PMB Diversity Committee Policy

Purpose
This policy establishes the membership, policies, and procedures for the PMB Diversity Committee.

Background
The PMB diversity committee was initially established as a work group to draft the CEPH self-study section on diversity. The group determined that a standing committee could serve in an ongoing advisory role to promote PMB diversity and cultural competency. The work group established two departmental goals:

1. PMB should be comprised of a diverse mix faculty, staff, administrators, and students and should be reflective of the talented and diverse population across the nation.
2. PMB educational programs should include cultural competency.

Committee Charter
Our program derives strength and enrichment from the diversity of its faculty, students, and staff and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our community, and our greatest education, research, and service accomplishments are achieved when diverse perspectives are brought to bear to address military, national, and global public health needs. The PMB Diversity Committee will strive to promote and facilitate diversity and cultural competency by:

- Serving in an advisory role to the Chair, Department of Preventive Medicine and Biometrics to promote diversity and cultural competency in education, research, and service practices.

- Serving in an advisory role to enhance faculty, staff, and student diversity through active recruitment and retention

- Aligning PMB diversity initiatives with USUHS strategic objectives and goals

- Monitoring and evaluating the effectiveness of PMB diversity initiatives

Membership
Committee Chair is appointed by the Chair PMB.

- PMB faculty representative

- PMB staff representative

- PMB student representative
Procedures
- Meetings will be scheduled on a quarterly basis

- Minutes will be drafted by the chair or designated member and will be submitted to the committee members for review before forwarding to the PMB Chair.

Date reviewed 9/13/2012

Gerald V. Quinnan, MD
Chair, Preventive Medicine
& Biometrics