

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

November 4, 2021

To: Jason Stajich
Riverside Division Academic Senate

From: Katherine Stavropoulos, Chair
Committee on Diversity, Equity, & Inclusion

Re: [Campus Review] New Graduate Program Proposal: Master of Medical Education Program (M.M.Ed. - SSGPD)

The Committee on Diversity, Equity, and Inclusion discussed your proposal for a new graduate program, Master of Medical Education Program, and we summarize the results of the discussion below. We appreciate how the program tries to fill in a gap in medical education in the Southern California region. This is an increasingly important problem due to the job shortage in the medical field in the US. The committee focused on the issues related to diversity, equity, and inclusion (DEI). We appreciate that the proposal considers DEI aspects with a section that lists the efforts made in this regard. This includes the hiring of faculty and staff, recruiting and retaining students, and curriculum development for future students. The last point, specifically, was highly appreciated since it will help future graduates of the program to further consider DEI in their careers. On the other hand, the committee also noticed some shortcomings that we would like to bring to your attention to further improve and strengthen the proposal.

1. While the proposal mentioned that best practices will be implemented for faculty and staff hiring, it did not mention what these best practices are. We understand that best practices could be different from one field to another so mentioning some examples is important.
2. The proposal did not mention if there will be any actions taken for the retention of faculty and staff. It would be important to highlight this important issue related to DEI. In this regard, the hiring and retention of students seemed to be more detailed as it mentioned several examples of the best practices that will be taken.
3. The proposal did not provide any information on the evaluation of the proposed plan on contribution to DEI. The proposed evaluation plan focused on the educational outcome which is a very important point but there should be a clearly documented evaluation plan that measures how the program contributes to diversity, equity, and inclusion.
4. The committee suggests that Section 7 "Graduate Student Support" could include some suggestions on how financial aid can contribute to DEI by providing better support to students coming from low-income families or other disadvantaged and/or under-represented communities.

The committee thinks that the proposal is well-thought out, and the points mentioned above would further strengthen it to help the proposal go smoothly through the review process and be accepted on time to start in Fall 2023 as planned.