

SWIM Diversity Initiative

Status Report

Draft:4/16/15

Initiative #	Initiative	Start Date	Projected Completion Date	Actual Completion Date	Initiative Source	Goal	Action Plan	Action Taken	Responsible Parties	Status (Open, Pending, Completed)
1	Increase representation of women on search committees; increase transparency of search committee procedures as they related to Affirmative Action and Diversity.	1-Apr-15	1-Sep-15		SWIM	Increase the number of women on current search committees to 50%; ensure that women and URM are aggressively recruited for all open positions at YSM	Include active searches and committee membership on the Dean's website. <i>Indicate that these committees are charged with goal to improve diversity, and show with tracke record of diversity recruitment on the site.;CDO review Affirmative Action forms.</i>	1) Formal request written to Dean Alpern and discussed in 2/2/15 meeting. 2) Dean Alpern increased representation of women on two senior search committees.3) Keep faculty search site updated. <i>4) Working with CDO and Dean to make participation of women on these committees more effective: we will ask CDO for input</i>	Dean Alpern, CDO	Continuing
2	Recruit women/URM faculty	1-Jul-15			SWIM	1. Goal of six women/URM chairs 2.Evaluate current search firm's success in recruiting women/URM faculty/staff leadership; <i>Emphasize to search firm that we would like to recruit URM and women to open Chair position as priority.</i> 3 transparency in chair appointment process and other associated institutes with YSM. 4. <i>add experts in URM and women recruitment to committees or to the process.</i>	Develop ongoing list all active chair, dean and senior leadership searches, beginning with: Public Health, Opthamology, Peditratics, Neurobiology, Internal Medicine.	Neurobiolgy, Opthamology, Pediatrics, Public Health, Child Study, Internal Medicine, Radiology. Follow up to if progress has been made in these areas listed in category, especially with regard to success of search firm in recruiting URM and women. Add to this list and update progress	Dean Alpern, CDO, SWIM	Open
3	Salary Equality http://www.nytimes.com/2015/08/13/opinion/lets-expose-the-gender-pay-gap.html?emc=eta1&r=0	1-Jun-15	1-Oct-15			Provide <u>intra</u> -departmental equity.	Dean's office presented an examination of methods used to determine salaries and to determine any gender gap in compensation for YSM overall.	Dean presented a Town Hall on salary; initiatives begun to reduce gender gap (@ 5%) at YSM	Dean Alpern	Open
4	Transparency in resource allocation	1-Jul-15	1-Oct-15		SWIM	develop a method		???		Open
5	Improve Climate: Establish a transparent mediation process	1-Oct-15	1-Jan-16		SWIM	Clarify the current mediation processes for disputes. Review the processes. SWIM to propose this policy to the Dean of YSM	Include mediation process on the Dean's website	<i>Link to all separate types of mediation processes should be on the Dean's website</i>	Dean Alpern, CDO	Pending
6	Improve Climate for promotion for women	10-Jul-15			Dean Alpern	Improve method to support women and maternity/paternity issues			Dean Alpern, CDO, SWIM	Pending

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7	Improve Climate for promotion for women: Reduce Incidence of sexual and workplace harassment at YSM	3-Feb-16	3-Dec-17		SWIM	Yale consider a policy whereby faculty found guilty of harassment be asked to leave. http://www.nytimes.com/2016/02/03/us/chicago-professor-resigns-amid-sexual-misconduct-investigation.html?hp&action=click&pgtype=Homepage&clickSource=story-heading&module=second-column-region&region=top-news&WT.nav=top-news	SWIM to propose this policy to the Dean of YSM		Dean Alpern, CDO, Faculty	Pending
8	Improve Climate for promotion for women: Transparency in Promotion Process for Faculty Advancement	1-Jul-15	1-Oct-15		SWIM	1. ALL A&P YSM committee membership should be transparent and available on faculty affairs/Provost website; 2. improve mentoring system within departments	Propose Transparency in A&P committee membership		Dean Alpern	Open
9	Improve Climate: Examine screening procedures to avoid hiring faculty/admin/staff with history of harassment	3-Feb-16	3-Dec-16		SWIM	Yale consider a policy whereby faculty found guilty of harassment not be hired. http://www.nytimes.com/2016/02/03/us/chicago-professor-resigns-amid-sexual-misconduct-investigation.html?hp&action=click&pgtype=Homepage&clickSource=story-heading&module=second-column-region&region=top-news&WT.nav=top-news	SWIM to propose this policy to the Dean of YSM		Dean Alpern, CDO, Faculty	Pending
	Chief Diversity Officer/Deputy Dean for Diversity and Inclusion	1-Apr-15	8/31/15 open search	1/17 Dr. Latimore arrived at @ YSM	Ad Hoc Task force on Gender Equity & SWIM				SWIM, Dean Alpern	Completed

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	1. Increase female representation on YMG Executive Board and on At-large members so that governing committees have minimum of 40% women. 2) SWIM submitted 18 names of highly qualified Female faculty willing to serve	1-Mar-15	1-Sep-15	27-Jul-15	SWIM	1. Committee appointments to YMG decided by nominating committee rather than one person; 2.Diversify YMG and YMG/YNHH/NEMG boards, YMG governing committees, so proportional representation of women and URM. Recommend that this July, new At-large members be primarily women (7+1) in contrast to previous year (1:7)	Include in initial discussion with Dean Alpern (2/2/15).	Dean Alpern and Paul Taheri (CEO, YMG) met with SWIM as per request. Dr. Taheri agreed to discuss this issue with the board of YSM; Drs. Robert and Kavathas provided to Drs. Hines/Taheri materials for 18 faculty willing to serve as At-large members to be selected in July	Dean Alpern, Paul Taheri, Roberta Hines, SWIM	Completed
	Recruit new Associate Dean for Faculty Affairs; Associate Dean for Scientific Affairs			2017	SWIM	SWIM involved/represented in replacing these important positions	Include committee membership on the Dean's website	Dean has created three positions and filled them. Linda Bockenstedt, Brian Smith and Mike Crair	CDO	Completed
	Faculty senate (Faculty Advisory Committee)	1-Jan-15	1-Jan-16		SWIM	Establish senate.	The Dean has established FAC instead of a Senate. Senate/Council membership should be included on the Dean's website.	FAC	Dean Alpern, Faculty	Completed
	ALL A&P YSM committee membership should be transparent	1-Jul-15	1-Oct-15	1-Aug-15	SWIM	1. ALL A&P YSM committee membership should be transparent and available on faculty affairs/Provost website.	Propose Transparency in A&P committee membership	A&P committee membership published on Dean's website; this should also be available on faculty affairs/Provost website.	Dean Alpern	Completed