



SCHOOL OF  
MEDICINE  
OFFICE FOR DIVERSITY,  
EQUITY & INCLUSION



# ODEI

## DEI DEPARTMENTAL REPRESENTATIVES SURVEY RESULTS

**SURVEY COLLECTED:**  
April - June 2023

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***Special thanks to:***

- *Tim Petersen, PhD*
- *SOM DEI Representatives*



# TABLE OF CONTENTS

COVER PAGE.....	i
TABLE OF CONTENTS.....	ii
SOM DEPARTMENT/ PROGRAM RESPONDENTS .....	1
DEI REPRESENTATIVES: DEI TITLE/ACADEMIC RANK .....	2
DEI REPRESENTATIVES: PRIOR TITLE/ALLOCATED FTE .....	3
2ND DEI REPRESENTATIVE: DEI TITLE .....	4
2ND DEI REPRESENTATIVE: PRIOR TITLE/ ALLOCATED FTE ...	5
NON-FACULTY DEI-TITLED ROLES.....	6
LANGUAGE EQUITY LIASONS .....	6
DEI BUDGET, METRICS & TRAININGS... ..	7-8
DEI FOCUSED DEPARTMENTAL COMMITTEE/ COUNCIL .....	9-10
DEI MARKETING: WEBSITE.....	11
DEI MARKETING: MISSION STATEMENT & DASHBOARD.....	12
DEI RELATED COMMUNITY ENGAGEMENT.....	13
UNM PARTNERED ORGAINZATIONS.....	14
DEI DEPARTMENTAL NEEDS.....	15
DEI PROGRAMS, INITIATIVES & RESEARCH.....	16 - 17
ASSOCIATION TABLES:.....	18 - 21
THE END: CONTACT DETAILS.....	22

# SURVEY RESPONDENTS

## SOM DEPARTMENT/PROGRAM DEI-REPRESENTATIVES

TWENTY-ONE OUT OF 28 SOM DEPARTMENTS/ PROGRAMS RESPONDED TO THIS SURVEY.



# DEI REPRESENTATIVES

## ASSIGNED DEI-TITLE

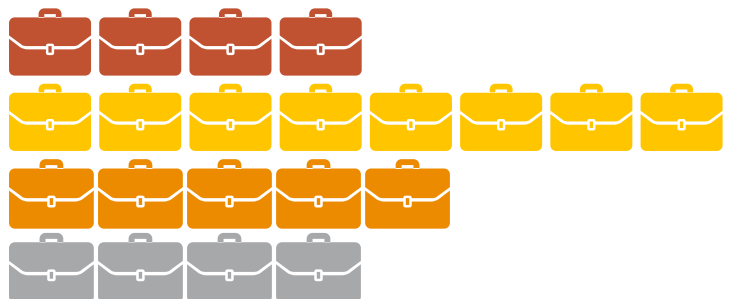


### OF THE 21 RESPONDENTS,

- 8 (38%) were assigned the title, "Vice Chair of DEI"
- 6 (29%) were assigned the title, "Director of DEI"
- 2 (10%) were assigned the title, "Co-Director of DEI"
- 5 (23%) were not assigned any of the aforementioned titles.

Other titles included, "Chair of UNM PT DEI Committee," and "Lead Instructor for DEI", and two of the respondents did not have DEI-assigned titles.

## ACADEMIC POSITION/RANK



- Assistant Professor
- Associate Professor
- Full Professor
- Other

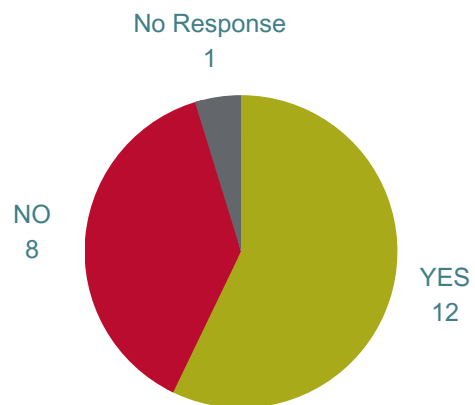
### WHEN ASKED ABOUT SOM ACADEMIC POSITION OR RANK,

- 4 representatives (19%) were Assistant Professors
- 8 (38%) were Associate Professors
- 5 (24%) were Full Professors
- 4 (19%) had other academic positions or ranks.

Other academic positions included: 'Emeritus Professor', 'Lecturer', 'Lecturer II', and 'Senior Lecturer'.

