

Adanga et al, Environmental Scan of Faculty Diversity Programs @ US Medical Schools, Acad Med 2012

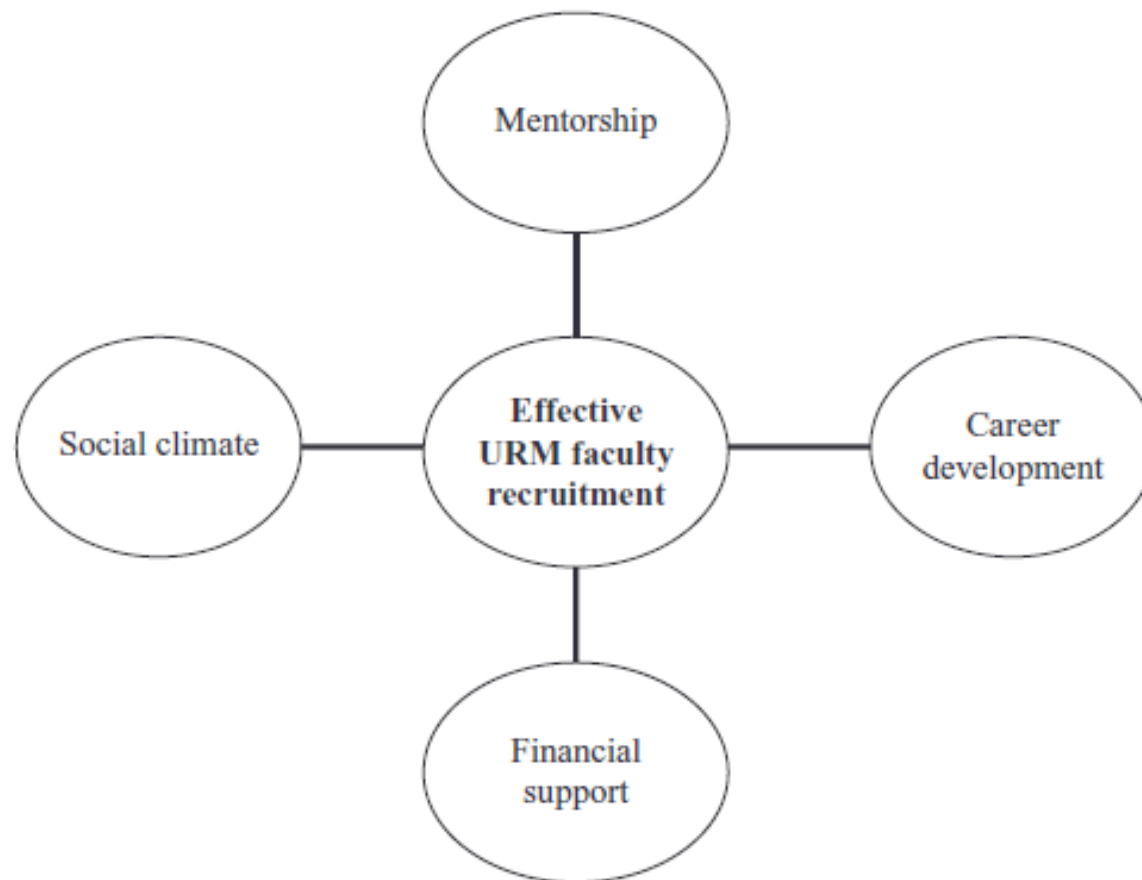


Figure 1 Conceptual framework for classifying domains of underrepresented minority (URM) faculty development programs. According to this model, effective URM faculty retention is a function of school policies that are implemented through various programs contained within four domains: mentorship, career development, social climate, and financial support.