

Plan for Faculty Excellence through Diversity at the School of Veterinary Medicine

In May 2012, the SVM Action Plan for Faculty Diversity and Excellence outlined three major goals, consisting of eight initiatives, to help recruit, retain, foster and mentor an ever more eminent and diverse faculty. While substantial progress has been made towards each of these goals within the last two years, the implementation of the Plan is hampered by the lack of funds at SVM for a centralized office and staff to help oversee and integrate these initiatives with SVM and other Penn schools. Despite these challenges, as detailed below, procedures for best search practices are in place at SVM, every faculty search is being overseen by a Diversity Search Advisor, and the SVM standing faculty profile based on gender and ethnicity has improved.

GOAL 1: TO ASSESS AND SUPPORT “DIVERSITY”

- A. Define metrics to assess diversity in the SVM student body, and in faculty within the four Departments and two tracks;
- B. Establish sustainable leadership and commitment within SVM to oversee faculty recruitment, climate and retention. Integral to this are the appointments of diversity leaders;
- C. Institute commitment within the SVM for diversifying faculty by establishment of a centralized Office for Faculty Diversity that would oversee all initiatives outlined in the SVM Diversity Plan;

GOAL 2: TO INCREASE FACULTY DIVERSITY

- D. Develop outreach programs for students at all levels of education to inform them about careers in veterinary medicine. This should help build a pipeline to SVM, with hopes of changing the face of the future professoriate;

GOAL 3: TO SUSTAIN FACULTY EXCELLENCE AND DIVERSITY

- E. Maximize efforts to provide effective mentoring to junior and more senior faculty and to promote mentoring programs.