

Diversity and Inclusion

At Samuel Merritt University, we strive to demonstrate the highest levels of diversity and inclusion.

- Describe what you have done to support and enhance diversity and inclusion within SMU. Consider your work and/or participation related to: admissions, employee hiring, workshops, in-services, committee involvement, community service, climate improvement, leadership and change.
- Provide measurable results where applicable. Self-reflection or peer feedback on actions in this area can also be included (elicited via PSDP tool or other formats).

Interpersonal interactions

At Samuel Merritt University we believe that faculty engage in differences constructively and respectfully when we interact with all members of our community: students, staff, faculty, administrators, community partners, clinical colleagues, and the people for whom we provide care.

- Describe ways in which you demonstrate interpersonal interactions that reflect these values. Self-reflection or peer feedback on actions in this area can also be included (elicited via PSDP tool or other formats)
- Where would you like to improve in your interpersonal interactions? Provide an example of a situation you have found challenging and would like to be able to approach differently in the future.

Models Principles of Community

Faculty at Samuel Merritt University exhibit equitable, ethical, and respectful behavior towards ALL.

- Describe ways in which your actions reflect these values. Self-reflection or peer feedback on actions in this area can also be included
- Have you had any personal experiences at SMU where it was challenging for you and/or others to uphold these principles? Do you feel there is any development you need to do in order to remain true to these values when faced with challenging situations?

In addition to the suggest sources of “data” for these items above, review your scores in EvaluationKit where students rate the instructor on 4 items (listed below). In addition to the EK Instructor Teaching Scores, your evaluator will have access to these Diversity Summary Score and average scores for each item for each course you have taught.

EvaluationKit items:

Please indicate whether your instructor(s) for this course: Hardly
Ever Occasionally Sometimes Frequently Always

a) Strived to maintain a respectful and inclusive environment free of discrimination and harassment during this course

Guidelines for completing the Diversity & Inclusion component of the PSDP evaluation form

- b) Exhibited fairness, respect and ethical behaviors towards ALL during this course
- c) Appreciated new ideas that students brought up during the course
- d) Engaged differences constructively and respectfully during this course

Please let me or your evaluator know if you have any questions.