

UC San Diego

Health Sciences

Office of Faculty Affairs

NIH FOSTERING COHORT RECRUITMENT FORUM

Identifying Resource Needs for Cohort Recruitment and Professional Development

February 24, 2022

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UC San Diego

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

UC San Diego Health Sciences - Cluster Hire

- 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 PFP, 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
Hired | 4 UR faculty

- **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

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

Structured Faculty Development Programs: Years 2-3



Professional Development

NCLAM

National Center for Leadership in Academic Medicine

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

Research Development and Grant Writing

GWC

Grant Writing Course

- 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

FMTTP

Faculty Mentor Training Program

- FMTTP – 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*

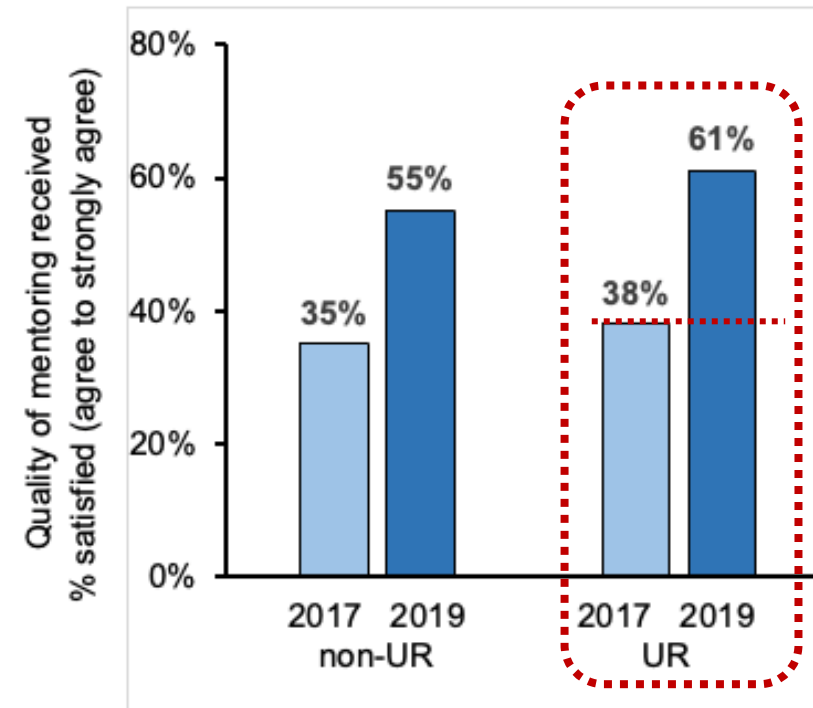
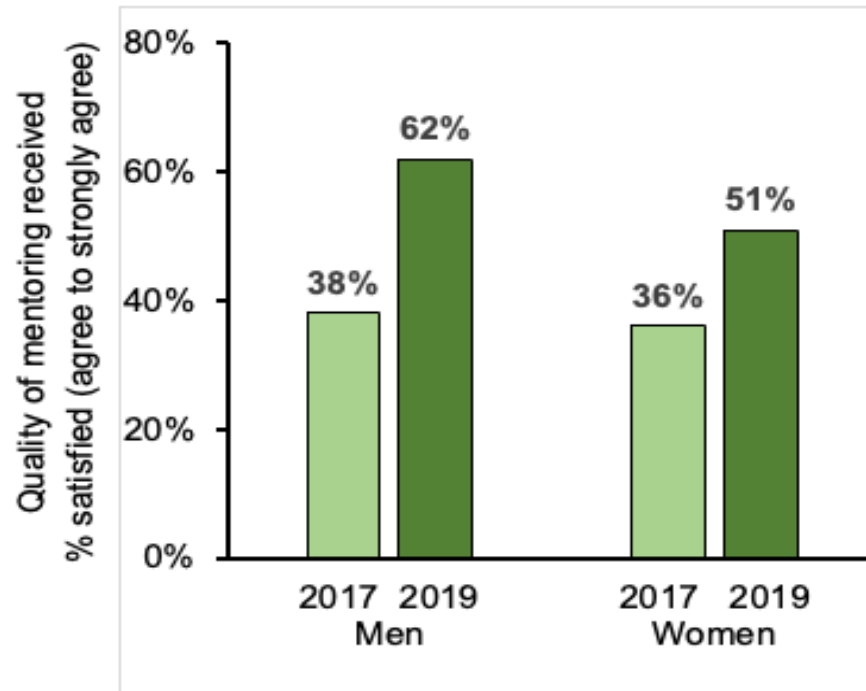
HCOE Faculty Development Program Outcomes



