Applying outcome logic model to address diversity initiatives at Marshall University Joan C. Edwards School of Medicine

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**Purpose:**
To increase cultural awareness and sensitivity by enhancing JCESOM’s efforts to recruit and retain highly qualified underrepresented minority faculty, staff and students.

**Activities**
*Office of Admission & Student Affairs*
- Health Science Technology Academy (HSTA): HSTA is a 9th-12th grade math and science enrichment program built in West Virginia by West Virginians for West Virginians.
- Summer Research Internship for Minority Students (SRIMS)
- Doctor for a Day to provide an opportunity for middle and high school students to explore careers in medicine
*Office of Faculty Affairs:
- Inclusive Excellence initiative
- Women in Medicine and Science (WIMS)
- Mentoring (KITS)
- Structured Search committee
- Visiting grand rounds (chief residents from targeted minority faculty)

**Participation**
*Activities (What do we do?)*
- Encourage aspirations, open doors, and empower minority and underrepresented students and communities through the following activities:
  - Provide formal research training while expanding participants’ learning experience through workshops, seminars, mentoring and use of state-of-the-art core facilities
  - Offer interactive lectures and discussions with three faculty members from diverse specialties on their choice of medicine as a career. Conduct student tours of our medical facilities and laboratories. Provide age-appropriate Career Exploration Guidebooks and a small gift for each student.
- Multicultural Advisory Council (MAC); Multicultural Calendar
- Journeys to Leadership: Women’s Stories of Success
- Quarterly dinner meeting with senior faculty

**Participation**
*Activities (Whom do we reach?)*
- Economically and educationally underrepresented
- Underrepresented minority students in health-related research.
- At-risk, first-generation, low-income students enrolled in Marshall University’s TRIO Upward Bound and Heart of Appalachia Talent Search programs
- JCESOM Faculty, Staff, Residents, and Students
- Women Faculty, Staff, Residents, Graduate Students
- Junior Faculty mentoring program

**Participation**
*Immediate*
- % increase in URM students
- Student satisfaction
- Performance on national examination
- Specialty selection process improved and more informed

**Participation**
*Intermediate (Projected)*
- Increased Awareness
- Cultural sensitivity
- Breaking down stereotypes and fostering cross-racial understanding
- Imparting, knowing if you stick with what feels right to do can be achieved: “Confidence builds capability”
- Building self-confidence to success

**Participation**
*Long term (Projected)*
- Improved levels of comfort when working with culturally diverse faculty staff, student Residents
- Improved offer/acceptance rates
- Seeking leadership opportunities
- Improved retention rate
- % increase in URM faculty
- Decreased turnover rate
- Women & minority in key leadership role (local, State, National level)

**Outputs**
- Location of practice
- Demographic of patient population served
- Patient & outpatient quality indicators
- Clinic quality indicators

**Outcomes**
- JCESOM Faculty, Staff, Residents, and Students
- Women Faculty, Staff, Residents, Graduate Students
- Junior Faculty mentoring program

**Impact:**