



Cooper Medical School of Rowan University

POLICIES AND PROCEDURES

SECTION: Administration

SUBJECT: Diversity and Inclusion Statement and Policy

INITIATED BY: Office of Diversity and Community Affairs

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APPROVED BY:


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MISSION STATEMENT

Cooper Medical School of Rowan University is committed to providing humanistic education in the art and science of medicine within a scientific and scholarly community in which excellence in patient care, inclusivity, innovative teaching, scholarly activity, and service to our community are valued.

DIVERSITY AND INCLUSION STATEMENT

Cooper Medical School of Rowan University (CMSRU) is committed to providing an academic and work environment that respects the contributions, talent, and diverse experiences of all of our students, faculty, and staff. Our core values include a commitment to diversity, equity, and inclusion, mentorship, professionalism, patient advocacy, wellness, the communities we serve, and scholarship. We embrace the philosophy that excellence in medical education, research, and clinical practice is best achieved through inclusion of individuals from diverse backgrounds and maintaining an academic and work environment free of discrimination. We pledge to build and sustain a learning community where diversity and belonging are celebrated, and to foster access to medical education to learners from all segments of society. We consider inclusivity to be a responsibility of everyone in our learning environment.

An important feature of CMSRU's mission is recruitment of a diverse student body. We focus on recruiting students from the state of New Jersey into the medical school and into our pipeline programs. It is also our goal to create an academic environment that is welcoming and respectful of diversity of all.

DIVERSITY AND INCLUSION POLICY

PURPOSE: Diversity is essential to fulfilling the CMSRU mission of improving the health of our community and in achieving our vision of being a leader in medical education, research, and clinical practice with an emphasis on healthcare for underserved populations. CMSRU is committed to recruiting students, staff and faculty from diverse backgrounds with experiences that best match our mission to serve the needs of our community. Furthermore, CMSRU is invested in providing a learning environment that is enhanced by the exchange of varied viewpoints that increase awareness of health care disparities and increase interest in service and civic responsibility.

POLICY: CMSRU provides opportunities for learners from all backgrounds to gain information about health careers and programming to advance their knowledge/skillset to pursue those professions; these educational programs are inclusive in nature and extend beyond CMSRU. Included are “pipeline” programs that span elementary school through undergraduate years. In addition to traditional entry pathways to medical school, CMSRU provides routes for individuals who participate in PULSE and other CMSRU pipeline programs to gain acceptance to CMRSU. CMSRU is equally committed to the recruitment, development and retention of diverse qualified faculty/staff.

CMSRU is dedicated to providing an academic and work environment that respects the contributions, talent, and diverse experiences of all of our students, faculty and staff.

SCOPE: This policy applies to all applicants, students, faculty and staff of CMSRU.

DEFINITIONS:

Diversity-All aspects of human differences including, but not limited to: race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability, age, and socioeconomic status

Belonging-Being a member or a part of a particular group, organization or class

PROCEDURE:

CMSRU incorporates fairness and inclusion in all of its functions including admissions, student affairs, faculty affairs, academic affairs, clinical practices, curriculum, research, and community service.

The Office of Diversity and Community Affairs (ODCA) engages faculty, students, and staff to develop and maintain an environment which embraces and respects the diverse educational and larger community. It creates partnerships to establish priorities and ensures that social justice, inclusion, cultural competence and humility are promoted within the institution and our larger community. The ODCA collaborates with hospitals, physician practices, universities, community colleges, elementary, middle and secondary schools, nongovernmental organizations, and regional and community organizations to develop initiatives that will further improve the healthcare experience for disadvantaged communities, such as the creation of a pipeline to medical professions and community service programs. In addition, collaborations are sought to further our commitment to diversity and decreasing health disparities in the community and surrounding region. The ODCA works with the Office of Faculty Affairs to broaden recruitment and retention efforts of diverse faculty members. The Committee for Diversity in the Learning Environment supports the efforts of the ODCA in monitoring achievement of diversity initiatives and contributes information and programming recommendations to guide the ODCA’s strategic planning process.

The following are monitored on a regular basis as part of the CMSRU strategic planning process

and continuous quality improvement:

- Progress of pipeline participants to graduation/health professions
- Recruitment, acceptance, matriculation, and retention of students from diverse backgrounds
- Recruitment and retention of faculty and senior administrative staff from diverse backgrounds
- Support for diversity programs
- Faculty engagement in diversity and mentoring programs
- Diversity efforts of departmental chairs (resident recruitment, faculty recruitment and retention, and faculty promotions)
- Cultural content in curriculum