professional development workshops
- Mentored Professional Development Contract
- 5% of base salary, mentor stipends
- Institutional supported program

Research Development and Grant Writing
- 10-weeks for proposal development, mock study section
- Summer Institutes: Cardiovascular Sciences (FOCUS), Infectious Diseases (RAPID) and Neurosciences (LAUNCH)
- NIH funded & institutional support
- research funds, faculty instructor & mentor stipends

Mentorship Training
- FMTP – Sr. and Jr Faculty training in effective mentorship (8 h) CIMER, NRMN
- Training in Culturally Aware Mentorship (CAM), CIMER (3 h)
- Faculty facilitator stipends
- Institutional supported program

Leadership Training
- AAMC Faculty Career Development Seminars
- UCSD Health Leadership Academy and Faculty Leadership Academy
- RADY Health Sciences MBA
- Supported by institutional matching funds

HS Office of Faculty Affairs
HCOE Faculty Development Program Outcomes

- 86% of eligible Health Sciences UR faculty joined HCOE; 65 HS UR HCOE faculty scholars
- 44% of submitted proposals were funded (n=17) including 7 NIH grants
- 17% (n=9) were appointed to leadership positions
- 141 trainees were mentored, 38% were UR
- 48 UR medical students were mentored, 51% of mentee respondents noted that the race/ethnicity of their mentor/mentee had a positive impact on the relationship.
- Developed a Community of >150 diverse participants
Quantitative Evaluation of Initiatives and Programs: Quality of Mentorship

Quantitative Evaluation of Initiatives and Programs: Institutional Climate

Health Sciences Institutional Climate

Morale of HCOE participants 63%

Qualitative Evaluation of HCOE Program Participants

Key Points

• Networking, meeting other faculty & mentors created a sense of community, especially for female faculty, transformational career change

• Senior mentors helped with career, grant development, while peer mentors (more diverse) helped with “how to’s” to immediate challenges/barriers

• Achievements attributed to HCOE resources, mentored project development and funding
Assessment of Efficacy
Entry HCOE Program
Faculty Development

UC San Diego Health Sciences - RESOURCES

Cluster Hire
- Institutional funding equivalent to a 1.0 FTE for up to 5 years for 4 new Health Sciences faculty.
- Vice Chancellor’s Office and Chancellor’s Office each matched the hiring unit’s contributions up to $100K/year each for 5 years toward the selected candidate’s startup package up to $1.5M per faculty recruit.
- Cluster Hire administered centrally, HS Office of Faculty Affairs

HCOE Program
- HRSA-funded UC San Diego HCOE, faculty development $1M / 5 year + institutional support Chancellor/VCHS $600K/ 5 year
- $12.7M external funding NIH: NIGMS, NHLBI, NIAID, NINDS, NCATS + $2.5M institutional support Chancellor/ VCHS
- $900K Core funding VCHS Office of Faculty Affairs

Faculty Development Programs
- $900K Core funding VCHS Office of Faculty Affairs
- Institutional support Chancellor / VCHS
- NIH: NIGMS, NHLBI, NIAID, NINDS, NCATS

Assessment and Evaluation
- $900K Core funding VCHS Office of Faculty Affairs
- NIH: NIGMS, NHLBI, NIAID, NINDS, NCATS

Inclusive, Diverse, and Engaged Faculty
UC San Diego Health Sciences
Office of Faculty Affairs
Reactant

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Wednesday, February 23, 2022
We are taking a brief break and will resume shortly!

Thursday, February 24, 2022