

Diversity and Inclusiveness at USU 2014										
1. There are more applicants with diverse backgrounds	YM	Total	Mil	F2G	Women	Black	Asian	Mex Am*	PR*	Native A/A/H
	2012	2845	ND	ND	978	224	692	73	24	34
	2013	2778	ND	ND	975	213	714	57	25	58
	2014	2740	397	624	922	192	550	58	28	38
	2015	2996	435	714	1048	241	626	70	30	41
2. Similar rates of diverse candidate acceptance (offers:applicants)	YM	Total	Mil	F2G	Women	Black	Asian	Mex Am*	PR*	Native A/A/H
	2013	1:9.1 (11%)	ND	ND	1:8.7 (11%)	1:71 (1.4%)	1:8 (13%)	1:11 (8.8%)	1:25 (4.0%)	0.0
	2014	1:9.7 (10%)	1:4 (25%)	1:11 (9.1%)	1:10 (10%)	1:14 (6.8%)	1:13.5 (7.3%)	1:9.7 (10.3%)	1:5.6 (17.9%)	1:19 (5.3%)
3. Increasing percentage of diverse matriculants	YM	Total	Mil	F2G	Women	Black	Asian	Mex Am*	PR*	Native A/A/H
	2011	171	ND	ND	30% (52)	2.3% (4)	22%(37)	4.1% (7)	2.9% (5)	0.6% (1)
	2012	171	ND	ND	35% (60)	4.1% (7)	18%(30)	1.8% (3)	0	0
	2013	170	31% (53)	16.5% (28)	33% (56)	1.1% (2)	26%(45)	1.2% (2)	0	0
	2014	172	41% (70)	18.6% (32)	34% (58)	4.1% (7)	14%(24)	2.9% (5)	2.3% (4)	0.6% (1)
4. New and renewed student support group interest	<ul style="list-style-type: none"> • 10 existing Student Interest Groups with a cultural focus • 3 Groups in production: <ul style="list-style-type: none"> ◦ Latino Medical Student Association ◦ Lesbian, Gay, Bisexual, Transgender People in Medicine + Allies ◦ Student National Medical Association 									
5. There is an Inaugural EMDP2 Class	Medical school preparatory program. 10 active duty service members with diverse backgrounds including: 1 Woman, 1 African American, 1 Latino enrolled at George Mason University in a premedical preparatory program with a \$10M, 5 year budget.									
6. High School outreach program, S2M2 positive impact	In 2014 - 40 High school students participated in the week-long curriculum designed to encourage, nurture, and enhance the commitment to science and medicine. The program has mentored over 350 students since 2004.									
7. Holistic Admissions Review	On Aug 19 th 2014, the Admissions Committee participated in holistic review training with the AAMC. The AAMC staff commended USU for its process and successes and stimulated brainstorming to further enhance holistic admissions.									
8. Measuring diversity in educators	SOM Departments are now tracking the diversity of student educators in direct response to the student request for more diversity in educators.									
9. Reorganized outreach efforts	CSM(ret) Althea Green-Dixon has renewed efforts to reach those who have potential for medical careers leading the EMDP2 program and outreach programs for high school and undergraduate students. Dialogue with NIH outreach program leadership is underway.									
10. Leadership emphasizing diversity	The recruitment and staffing of a SOM Chief Diversity Officer and the selection a nationally recognized Vice President of Research tangibly reflect F. Edward Hébert School of Medicine's commitment to be "America's Medical School".									

YM – Year Matriculating, Mil – prior military service, F2G – First to graduate college, Black – or African American, Mex Am – Mexican American, PR – Puerto Rican, Native A/A/H – Native American/Alaskan/Hawaiian, ND – No data, CSM – Command Sergeant Major, * - LCME designation