

ID	Task Name	Duration	Start	Finish	% Complete	tember 21	June 11	March 1	November 21	August 11	May 1	January 21	
						11/28	4/3	8/7	12/11	4/15	8/19	12/23	4/28
1	IS-16	827 days	Tue 7/19/11	Wed 9/17/14	95%								95%
2	Revisit the JCESOM, Mission	1 day	Mon 10/31/11	Mon 10/31/11	100%								
3	Approved by Strategic Vision Committee	1 day	Mon 10/31/11	Mon 10/31/11	100%								
4	Revisit the JCESOM, Strategic Vision	0 days	Thu 5/31/12	Thu 5/31/12	100%								
5	Approved by Strategic Vision Committee	0 days	Wed 4/18/12	Wed 4/18/12	100%								
6	Foster a campus wide environment of diversity and inclusion	245 days	Mon 10/3/11	Sat 9/8/12	100%								
7	Establishment of Multicultural Advisory Council	21 days	Mon 10/3/11	Mon 10/31/11	100%								
8	MAC-Operational overview	0 days	Sat 9/8/12	Sat 9/8/12	100%								
9	Establish Multicultural calendar	1 day	Sat 9/8/12	Sat 9/8/12	100%								
10	Student initiatives	1 day	Sat 9/8/12	Sat 9/8/12	100%								
11	GHHS Chapter	1 day	Sat 9/8/12	Sat 9/8/12	100%								
12	CRUS MEDICORIUM	1 day	Sat 9/8/12	Sat 9/8/12	100%								
13	Quarterly council meeting schedule	1 day	Mon 10/3/11	Mon 10/3/11	100%								
14	Hire Director of Diversity	90 days	Fri 10/28/11	Thu 3/1/12	100%								
15	Diversity Survey Audit/Assessment	120 days	Tue 7/19/11	Sun 1/1/12	100%								
16	Establish Spanish speaking interest group	365 days	Mon 10/3/11	Fri 2/22/13	100%								
17	Set bi-monthly meeting schedule	1 day	Mon 10/3/11	Mon 10/3/11	100%								
18	Establish membership	1 day	Mon 10/3/11	Mon 10/3/11	100%								
19	Gather, evaluate and analyze demographic data on students matriculating 2007-2010	66 days	Wed 4/18/12	Wed 7/18/12	100%								

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20	Create database to analyze trends and patterns	66 days	Wed 4/18/12	Wed 7/18/12	100%														
21	Develop an annual process or procedure to review data annually and identify diversity recruiting strategies	20 days	Mon 9/3/12	Fri 9/28/12	100%														
22	Evaluate, revise and approve admission policies and procedures	120 days	Tue 10/18/11	Sat 3/31/12	100%														
23	Medical School Admission Requirements Workgroup established	130 days	Thu 9/6/12	Wed 3/6/13	100%														
24	Evaluate pre-medical course requirements and competencies for	1 day	Thu 9/6/12	Thu 9/6/12	100%														
25	Establish admissions requirements for targeted population	1 day	Sat 8/4/12	Sat 8/4/12	100%														
26	Define the medical school's targeted recruitment population	139 days	Fri 4/20/12	Wed 10/31/12	100%														
27	The Admissions Executive Committee has reviewed the demographic data of the incoming class and has developed a recruiting plan for this upcoming year.	30 days	Fri 4/20/12	Thu 5/31/12	100%														
28	Develop an annual process or procedure to ensure recruitment targets are updated	30 days	Thu 9/20/12	Wed 10/31/12	100%														
29	Continue efforts in existing high school awareness and pipeline programs	348 days	Sat 9/8/12	Wed 1/8/14	100%														
30	Conduct Pre-and post-surveys of high school students.	349 days	Sat 9/8/12	Wed 1/8/14	100%														

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31	Evaluate feasibility of creating an intensive undergraduate academic program targeted at a diverse student population	100 days	Fri 2/1/13	Thu 6/20/13	100%														
32	MS-8 Pipeline Programs-Scheduled - week long residential camp for in their 1st and 2nd years of college is scheduled.	100 days	Fri 2/1/13	Thu 6/20/13	100%														
33	Collaborate with the Southern Regional Education Board (SREB)	528 days	Sun 9/9/12	Wed 9/17/14	89%														
34	Ensure contract in place with SREB to provide opportunity for underrepresented minorities in medicine to submit application to JCESOM	400 days	Thu 3/7/13	Wed 9/17/14	75%														
35	Increase number of qualified underrepresented minorities in medicine that apply and matriculate to JCESOM's medical school	500 days	Sun 9/9/12	Thu 8/7/14	100%														
36	Annual diversity training to the admissions committee	80 days	Tue 9/11/12	Mon 12/31/12	100%														
37	Complete 2012 annual diversity training	37 days	Tue 9/11/12	Wed 10/31/12	100%														
38	Ensure process in place to schedule annual diversity training for admissions	60 days	Tue 10/9/12	Mon 12/31/12	100%														
39	Create a new pipeline program	282 days	Thu 10/13/11	Sat 11/10/12	100%														