# DEI REPRESENTATIVES

## FIRST DEI-ASSIGNED TITLE IN PROFESSIONAL CAREER



### OF THE 21 RESPONDENTS,

- 12 (57.1%) reported that the current DEI-assigned title was the first in their professional career
- 8 (38.1%) reported that the current DEI-assigned title was not the first in their career
- 1 (4.8%) non-response.

## ASSIGNED FTE FOR DEI-TITLED ROLES

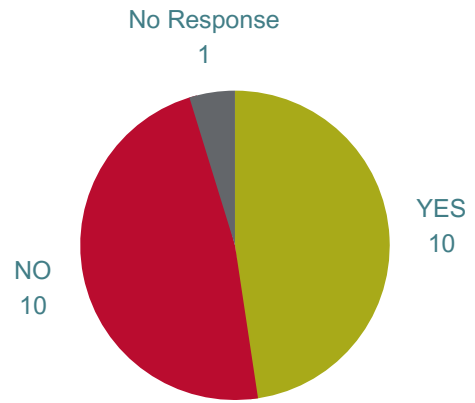


### WHEN ASKED ABOUT ASSIGNED FTE OR PERCENT EFFORT FOR THEIR DEI ROLES, RESPONDENTS REPORTED THAT

- 6 (29%) had 0.11 – 0.20 FTE
- 8 (38%) had 0.01 – 0.10 FTE
- 7 (33%) had 0 FTE.

# 2nd DEI REPRESENTATIVE

## SECOND DEI-REPRESENTATIVE WITHIN DEPARTMENT/PROGRAM



A SECOND DEI TITLED REPRESENTATIVE WAS REPORTED TO BE PRESENT IN: 10 out 20 (50%) of department/programs.

There was one non-response.

## ASSIGNED DEI-TITLED ROLE



THE SECOND DEI-TITLED REPRESENTATIVE IN THE DEPARTMENT/PROGRAMS WAS REPORTED TO BE TITLED:

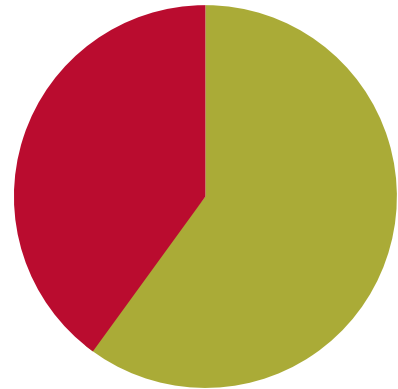
- ‘Other titles’ in 5 (50%) department/programs
- ‘Assistant Director of DEI’ in 2 (20%) department/programs
- ‘Co-Director of DEI’ in 2 (20%) department/programs
- ‘Vice Chair of DEI’ in 1 (10%) department/programs

Other titles included: “Associate Vice Chair of DEI, Co-Chair HPP, Member of DEI Committee, Staff Rep, and the other reps have DEI titles outside the department in GME but are IM faculty.”

# 2nd DEI REPRESENTATIVE

FIRST DEI-ASSIGNED TITLE IN THEIR PROFESSIONAL CAREER?

NO  
40%

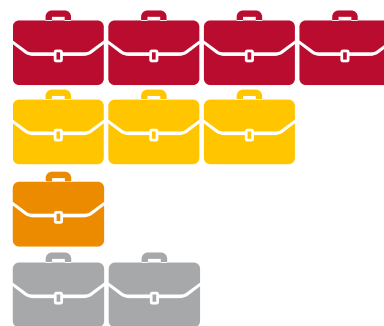
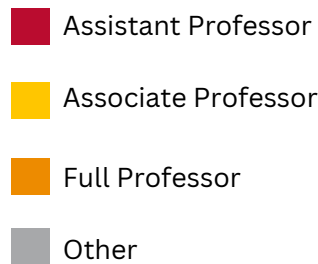


YES  
60%

OF THE REPORTED SECOND DEI REPRESENTATIVES:

- 6 (60%) reported that the current DEI-assigned title was the first in their professional career
- 4 (40%) reported that the current DEI-assigned title was not the first in their career.

