

## **Plan for Faculty Excellence through Diversity at the School of Veterinary Medicine**

Penn's stature as an eminent and innovative University rests on our conviction, combined with compelling evidence that excellence and diversity go hand in hand. The School of Veterinary Medicine (SVM) is eager to move decisively forward in building an ever more diverse and eminent faculty, and in fostering an inclusive and equitable community. Our Action Plan for Faculty Diversity and Excellence outlines three major goals; these goals will be addressed through the following initiatives that will help us recruit, retain, foster and mentor an ever more eminent and diverse faculty:

### **Goal 1: To assess and support "diversity"**

- A. Define metrics to assess diversity in the SVM student body, and in faculty within the four Departments and two tracks;
- B. Establish sustainable leadership and commitment within SVM to oversee faculty recruitment, climate and retention. Integral to this are the appointments of a Diversity Search Officer/Faculty Affairs Liaison Officer, and Diversity Search Advisors (DSAs) for each track;
- C. Institute commitment within the SVM for diversifying faculty by establishment of a centralized Office for Faculty Diversity that would oversee all initiatives outlined in the SVM Diversity Plan;

### **Goal 2: To increase faculty diversity**

- D. Develop outreach programs for students at all levels of education to inform them about careers in veterinary medicine. This should help build a pipeline to SVM, with hopes of changing the face of future professoriate;
- E. Establish recruitment/hiring/retention plans;
- F. Ensure a broad outreach and proactive faculty searches;

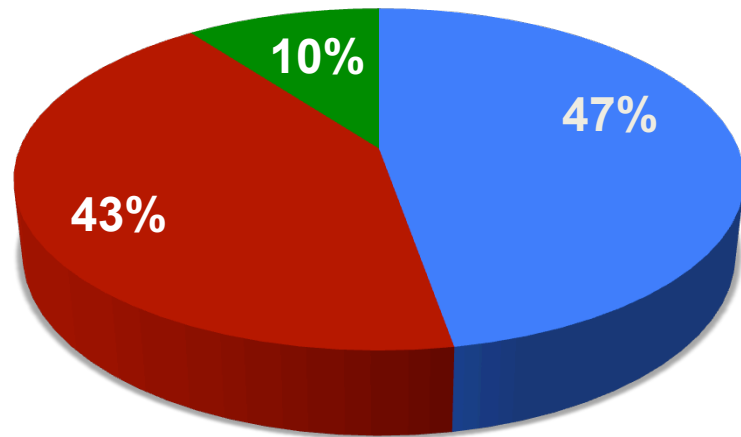
### **Goal 3: To sustain faculty excellence and diversity**

- G. Maximize efforts to provide effective mentoring to junior and more senior faculty and to promote mentoring programs;
- H. Establish an inclusive and supportive climate by promoting opportunities that support faculty development, inclusion and retention.

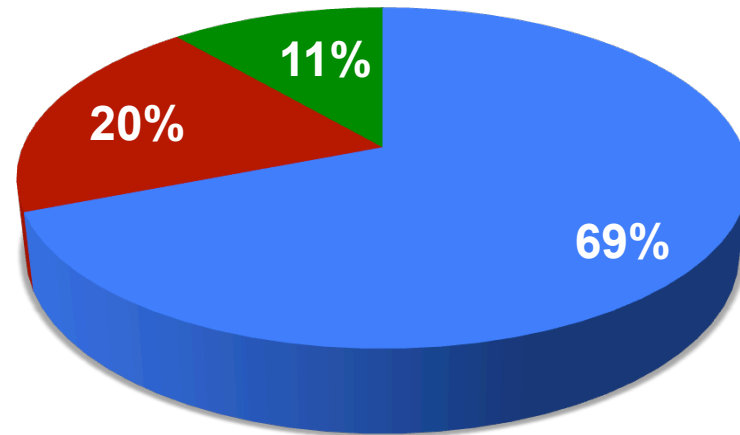
These initiatives will require the energy and commitment of all faculty of the SVM. Faculty are being asked to assess what the needs for diversity are for each Department, and will help define Department-specific search strategies that would broaden the applicant pool. Enhancement of SVM climate will involve refining mentoring policies and promoting networking opportunities for faculty at all ranks and tracks. Finally, a broad outreach for students and faculty alone is likely to be ineffective without financial backing. In the current economic climate, it is becoming increasingly difficult for the School to recruit faculty when debt load is high and faculty salaries are lower than those offered in private practice. Incentives for faculty, including a program of educational debt repayment and opportunities for professional development are proposed to ensure faculty retention.

