

NIH Scientific Workforce Diversity Seminar Series

#SWDSS

*Tracking Cohort Outcomes -
Collecting Data on the
Experiences of Faculty
Members*

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National Institutes of Health
Office of the Director
Scientific Workforce Diversity



Collecting Data on the Experience of Faculty Members

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Inclusion, Diversity, & Equity

- Not A . . .
 - Quick fix
 - Confrontational
 - About changing you
 - Fad
- But . . .
 - Changing the institutional structure
 - A beginning
 - Introspective
 - Thought-provoking
 - A journey, **NOT** a destination



- Inclusion Excellence
 - Framework designed to integrate diversity, equity, and inclusion efforts
 - Inclusive Excellence concepts lead to infusing diversity into an organization's recruiting and hiring processes, training, and administrative structures and practices
 - Inclusive Excellence means an organization has adopted means for the cohesive, coherent, and collaborative integration of diversity, inclusion, and equity into the organizational pursuit of excellence
- Inclusion ≠ Diversity

- Recruitment ≠ Retention
 - Stop the Revolving Door
 - Go to another institution or leave academia
- Institutional culture
 - Institutional commitment in changing the culture from the departmental to the university level
- Provide strong mentorship regarding the department and university culture
- Provide support for promotion and tenure
 - “Unwritten rules for promotion and tenure”



Inclusive Work Environment

- Begin to focus on retention as soon as the tenure-track/ tenure faculty sign the appointment letter
- Create a welcoming work environment
- Provide strong mentoring and resources
- Inclusive of ALL scholarly work ≠ Niche scholar

Thank You