ACADEMIC POSITION/ RANK

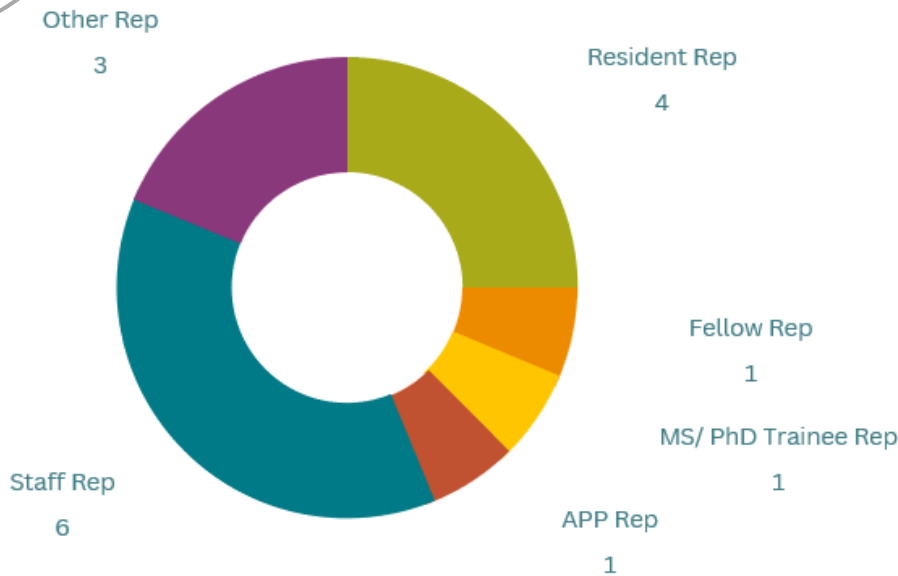


WHEN ASKED ABOUT THE SECOND DEI REPRESENTATIVES' SOM ACADEMIC POSITION OR RANK:

- 4 (40%) were '*Assistant Professors*'
- 3 (30%) were '*Associate Professors*'
- 1 (10%) were '*Full Professors*'
- 2 (20%) had '*Other*' academic positions or ranks.

'Other' academic positions included:  
'Senior Lecturer III' and 'Staff'

# DEI-TITLED ROLES FOR NON-FACULTY WITHIN DEPARTMENT/PROGRAMS



## DEI-TITLED ROLES FOR NON-FACULTY CATEGORIES IN THE DEPARTMENT/PROGRAMS WERE REPORTED TO BE

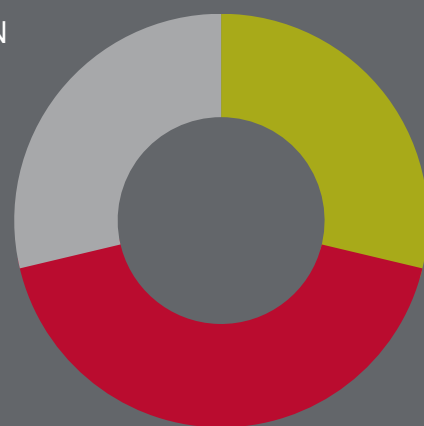
- 6 (30%) *Staff Representatives*,
- 4 (20%) *Resident Representatives*
- 1 (5%) *Fellow Representative*
- 1 (5%) *MS/PhD Trainee Representative*
- 1 (5%) *APP Representative*
- 3 (15%) *Other Representatives*.

Responses for “Other” included “DEI representative to HPP” and “multiple members of our department serve in DEI roles outside our department”. One fill-in response for “Other” was left blank.

## DEPARTMENTAL/ PROGRAM LANGUAGE EQUITY LIASONS

UNKNOWN  
29%

PRESENT  
29%



NOT PRESENT  
43%

### WERE REPORTED TO BE:

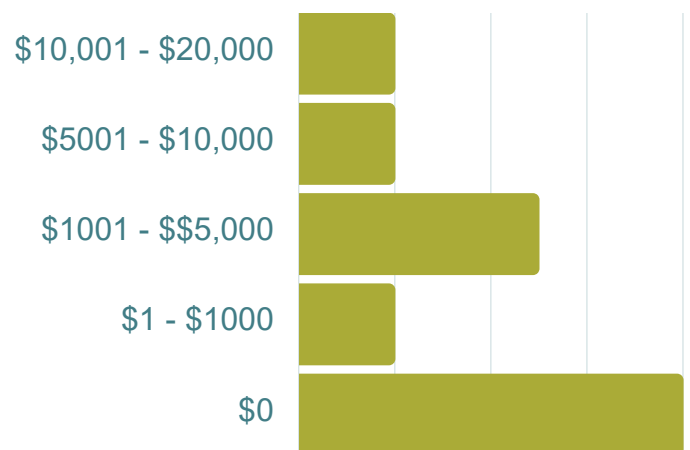
- ‘Present’ in 6 (29%) of department/programs
- ‘Not present’ in 9 (43%) of department/programs
- ‘Unknown’ in 6 (29%) of department/programs





