

SWIM meeting with Dean Alpern
2/2/15

1. Diversity Officer

We support the recommendation of the Gender Equity Task for the appointment of a Diversity Officer to the School of Medicine.

SOM hires Chief Diversity Officer (CDO)
CDO reports to the Deputy Provost for Faculty Development and Diversity

Roles:

- Empowered to actively participate in the hiring and evaluation of senior leadership

- Works with Chairs to develop strategic plans for hiring and mentoring women; includes development of a written plan by the Chair that is graded by the CDO. The grade is linked to compensation and resources of the chair.

- Designs and conducts workshops on Diversity and Gender Equity issues with faculty and staff in leadership positions

- Serves on all senior leadership search committees; plays an active role in naming members to these committees and writing the charge to the committee.

- Has a significant role in the evaluation of Chairs. Devises system with metrics regarding gender equity and climate in Chair evaluation

- Has a significant role in ensuring that resources are distributed equitably among male and female faculty at the School. Space, bridge funding, endowed chairs, compensation for leadership responsibilities, start up packages, retention packages

- Ensures transparency in compensation

-interacts with SWIM on a regular basis to obtain feedback on the climate. Deals with specific issues women faculty face such as space issues, promotion, retention, climate and bullying.

-Chosen by a search committee, with at least two members of SWIM

-WFF is putting together a program on Diversity Officers. They will bring CDOs to Yale and have a panel discussion and meetings with these individuals.