- White male
- White female
- Minority

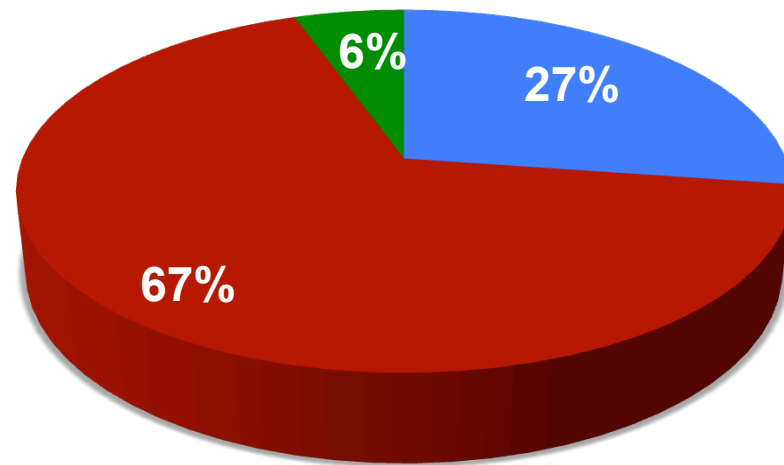
**Total Faculty: 116**



**Tenure Track: 63**



**Clinical educator: 53**



**SVM Standing Faculty Profile**

# Diversity of SVM student body: 2005-06 vs 2009-10

Semester	Total Students	Total Male	Total Female	Asian	Black	Hispanic	Native American	Other	Total Minority	% Minority
Fall 05-06	440	87 (19.8%)	353 (80.2%)	20	6	10	2	8	46	10.45
Spr 05-06	435	85 (19.5%)	350 (80.5%)	20	5	10	2	8	45	10.3
Fall 09-10	475	113 (23.6%)	362 (76.2%)	25	8	18	1	12	62	13.1
Spr 09-10	473	111 (23.5%)	362 (76.5%)	24	8	17	1	12	64	13.5

**URVM Presence by US College of Veterinary Medicine**  
Comparative Data Report  
2010-2011

Institution	Total Enrollment	Percentage of Racial/Ethnic URVMs
AUB	373	5.1%
COR	347	16.1%
CSU	542	18.3%
FLA	358	14.2%
ILL	478	11.3%
ISU	535	3.2%
KSU	458	12.2%
LSU	329	10.6%
Median		10.9%
MIN	376	3.5%
MIS	316	7.9%
MSU	435	9.7%
NCSU	308	12.3%
OKL	343	12.0%
ORE	216	12.5%
OSU	555	7.7%
PENN	480	9.6%
PUR	277	13.7%
TAMU	516	13.8%
TENN	337	7.1%
TUF	344	8.4%
TUS	259	66.8%
UCD	525	28.6%
UGA	401	10.7%
UMO	365	4.9%
US Total	10949	12.9%
VMR	374	7.5%
WES	395	27.1%
WIS	313	7.7%
WSU	394	11.2%

**Percentage of Male Students in Each of the US Colleges of Veterinary Medicine**  
Comparative Data Report  
2010-2011

Institution	Total Enrollment	Percentage of Men Enrolled
AUB	373	27.3%
COR	347	19.9%
CSU	542	18.5%
FLA	358	22.3%
ILL	478	19.5%
ISU	535	27.3%
KSU	458	23.6%
LSU	329	26.4%
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