# DEI Budget, Metrics & Trainings

## DEPARTMENT/ PROGRAM DEI- OPERATING BUDGET FOR FY 2022-23

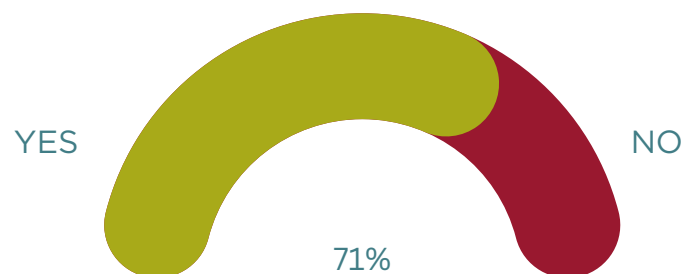


### DEPARTMENTAL DEI OPERATING BUDGET WAS REPORTED TO BE:

- \$10,001 - \$20,000 in 2 (11%) department/programs.
- \$5,001 - 10,000 in 2 (11%) department/programs.
- \$1001- 5000 in 5 (26%) department/programs.
- \$1 - \$1000 in 2 (11%) department/programs.
- \$0 in 8 (42%) department/programs.

Two responses were left blank.

## DEI-METRICS REQUIRED TO BE COMPLETED AS PART OF ANNUAL FACULTY REVIEW



### DEI METRICS ARE REQUIRED TO BE COMPLETED AS PART OF THE ANNUAL REVIEW PROCESS:

- 15 (71%) of departments **DO REQUIRE** DEI metrics to be completed as part of the annual review process
- 6 (29%) of department/units **DO NOT REQUIRE** DEI metrics to be completed as part of the annual review process

# DEI Budget, Metrics & Trainings

## DEI TRAINING FOR FACULTY/STAFF IN DEPARTMENT/PROGRAM



### DEI TRAININGS FOR FACULTY AND STAFF WERE REPORTED TO BE:

- **'Present'** in 16 (76%) of departments/programs.
- **'Not present'** in 5 (24%) of department/programs.

## HOW MANY DEI TRAININGS HAVE DEPARTMENT/PROGRAMS HELD INTERNALLY WITHIN THE PAST YEAR?



### INTERNAL DEI TRAININGS WERE HELD

- **'1-2 times'** per year in 4 (25%) of department/programs
- **'3-4 times'** per year in 8 (50%) of department/programs
- **'5-6 times'** per year in 2 (13%) of department/programs
- **'>7 times'** in 2 (13%) of department/programs

# DEI Focused Committees/Councils

DEPARTMENT/  
PROGRAM  
HAS A DEI-  
FOUSED  
COMMITTEE/  
COUNCIL

62%

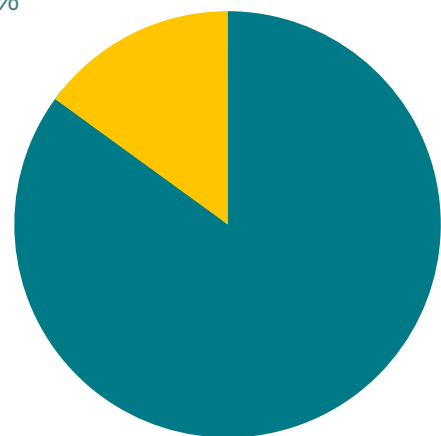


DEI FOCUSED COMMITTEES, COUNCILS, OR TASK FORCES, WERE PRESENT IN:

- **'Present'** in 13 (62%) department/programs
- **'Not present'** in 8 (38%) department/programs

SPECIFIC DEI-  
WORKGROUP

No specific title  
15%



'DEI Committee'  
85%

THE NAME OF THE DEI COMMITTEE/COUNCIL WAS:

- **"DEI Committee"** in 11 (85%) departments/programs
- No specific name was reported in 2 (15%) of departments/programs

