

Geisel School of Medicine Diversity Vision

The Geisel School of Medicine at Dartmouth believes a diverse and inclusive community of students, residents, faculty and staff enhances the educational experience, widens the path to leadership, and advances our mission of improving health locally, nationally, and globally. Geisel embraces diversity that is broadly defined and includes but is not limited to age, gender, race, ethnicity, religion, military or veteran status, sexual orientation, disability and socioeconomic status. Importantly, the definition of diversity also includes difficult to define measures or attributes such as the rich breadth of human experiences, talents and attributes. Geisel strives to allow the multiplicity of values, beliefs, interests and viewpoints of a diverse and inclusive community to foster excellence in our efforts to provide an exceptional medical and graduate education and address quality health outcomes for all.

Plan for Recruiting a Diverse Faculty at the Geisel School of Medicine

1. The Senior Associate Dean for Faculty Affairs is the chief liaison for all faculty hiring and works closely with the Office of Institutional Diversity and Equity (IDE) on all faculty searches to promote diversity efforts in recruitment. Both the IDE Officer and the Senior Associate Dean for Faculty Affairs must approve of all faculty hires.
2. The Associate Dean for Diversity and the IDE Officer meet with search committee chairs to review best practices of building a diverse pool of applicants for each faculty position and review some of the research on bias.
3. Search committee members are instructed in how to use their professional networks (with an emphasis on diversifying the applicant pool) and keep a log of all of the outreach contacts they have made.
4. Geisel takes proactive steps towards enhancing diversity in faculty searches by providing support for advertising of faculty positions in venues targeted to specific diverse groups and by requesting that these venues be utilized for all faculty Dartmouth College searches.
5. The Associate Dean for Diversity is available to consult with search committees at any time.
6. The IDE Officer reviews all interview authorization forms to review the diversification of the interview pool. If the interview pool does not appear to be diverse, the IDE representative will talk with the search committee chair to review how the interview process is being managed. All such recommendations are also communicated to the Senior Associate Dean for Faculty Affairs who works in concert with IDE to ensure fair hiring practices.
7. Offer letters extended by Geisel to those in leadership positions include the language promoting diversity, e.g.: The Mission statement of the Dartmouth-Hitchcock Medical Center is: “We advance health through research, education, clinical practice and community partnerships, providing each person the best care, in the right place, at the

right time, every time.” We look forward to you playing a central role in the development of the research and educational programs at Geisel and D-H that are consistent with this mission and with efforts to enhance diversity among our faculty, residents, postdoctoral fellows, students and staff.

8. The Associate Dean for Diversity collates and assesses data obtained from the Dartmouth College Office for Institutional Research Review, as well as from Geisel, D-H and VA administrations to assess faculty composition. This report is to be presented annually to the Dean’s Academic Board (composed of the senior leadership of the medical school).
9. The Office of Diversity and Community Engagement is charged with establishing and augmenting networks among Geisel alumni and Dartmouth-Hitchcock former residents that will promote increased diversity in our faculty ranks.
10. The Geisel Council on Diversity, in conjunction with the Geisel School of Medicine Office of Diversity and Community Engagement and Dartmouth-Hitchcock Medical Center, engages representatives from throughout the school and community to provide strategic advice and implement programs that encourage and support diversity and to monitor the effectiveness of Geisel’s diversity initiatives in four areas: 1) recruitment and retention of faculty, staff, and students from underrepresented groups, 2) diversity in the curriculum, 3) enhancing inclusive working and learning environments, and 4) programs for all that foster and sustain diversity.