

TITLE: Advancing Clinical Faculty Diversity Through Transformative Hiring for Representation, Inclusivity, and Excellence.

AWARD YEAR: 2024

BUDGET: \$550,000

INVESTIGATORS:

Denise Martinez, M.D. ,Associate Dean of Diversity, Equity, and Inclusion
Iryna Ethell, Associate Dean, Academic Affairs Professor

ABSTRACT:

THRIVE at UCR SOM aims to advance health equity efforts and improve care for the most medically underserved region in the state of California, the Inland Empire, by supplementing current School of Medicine initiatives to diversify clinical faculty recruitment, enhance retention, and support those engaged in clinical health equity research and/or education. Using a multi-pronged approach, UCR SOM will advance clinical faculty diversity to achieve better concordance with the Inland Empire population via intentional and incentivized race-neutral recruitment strategies, an improved sense of belonging through research-based retention practices, and the expansion of both medical school and residency pathway programs. By utilizing its position as the fifth most diverse medical school in the country and building upon similar successful AFD grant approaches, UCR School of Medicine will position itself as a leader in culturally competent medical education and become a model for inclusive and equitable healthcare to be emulated nationwide.