# DEI Focused Committees/Councils

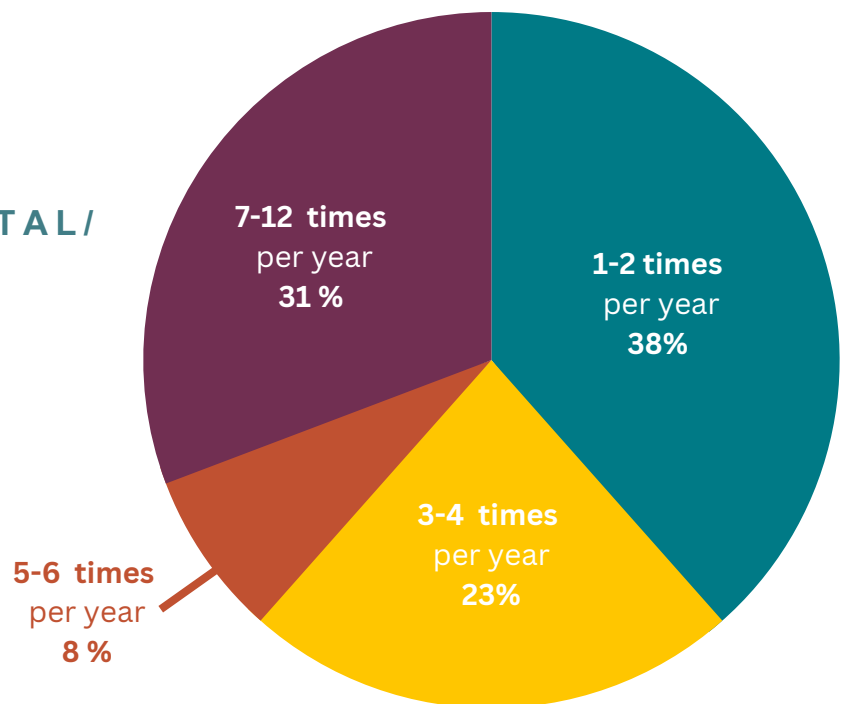
## DEPARTMENTAL/ PROGRAM COMMITTEE CHARTER

15%



Two (15%) of the DEI department/program committees **HAD A CHARTER** while 11 (85%) did not.

## DEPARTMENTAL/ PROGRAM COMMITTEE MEETING FREQUENCY



### THE DEI DEPARTMENTAL/PROGRAM COMMITTEE MET:

- '1-2 times' per year in 5 (38%) department/programs
- '3-4 times' per year in 3 (23%) department/programs
- '5-6 times' per year in 1 (8%) department/programs
- '7-12 times' per year in 4 (31%) department/programs

# DEI Marketing

## DEPARTMENT/ PROGRAM HAS A DEI PAGE ON WEBSITE

(86%)

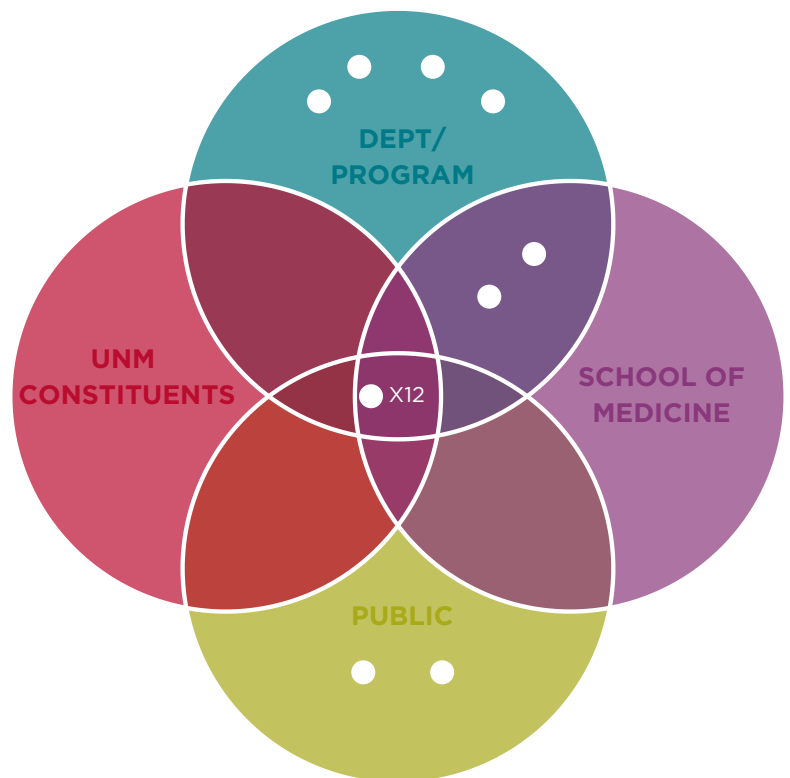


YES

NO

**Eighteen (86%)** of department/programs have a DEI webpage on its website and **3 (14%)** do not.

## TARGET AUDIENCE FOR DEI WEBPAGE



THE TARGET AUDIENCE FOR THE DEPARTMENT/ PROGRAMS DEI WEBSITE WAS REPORTED TO BE:

- *'Department/Program', 'School of Medicine', 'Public' and 'UNM Constituents' (ALL)* in 12 departments/programs.
- *'Department/Program' and 'School of Medicine'* currently in 2 departments/programs.
- *'Department/Program'* currently in 4 departments/programs.
- *'Public'* currently in 2 departments/programs.

