

## **Minority Faculty Initiatives at Children's National Medical Center**

In 2003 CNMC launched a minority faculty initiative in response to increased faculty diversification and aligned with the recruitment of the first minority executive director of a clinical center of excellence. The goals of the initiative were to provide faculty development and networking opportunities for minority faculty, to assess the CNMC environmental climate for minorities and to positively impact recruitment and retention of minority faculty. The tri-partite initiative included the following components: (1) a minority faculty affinity group, (2) a minority faculty workshop series and, (3) one-on-one mentorship. While the initiative specifically targeted minorities, activities were open to all residents, faculty, fellows and post-doctoral students.

### Minority Faculty Affinity Group

The Minority Faculty Affinity Group, convened during the first phase of the initiative, provides a diverse venue to network, discuss challenges, encourage collaboration, enhance recruitment and retention and establish mentorship relationships. The group's meetings were initially held quarterly and in late 2004 they were coalesced with the faculty development workshops. A baseline survey on support for academic promotions of minority faculty was administered at the inaugural MFAG meeting. The results were analyzed and shared at subsequent meetings. Additionally, a salary equity study was conducted and again, results were shared with the group. Representatives from the Association of the American Medical Colleges' Divisions of Faculty Affairs and Diversity Policy and Programs discussed AAMC resources during one of the MFAG meetings. During two important institutional transition periods, the merger of CNMC's and Howard University's pediatric residency programs and the resignation of seven African American faculty members, members of the MFAG served pivotal roles in identifying challenges and developing specific intervention strategies.

### Minority Faculty Development Workshops Series

In 2005, the faculty development workshop series was launched which focused on academic excellence and career advancement. Local, regional and national speakers, including the current Presidents of the American Academy of Pediatrics, Academic Pediatric Association and Society for Pediatric Research, led discussions on portfolio building, grantwriting, promotion and tenure, designing research studies and other important academic topics.

### Mentorship

The director of the CNMC minority faculty initiatives provides one-on-one mentorship to many, but specifically targets minority residents, fellows and faculty. The specific focus varies and may include career planning, problem solving, portfolio and curriculum vitae building and personal-professional career balance.