

Policy Name: 3.03.1 Mission-Driven Recruitment Policy

It is the policy of The University of Texas at Tyler School of Medicine (UT Tyler SOM) to implement a variety of strategies to manifest the commitment of recruiting mission aligned candidates among its students, faculty, and staff.

The UT Tyler SOM recruitment and retention practices encompasses a range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, abilities, religious or ethical values system, national origin, and political beliefs.

Scope:

Ensuring the selection of candidates from a variety of backgrounds is vital to fulfilling our vision of improving the quality of life and health in our region. The UT Tyler SOM recognizes the importance of recruitment and retention of students, trainees (residents/fellows), staff, faculty, and senior administrative staff who represent a broad spectrum of identities, perspectives, and experiences. In recognizing the unique contributions of our constituents, the UT Tyler SOM fosters an environment of mutual respect and understanding for all of the members of our community.

Policy:

The UT Tyler SOM is committed to the recruitment and retention of students, faculty, and staff who are uniquely positioned to serve the needs of our rural and underserved communities. As required by the Liaison Committee for Medical Education (LCME), the accrediting organization for the MD program, the school must define “specific mission-appropriate categories identified in medical school policies that guide recruitment and retention activities for medical students, faculty, and senior administrative staff.”

The UT Tyler SOM mission-appropriate categories for students, faculty, and senior administrative staff are as follows:

- Students: Geographic affiliation¹, first-generation college students, rural², mid- low socioeconomic status, and Bilingual/Multilingual, Veterans
- Faculty: Geographic affiliation³ and Veterans
- Senior administrative staff: Geographic affiliation² and Veteran

¹ 54 counties – 37 East Texas (ETX) counties) and 17 ETX-adjacent counties

² Rural (small town or sparsely populated farming/ranching area) as defined by Texas Medical & Dental Schools Application Services (TMDSAS)

³ 37 counties encompassing regions 4 & 5 in ETX

Goals include:

- Executing programs that prepare and inspire historically under-included students to pursue careers in medicine and other health professions
- Creating a supportive learning and work environment for all
- Recruiting and retaining faculty and staff that are supportive and passionate about training learners to improve health care outcomes in our region
- Educating our medical students and residents/fellows to provide culturally sensitive and high-quality care for all patient populations
- Engaging trainees, faculty, and staff with the distinct communities in the region

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The UT Tyler SOM will select individuals for admission, appointment, or employment based on the principles of holistic review. This includes selecting individuals based on capability and potential for contribution to our mission of improving the quality of life and health in our region.

To the extent provided by applicable law, no person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity sponsored or conducted by the UT Tyler SOM on the basis of race, color, national origin, religion, sex, age, disability, genetic information, protected veteran status, or citizenship status. The UT Tyler SOM also prohibits discrimination based on sexual orientation, gender identity, and gender expression.

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