# DEI Marketing

## DEPARTMENT/ PROGRAM HAS A DEI MISSION STATEMENT

86%



- 18 (86%) of department/units **DO** have a mission statement
- 3 (14%) of department/units **DO NOT** have a mission statement

## DEI MISSION STATEMENT ON WEBPAGE

94%



- 17 department/ units (94%) **DO** have their mission statement listed on their website
- 1 department/ unit (6%) **DO NOT** have their mission statement listed on their website

## DEI DASHBOARD ON DEPT WEBSITE

14%



- 3 (14%) **DO** have a department/programs have a DEI dashboard on their website
- 18 (86%) **DO NOT** have a department/programs have a DEI dashboard on their website

# DEI Related Community Engagement

DEPARTMENTS/  
PROGRAMS  
THAT  
PARTICIPATE IN  
COMMUNITY  
ENGAGEMENT  
WITH  
(NON-UNM)  
ORGANIZATIONS



Fourteen (67%) department/programs participate in DEI-related community engagement activities with outside (non-UNM) organizations and 7 (33%) do not.

LOCAL,  
REGIONAL,  
STATE, AND/OR  
NATIONAL  
ORGANIZATIONS  
THAT THE  
DEPARTMENTS/  
PROGRAMS  
HAVE ENGAGED  
WITH IN THE  
PAST YEAR FOR  
DEI  
INITIATIVES:

- Albuquerque Job Corps Center
- Medical Services
- APTA
- APTA NM
- ASBMB
- BHSD
- Big Brothers Big Sisters
- Center for Development and Disability and Continuum of Care
- City of Albuquerque Office of Equity & Inclusion,
- EMS corps
- Health Professions Program outreach activities
- Healthcare worker preparatory programs
- Minority Nonmedical Groups
- National Association of EMS Educators
- National Association of EMS Physicians
- Native Health Initiative
- Navajo Nation
- NM JOE
- Orthopaedic student interest groups
- OT ad hoc High School Outreach Events
- Pediatric Resident Legislative Advocacy Training
- Perry Initiative
- Prevention Research Center
- Reducing LGBTQ+ Adolescent Suicide
- Running Medicine
- Scholars Strategy Network
- School-Based Health Clinics-Albuquerque
- SNMA
- TREE Center
- Zuni Pueblo

# UNM Partnered Organizations

DEPARTMENT/  
PROGRAM HAS  
PARTNERED WITH  
OTHERS AT UNM  
ON DEI  
INITIATIVES



**Eighteen** (86%) of department/programs partner with others across UNM on various DEI initiatives and **3** (14%) do not.

UNM  
DEPARTMENTS/  
PROGRAMS  
THAT ARE  
PARTNERED  
ACROSS UNM  
ON VARIOUS  
DEI INITIATIVES:

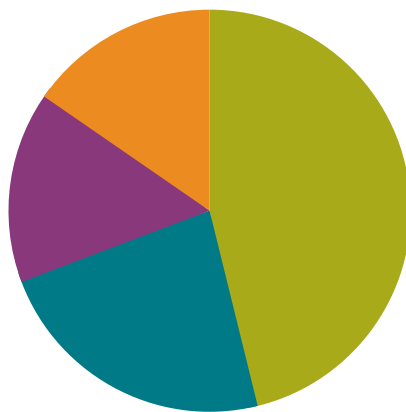
BA/MD Committee Involvement  
CNAH  
Division of PM&R  
GME  
HCA  
Health Care Symposium  
Health Hackathon Project  
HSLIC  
IHOP  
Inclusive Excellence Council  
L&D/hospital  
LEO  
LSA  
Office of CPL  
Office of DEI  
RMEC  
SOM Alumni Office  
SOM DEI Committee  
SOM REO  
Southwest Hispanic Research Institute (SHRI)  
UHSEP  
UME  
UNM College of Population Health  
UNM Foundation  
UNM Graduate Medical Education Office  
UNM Health Professions Program Committee  
UNM Minority Women in Medicine



# DEI Departmental/ Program Needs:

Additional Resources and Support

## ADDITIONAL RESOURCES AND SUPPORT THAT THE DEPARTMENT/ PROGRAMS NEED IN REGARDS TO DEI:



#1 Increased FTE/ Funding

#2 Recruitment Resources/ Mentoring Support

#3 DEI Training/ Faculty Development

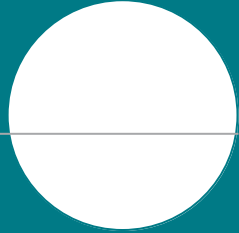
#4 Community Outreach/ Engagement

IN AN OPEN ENDED INQUIRY REGARDING ADDITIONAL RESOURCES AND SUPPORT NEEDED, OUT OF 21 RESPONDING DEPARTMENTS/PROGRAMS:

- 6 (29%) mentioned the need for 'Increased FTE/ Funding'
- 3 (14%) mentioned the need for 'Recruitment Resources/ Mentoring Support'
- 2 (10%) mentioned the need for 'DEI Training/ Faculty Development'
- 2 (10%) mentioned the need for 'Community Outreach/ Engagement'

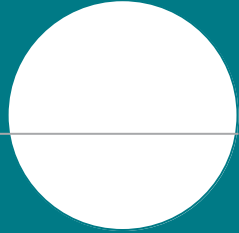
### OTHER NEEDS MENTIONED 1X:

- Administrative support
- Workforce
- "Standardized DEI Guiding Principles" for all UNM SOM Departments and UNM HSC
- Central mechanism or tool to capture DEI activities
- Examples of a Charter
- Grant support for writing grants to support DEI
- Web Page Design
- Scholarships for URiM Trainees



## List of DEI Programs, Initiatives and Research in Departments/Programs

<b>ANESTHESIOLOGY &amp; CCM</b>	DEI grand rounds, funding, DEI education for interested individuals, providing DEI focused interview training for faculty, Initiating DEI education as part of onboarding
<b>EMERGENCY MEDICINE</b>	Thank you for continuing to capture this data! Maybe ask about progress with Talent Management Framework for resident, fellow, faculty, and senior leadership recruitment.
<b>FAMILY &amp; COMMUNITY MEDICINE</b>	The vast majority of faculty in our department on working on DEI initiatives as part of their clinical, education and research everyday activities. The leadership structures are supporting this work and it is integrated into the fabric of daily operations. We are also actively engaged with the Associations for Departments of Family Medicine and participate in their quarterly DEI Directors and Deans meetings.
<b>INTERNAL MEDICINE</b>	There are innumerable DEI efforts within the dept of IM; from research across nephrology/GI/pulmonary as well as grant applications to move DEI teaching/education forward to requests from outside the dept to come to conferences for teaching fellows/faculty on specific topics within DEI.
<b>NEUROSCIENCES</b>	Alcohol Research Training grant that supports minority trainees
<b>OCCUPATIONAL THERAPY</b>	Currently OT has a HRSA grant to support scholarships which has some relation to DEI initiatives
<b>PEDIATRICS</b>	<p>We have 135 faculty who are required to document DEI initiatives and activities in their Annual Performance Evaluation that have been completed in the previous year. They must also document planned DEI activities and initiatives for the coming year. This ranges from completing the online DEI Learning Central Modules to working in the realm of the broad scope of DEI. We provide 2-3 grand rounds presentations on DEI topics. Our Adolescent providers work with LGBTQ youth and at risk youth who live in impoverished communities, our Prevention and Population Science group works with indigenous communities and our Hispanic communities throughout the state. The director of this group writes: Since the creation and funding of the Prevention Research Center at UNM HSC, I have been successful in recruiting, employing, mentoring, under-represented populations of New Mexico. The first person hired to co-lead the development of what is now the PRC, was a Native man from the Pueblo of Laguna.</p> <p><b>*CONTINUED*</b></p>



## List of DEI Programs, Initiatives and Research in Departments/Programs

<b>PEDIATRICS</b>	<p><b>*CONTINUED*</b></p> <p>We were also the first PRC to establish a Community Advisory Board composed of representatives of New Mexico populations with attention to equity and diversity in representation of ethnicity, age, gender, disabilities, professional discipline (related to public health). Under my leadership we have been a leader and model for DEI. Currently our research includes rural communities, Hispanic and Native populations, immigrants, and LGBTQ groups. Our Center from Development and Disability and Continuum of Care Program works with the disabled community from birth to adulthood, providing a variety of services to the disabled community as well as educating providers throughout the state. This group has experts in providing training and care of all. One faculty notes: I have worked on research projects aimed at understanding families of children with ASD living in rural areas and their decisions regarding recommendations as well research into the development of children on the Navajo Nation, environmental contributors to that development, and validation of instruments used to assess Navajo children. Another faculty has completed training and evaluation for Spanish speaking patients/families Our residents go through an advocacy training program that is held in our southeast heights working with community members to assure clinical care and educational connections are made in a language proficient manner and collaborate with community members. In our medical clerkship rotation our faculty work in the pediatric clerkship to review all student clerkship grades and narratives assessing for bias related to race, gender, socioeconomic background, etc.</p>
<b>PHYSICAL THERAPY</b>	<p>We are conducting a curricular review to look for opportunities to increase DEI in the curriculum. We also have a plan to increase DEI representation on our PT webpage.</p>
<b>PSYCHIATRY &amp; BEHAVIORAL SCIENCES</b>	<p>Psychiatry Resident DEI Curriculum, Psychiatry Addictions Fellowship DEI Lectures</p>
<b>RADIOLOGY</b>	<p>Building a DEI Dashboard for the department; patient-facing DEI bulletin boards; a faculty member works w/ med students on research in ethnic differences in skeletal development bucket; DEI page in our newsletter</p>
<b>SURGERY</b>	<p>We have started a shadow program for students interested in DEI, as outreach initiative. Dr. Maqbool has solely been the one coordinating the logistics including getting purple scrubs for the shadow students. We started a social determinants of health curricular component to surgery clerkship and have improved our DEI related questions on end of clerkship survey.</p>

