

## **EXAMPLES OF HOW EDI-RELATED ACTIVITIES MAY FULFILL THE ELEMENTS OF A SMD PROMOTIONS PACKET**

### **CLINICAL**

*This activity component is defined as demonstrable success as a clinician with expertise in a particular field of patient care or other professional service.*

*EDI-related examples include:*

- Providing or improving services to underserved patients or populations
- Providing or improving services to reduce health care disparities
- Improving equity, diversity, or inclusion among the clinical workforce or in clinical workplace settings (e.g., pipeline building, culture/climate improvements)

### **TEACHING**

*This activity component is defined as demonstrable success as an effective teacher with any of a wide range of settings and learners. Teaching efforts may include one or more types of educational activities – direct teaching, mentorship, career advising, curriculum development/implementation, educational assessments, or educational administration/leadership.*

*EDI-related examples include:*

- Providing or improving education, mentorship, or career advising for underserved or underrepresented groups
- Educational efforts on topics related to EDI (e.g., biomedical or psychosocial factors affecting health and illness in different groups, application of bioethics reasoning to equity in medicine and science)
- Efforts to improve equity, diversity, or inclusion among the teaching workforce or in teaching settings (e.g., pipeline building, culture/climate improvements)

### **RESEARCH, SCHOLARSHIP, OR INSTITUTIONAL SCHOLARSHIP**

*Research is defined as demonstrable success in developing and sustaining an identity as an independent investigator with an area of focused expertise.*

*Scholarship is defined as demonstrable success in developing and sustaining a distinct identity as a scholar with an area of focused expertise (often of types other than grant-funded empirical investigations).*

*Institutional Scholarship is defined as demonstrable success in providing expertise that contributes substantially to the Medical Center academic mission with collaborations across*

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*multiple Departments or Centers (typically without developing an identity as an independent investigator).*

*For each of the three, EDI-related examples include:*

- Research or scholarship focusing on topics in EDI (e.g., healthcare or training disparities, differences among groups, pipeline building, culture/climate improvements)
- Presentations, publications, or other dissemination of research/scholarship on EDI topics or that improve access to or for underserved or underrepresented groups
- Improving EDI among the research/scholarship workforce, in research/scholarship workplace settings, or among study participants

**CONTRIBUTIONS TO ACADEMIC MISSIONS** (for Clinical and Teaching career paths)

*For those with formal activity in Research, Scholarship, or Institutional Scholarship, that activity component obviates the need for this section.*

*For those in Clinical and Teaching ('only') career paths, their academic appointment is distinguished from those with non-academic appointments (e.g., professional appointments) by substantial contributions to URMIC academic missions (without necessarily developing and sustaining a distinct identity as a researcher or scholar).*

*EDI-related examples include:*

- Administrative service or leadership roles fostering EDI
- Participation in EDI research or scholarship led by others (e.g., enrollment in clinical trials; use of expertise to assist in measurements, assessments, analyses)
- Authored or co-authored publications, educational materials (e.g., syllabi, teaching manuals), administrative materials (e.g., policies, procedure manuals), or other media (audio, video, software, social media) fostering EDI

**SERVICE, LEADERSHIP, AND NATIONAL RECOGNITION**

*Defined as a) service to the Department, Medical Center, University, community, or discipline; b) leadership roles; and c) recognition outside the University of the quality and impact of accomplishments.*

*EDI-related examples include:*

- Committees, boards, other entities working on EDI-related goals
- Peer reviewer of grants, publications, presentations, or other materials related to EDI
- Leadership or oversight of groups or organizational projects/goals related to EDI

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- Recognition outside the University of the quality and impact of EDI accomplishments (e.g., invitations or elections to join, serve, or lead EDI efforts, assessments by external peer referees of EDI activities or accomplishments, honors or awards for EDI efforts)