WELCOME
New Faculty!
Orientation Guide

These materials are intended to orient new faculty to the University of North Carolina School of Medicine and provide resources for additional information.

Topics covered in this slide deck include:

» Office of Inclusive Excellence
Office of Inclusive Excellence

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Office of Inclusive Excellence

- Faculty Diversity Council
- Unconscious Bias Training
- Search Committee Support
- Resident Diversity Initiative (RDI)
- Carolina First Look
- ACCLAIM
Search Consultation Program

- Consults with search committees
- Provides resources to identify diverse faculty candidates
- Builds relationships with departments to facilitate a cohesive recruiting process for diverse faculty
- Develops a program that fosters continued engagement within the URM biomedical science academic community
Implicit/Unconscious Bias Training

- Supports staff to attend the Unconscious Bias Train-the-Trainer program
- Provides training to interested departments, faculty, and staff
- Training organized by Dr. Bright
Resident Diversity Initiative

- Provides professional enrichment workshops, leadership development seminars, enhanced leadership training, and social networking opportunities for residents and fellows

- RDI Programs:
  - Carolina First Look
  - Carolina Second Look
  - LDK Scholarship selection committee
  - LMSA/SNMA Recruitment Conferences
Carolina First Look

- Designed to increase the pool of underrepresented minority medical student candidates that apply to residency programs

- An opportunity for UNC faculty, program directors, and residents to showcase our residency programs
ACCLAIM (Academic Career Leadership Academy in Medicine)

- A year-long academic leadership development experience that equips 12 junior and midlevel faculty participants with the skills needed to guide clinicians, educators, researchers, and administrators

- The ACCLAIM program includes:
  - Leadership and management development training
  - Enhanced strategic thinking, problem-solving, and negotiation skills
  - Mentoring toward tenure and promotion
  - Academic strategic career counseling
  - Networking opportunities
  - Intensive three-day retreat focusing on personal leadership strategies
  - Year-long mentored administrative project within Dean’s Office
Office of Inclusive Excellence Contacts

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