

Define The Current State – Creating Your Recruitment Map

What processes currently exist at each of the below stages?

Based on this, what is the area in greatest need for intervention?

Pre-Application Process

Advertising

Recruitment

Community Engagement

Outreach

Other

Application/Interview Process

Screening/Invitations

Interview Process (who, what, how)

Selection Process (who, what how)

Hiring and Retention Process

Hiring (what you do to make people choose you)

Welcoming (onboarding, mentorship, sponsorship opportunities)

Retaining

	# Applicants	# UIM applicants	# Interviewed	# UIM interviewed	#Ranked/ Extended offer	# UIM ranked/ Extended offer	# Matriculated / Hired	# UIM matriculated/ Hired
2018-2019								
2019-2020								
2020-2021								
2021-2022								



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2018-2019				
2019-2020				
2020-2021				
2021-2022				

Program/Department/Institutional Mission

General:

Related to DEI:

Pre-Application Process

Examples:

- Authentic and honest recruitment
- Visiting student program
- Summer internship
- Invited lectureships
- Pipeline school partnerships
- Partner/recruit with national organizations: SNMA, NMA, LMSA, NHMA, ANAMS, AAIP, professional societies minority physician groups (ex:AAMC, AMA)

Practices for Improvement:

Application/Interview Process

Examples:

- *Holistic review practices at screening, interview, selection, and rank/hiring*
- *Educating and training anyone who interacts with applicants (staff, interviewers, selection committee members, leadership)*
- *Speaking about DEI authentically*

Practices for Improvement:

Hiring and Retention Process

Examples:

- Understand the experience of UIM physician in your group
- Career development programs and funding for UIM physicians
- Create processes to identify and then address unwelcoming and hostile work environments

Practices for Improvement: