

Diversity, Equity and Inclusion in RPT

Guidance from the CHM RPT Committee

Spring 2022

CHM Expectations for Diversity, Equity and Inclusion in RPT and Annual Review

Faculty of all appointment systems and levels are expected to contribute to advancing MSU's institutional commitment to diversity, equity and inclusion (DEI). [MSU's working definitions of diversity, equity and inclusion](#) are the basis of the College of Human Medicine review.

Starting in 2022-23, all faculty will be expected to provide evidence of their contribution to diversity, equity and/or inclusion efforts in their annual reviews and RPT packets. Faculty are expected to contribute to diversity, equity, and/or inclusion in at least one of their effort areas (e.g., Instruction, Research and Scholarly Activity, Clinical Service, Administrative Service, Institutional Service, Professional Service and Service to broader community). This can be demonstrated by:

1. Knowledge acquisition: How are faculty educating themselves about diversity, equity and inclusion and contributions that could be made in their effort area(s)?
2. Planning: How are faculty planning to incorporate skills they learn for making diversity, equity, and/or inclusion contributions (from #1 above)?
3. Incorporation: Based on knowledge acquisition and planning, how are faculty currently incorporating efforts to advance diversity, equity, and/or inclusion into their work?
4. Impact: What evidence do faculty have of the impact of their contribution to diversity, equity and/or inclusion?

Participation in any of the above should be included in annual review and RPT documentation and review processes. While knowledge acquisition is an important part of increasing contributions to advancing diversity, equity and inclusion, it is expected that over time, faculty will use that knowledge to plan and incorporate efforts to advance diversity, equity and/or inclusion in their effort missions and collect evidence of impact. A separate document provides examples of activities that CHM faculty could incorporate into their annual review forms and RPT packets.

Examples of Diversity, Equity and Inclusion Activities

Examples of diversity, equity and inclusion activities are available in a companion document on the College of Human Medicine website. See <https://humanmedicine.msu.edu/faculty-staff/faculty-affairs/promotion/index.html>.

Document History

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