# DEI Title Association Tables

## ASSOCIATIONS BETWEEN RESPONDENT DEI TITLE AND FACULTY RANK

	Full Professor	Associate Professor	Assistant Professor	Other	
Vice Chair of DEI	3 (37.5%)	5 (62.5%)	0 (0%)	0 (0%)	8
Director of DEI	1 (16.7%)	1 (16.7%)	2 (33.3%)	2 (33.3%)	6
Co-Director of DEI	1 (50%)	1 (50%)	0 (0%)	0 (0%)	2
Other	0 (0%)	1 (20%)	2 (40%)	2 (40%)	5
	5	8	4	4	21

Full and Associate Professors are more likely to have a vice-chair title (and vice-versa); Assistant Professors are more likely to have a title reflecting directorship.

## ASSOCIATIONS BETWEEN RESPONDENT DEI TITLE AND ALLOCATED FTE

	0 FTE	0.01 – 0.10 FTE (1% - 10%)	0.11 - 0.20 FTE (11% - 20%)	
Vice Chair of DEI	1 (12.5%)	2 (25%)	5 (62.5%)	8
Director of DEI	1 (16.7%)	5 (83.3%)	0 (0%)	6
Co-Director of DEI	1 (50%)	1 (50%)	0 (0%)	2
Other	4 (80%)	0 (0%)	1 (20%)	5
	7	8	6	21

Vice Chairs are more likely to have a higher allotted DEI FTE, followed by Directors, then Co-Directors. The DEI FTE associated with other titles is varied.

# DEI Title Association Tables

## ASSOCIATIONS BETWEEN RESPONDENT DEI TITLE AND DEI BUDGET

	0	\$1 - \$1000	\$1001 - \$5000	\$5001 - \$10,000	\$10,001 - \$20,000	
Vice Chair of DEI	3 (42.8%)	0 (0%)	0 (0%)	2 (28.9%)	2 (28.9%)	7
Director of DEI	0 (0%)	1 (20%)	4 (80%)	0 (0%)	0 (0%)	5
Co-Director of DEI	2 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2
Other	3 (60%)	1 (20%)	1 (20%)	0 (0%)	0 (0%)	5
	8	2	5	2	2	19

Vice Chairs are more likely to have a higher allotted DEI Budget, followed by Directors. Co-Directors reported 0 DEI Budget and the DEI Budget associated with other titles varies.

## ASSOCIATIONS BETWEEN RESPONDENT DEI TITLE AND PRESENCE OF DEI FOCUSED COMMITTEE

	NO	YES	
Vice Chair of DEI	4 (50%)	4 (50%)	8
Director of DEI	2 (33%)	4 (66.7%)	6
Co-Director of DEI	0 (0%)	2 (100%)	2
Other	2 (40%)	3 (60%)	5
	8	13	21

In both cases, the Co-Directors of DEI reported the presence of a DEI workgroup/committee. The presence or absence of a committee did not seem to have an association among other titles (VC, Director, other); among these titles, the number of those having committees was similar to those not having committees.

# DEI Title Association Tables

ASSOCIATIONS BETWEEN RESPONDENT DEI-TITLE AND ANNUAL INTERNAL DEI TRAINING SESSION FREQUENCY

	1-2 times per year	3-4 times per year	5-6 times per year	>7 times per year	
Vice Chair of DEI	1 (16.7%)	4 (66.7%)	1 (16.7%)	0 (0%)	6
Director of DEI	1 (20%)	1 (20%)	1 (20%)	2 (40%)	5
Co-Director of DEI	0 (0%)	2 (100%)	0 (0%)	0 (0%)	2
Other	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)	3
	4	8	2	2	16

Department/ Program DEI Vice Chairs and Directors are more likely to have a higher frequency of annual internal DEI training.

THANK YOU!





# THE END.

## CONTACT DETAIL

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