

TEN QUESTIONS UNIVERSITY TRUSTEES SHOULD ASK ABOUT THEIR MEDICAL SCHOOLS

UNIVERSITY TRUSTEES NEED TO BE AWARE OF WHAT THEIR MEDICAL SCHOOLS ARE DOING IN ORDER TO HOLD THEM ACCOUNTABLE FOR ACADEMIC EXCELLENCE IN TRAINING FUTURE DOCTORS. HERE ARE SOME IMPORTANT QUESTIONS UNIVERSITY TRUSTEES MUST ASK THE LEADERS OF THEIR MEDICAL EDUCATION PROGRAMS.

- 1. Please describe our system of “holistic review” for medical school applicants.**
Include any numerical ranking systems and how they weigh race, gender, and other identity categories unrelated to academic qualifications.
- 2. Does our medical school award scholarships based on race, offer groups that restrict membership based on race, or otherwise provide preferential or different treatment based on race?**
For example, “diversity scholarships,” affinity groups for students, faculty, or staff, or designated “spaces.”
- 3. Are DEI statements or other endorsements of DEI required or encouraged from student applicants, staff and faculty applicants, current students, or current employees?**
For example, a diversity statement requested with job applications or as part of the secondary interview questions.
- 4. Which courses in the curriculum contain material related to critical race theory, anti-racism, implicit bias, and other diversity, equity, and inclusion (DEI)-related topics?**
Please list both stand-alone DEI courses and academic courses to which DEI content has been added.
- 5. What types of DEI-related training (e.g., implicit bias, microaggressions, anti-racism topics) are faculty and staff required to attend?**
These concepts may also be described as “unconscious bias” or “structural/environmental racism.”
- 6. Does our medical school teach, endorse, or promote the claim that it is preferable for doctors and patients to be the same race?**
This may be referred to as “racial concordance.”
- 7. How much money has the school spent on DEI and related topics over the last 5 years?**
Please include the specific outlay on consultants, programming, administrators, guest speakers and related expenses, software licensing, etc.
- 8. In our medical school’s hiring practices, how much weight is given to diversity vs. qualifications?**
Describe incidents when a more qualified candidate has been rejected in favor of a less qualified candidate for reasons of diversity, equity, or social justice.
- 9. Does our medical school’s website contain language that characterizes the U.S. healthcare system as “systemically racist”? Provide details on the ways in which our medical school is systemically racist.**
Another term that may be used is “structurally racist.”
- 10. What are the criteria our school uses to assess whether its DEI policies and initiatives are leading to improved clinical outcomes?**
Please indicate the specific metrics in use and the reporting structure.