- **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**

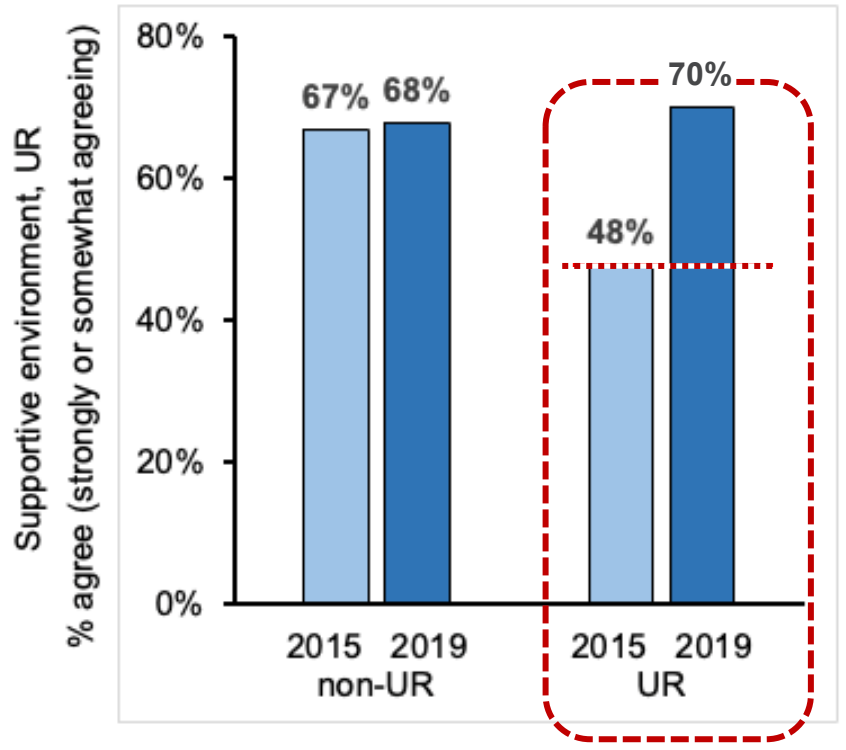
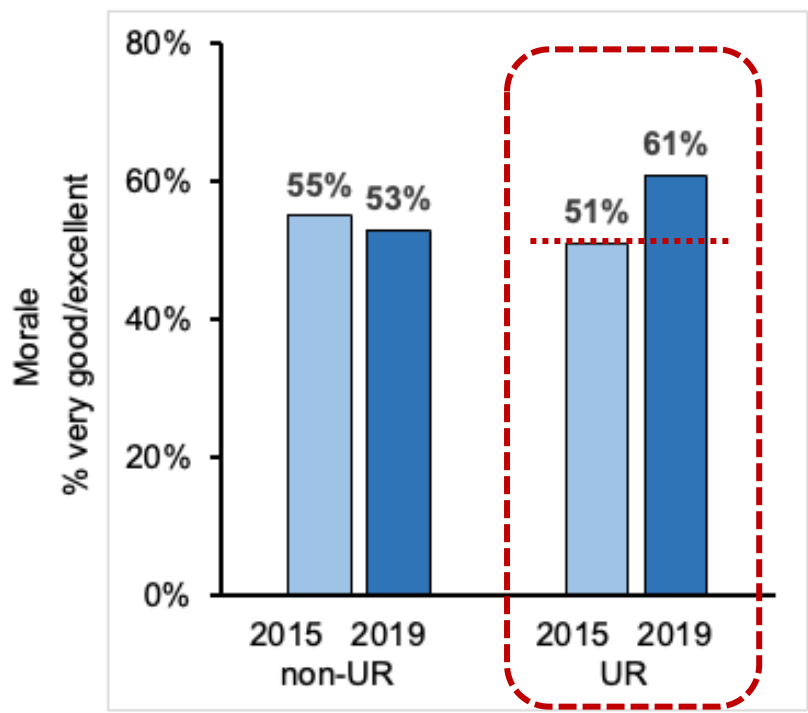
Quantitative Evaluation of Initiatives and Programs: Quality of Mentorship

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

Qualitative Analysis

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

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

Faculty Development Programs

- **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

Assessment and Evaluation

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

Inclusive,
Diverse,
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Engaged
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Questions?

UC San Diego
HEALTH SCIENCES

Office of Faculty Affairs

Shaping the Future of Academic Medicine

NIH Scientific Workforce Diversity Seminar Series

#SWDSS

Reactant

Michelle M. Camacho, Ph.D.

Professor of Sociology
University of San Diego

Wednesday, February 23, 2022



National Institutes of Health
Office of the Director
Chief Officer for Scientific Workforce Diversity

NIH Scientific Workforce Diversity Seminar Series

#SWDSS

**We are taking a brief break
and will resume shortly!**

Thursday, February 24, 2022