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40	Project PRE MED (Providing Real World Experiences for Marshall Educated Doctors) created. Mechanisms in place to measure visiting student satisfaction and extent of the visiting student-medical	21 days	Thu 10/13/11	Thu 11/10/11	100%														
41	Project Premed program 2012 - our goal is to select 10 participants.	4 days	Wed 11/7/12	Sat 11/10/12	100%														
42	Participate in recruitment fairs for minority students	371 days	Wed 8/31/11	Thu 1/31/13	100%														
43	Participate in 2011 AAMC National Meeting: Minority Student Medical Career Awareness Workshop and Minority Student Medical Career Awareness	1 day	Wed 11/30/11	Wed 11/30/11	100%														
44	Participate in 2011 Annual Biomedical Research Conference for Minority Students Recruitment Fair	0 days	Wed 8/31/11	Wed 8/31/11	100%														
45	Participate in National Association of Medical Minority Educators (NAMME) Conference and Recruitment Fair	4 days	Tue 9/11/12	Fri 9/14/12	100%														
46	Anticipate participation at AAMC annually	1 day	Wed 8/31/11	Thu 9/1/11	100%														
47	Develop a database of minority students with whom to remain in contact	1 day	Wed 8/31/11	Thu 9/1/11	100%														

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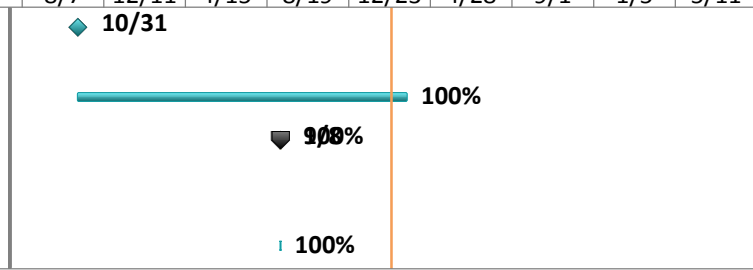
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48	Participate in 2012 Annual Biomedical Research Conference for Minority Students Recruitment Fair	4 days	Wed 11/7/12	Sat 11/10/12	100%															
49	Establish database of all recruitment contacts email contact with all students who expressed interest at recruitment	90 days	Tue 8/28/12	Mon 12/31/12	100%															
50	Established a database in Admissions for recruiting and the Office of Diversity for Project PREMED, Upward Bound, and other events participated.	90 days	Tue 8/28/12	Mon 12/31/12	100%															
51	Ensure process in place to ensure follow-up emails are part of the close out from recruitment meetings	0 days	Fri 9/28/12	Fri 9/28/12	100%															
52	Measure undergraduate student awareness of JCESOM at recruitment meetings	0 days	Fri 11/30/12	Fri 11/30/12	100%															
53	Scheduled to attend NAMME September 2012 and AAMC (November 2012) Recruiting Fairs	0 days	Fri 11/30/12	Fri 11/30/12	100%															
54	Establish Methods by which to increase visibility of JCESOM to potential applicants	365 days?	Mon 10/31/11	Fri 3/22/13	99%															
55	Purchase advertising space in the Journal of Minority Medical Students 2012 Keynote publication	0 days	Thu 8/30/12	Thu 8/30/12	100%															

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56	Recruitment Increase the numbers of women and other underserved groups receiving faculty appointments by an average of 0.5 percent per year over 2011 baseline numbers for all faculty; continue this goal on an annual basis through	0 days?	Sat 9/8/12	Sat 9/8/12	100%														
57	Strengthen Search Committee process	0 days?	Sat 9/8/12	Sat 9/8/12	100%														
58	Search process/unconscious bias training provided to Physician Search	1 day	Sat 9/8/12	Sat 9/8/12	100%														
59	Increase representation at national meetings of the NMA and NHMA	1 day	Sat 9/8/12	Sat 9/8/12	100%														
60	Ongoing review of the effectiveness of the programs annually	1 day?	Sat 9/8/12	Sat 9/8/12	100%														
61	Retention To strengthen existing programs for Women in Medicine and Science WIMS and Keeping in Touch Sessions KITS	365 days	Mon 10/31/11	Fri 3/22/13	100%														
62	Establish Annual Leadership Forum for WIM	1 day	Mon 10/31/11	Mon 10/31/11	100%														
63	Mentor Matching Initiative	1 day	Mon 9/10/12	Mon 9/10/12	100%														
64	Review effectiveness of the programs annually	30 days	Mon 7/23/12	Fri 8/31/12	100%														
65	Faculty Development	365 days	Mon 10/31/11	Fri 3/22/13	100%														
66	Diversity Educational Program, workshops, presentations and other educational activities, discover and dialogue series	365 days	Mon 10/31/11	Fri 3/22/13	100%														

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67	Update and post Diversity and Dialogue Series to LCME website	0 days	Mon 10/31/11	Mon 10/31/11	100%								
68	Annual Review of effectiveness	365 days	Mon 10/31/11	Fri 3/22/13	100%								
69	Improved levels of comfort when working with culturally diverse patient populations	0 days	Sat 9/8/12	Sat 9/8/12	100%								
70	Measured by annual survey	1 day	Sat 9/8/12	Sat 9/8/12	100%								



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