

Addressing Diversity, Equity and Inclusivity Contributions in Academic Review

Video Transcript:

Joanne: Hello, my name is Joanne Noone and I am Director of the Master's in Nursing Education Program at Oregon Health and Science University.

Teri: And my name is Teri Murray and I am Professor, Dean Emerita, and Chief Diversity and Inclusion Officer at St. Louis University School of Nursing. Thank you for your interest in our poster on "Addressing Diversity, Equity and Inclusivity Contributions in Academic Review." In this presentation, we present information collated from universities and colleges across the United States regarding the assessment of faculty diversity, equity, or inclusion (or DEI) contributions on appointment, promotion, and tenure. We also identify some examples of ways to assess DEI contributions to teaching, research and scholarship, practice, and service.

Joanne: We also discuss some important ways to progress on integrating commitments to DEI in academic settings. These include ensuring that there is visible valuing and commitment to DEI within the organization, using a framework to evaluate DEI contributions, discouraging the use of outdated metrics such as the journal impact factor, and valuing research and scholarship that contributes to health equity. The adoption of a model to evaluate the impact of research and scholarship is recommended. One such model is the Becker Medical Library Model for Assessment of Research Impact.

Teri: Examining power structures within academia and disrupting inequitable power structures is critical to advocate against efforts to dismantle social justice and anti-DEI advances within higher education. Last, but not least, is the need to vigilantly monitor and take action against anti-DEI legislation that can have detrimental effects on the health of populations and how students are educated.

Joanne: Thank you for your interest in this poster, and I hope to talk with you more about this at the conference.