

UMMC DEI Survey - FY 2020

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$ 236,479.00	\$ 154,586.32	\$ 154,586.32	The \$236,479.00 reported in total funding represents salary and fringe for the Chief Diversity and Inclusion Officer. State appropriations represent 65.37% of total funds allocated for this role for direct oversight of programmatic activities for this office.
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$ 92,629.00	\$ 60,551.58	\$ 60,551.58	The \$92,629.00 reported in total funding represents salary and fringe for the Program Manager. State appropriations represent 65.37% of total funds allocated for this role.
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff. Totals include salary support and fringe benefits.	1.00	Cultural Competency and Education Manager	\$ 75,121.13	\$ 49,126.81	\$ 49,126.81	Of the \$75,121.13 represented in total funding, \$75,063.00 represents salary and fringe for the Cultural Competency and Education Manager. State appropriations represent 65.37% of total funds allocated for this role.
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies/resources for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2020, there were 42 total nominees and 14 awardees and honorable mentions. Totals include salary support and fringe benefits.	1.00	Diversity Assessment and Programs Director	\$ 80,628.00	\$ 52,577.08	\$ 52,577.08	Of the \$80,628.00 represented in total funding, \$79,828.00 represents salary and fringe for the Diversity Assessment and Programs Director. State appropriations represent 65.37% of total funds allocated for this role.
Office of Diversity and Inclusion	Internal and External Partnerships; Education and Training	Staff/ DEI consultations and strategy development, education and training. Totals include salary support and fringe benefits.	1.00	Institutional Equity and Partnerships Director	\$ 116,569.00	\$ 76,201.16	\$ 76,201.16	The \$116,569.00 represents salary and fringe for the Institutional Equity and Partnerships Director. State appropriations represent 65.37% of total funds of total funds allocated for this role.

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Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$ 29,138.77	\$ -	\$ -	This is a volunteer organization with no paid staff. The Board/Officers volunteer their time as service to the institution. No state appropriations are used for programming.
				*State appropriations portion for FY2020 - 65.37%	\$ 630,564.90	\$ 393,042.95	\$393,042.95	

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Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$ 198,681.00	\$ 136,930.95	\$136,930.95	The \$198,681.00 reported in total funding represents salary and fringe for the Chief Diversity and Inclusion Officer. State appropriations represent 68.92% of total funds allocated for this role for direct oversight of programmatic activities for this office.
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$ 92,958.00	\$ 64,066.65	\$64,066.65	The \$92,958.00 reported in total funding represents salary and fringe for the Program Manager. State appropriations represent 68.92% of total funds allocated for this role.
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff.	1.00	Cultural Competency and Education Manager	\$ 97,937.79	\$ 53,028.26	\$ 53,028.26	Of the \$97,937.79 represented in total funding, \$75,021.00 represents salary and fringe for the Cultural Competency and Education Manager. State appropriations represent 68.92% of total funds allocated for this role.
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies/resources for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2021, there were 41 total nominees and 16 awardees and honorable mentions. Totals include salary support and fringe benefits.	1.00	Diversity Assessment and Programs Director	\$ 81,664.50	\$ 56,398.32	\$ 56,398.32	Of the \$81,664.50 represented in total funding, \$81,294.00 represents salary and fringe for the Diversity Assessment and Programs Director. State appropriations represent 68.92% of total funds allocated for this role.
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$ 30,825.75		\$ -	This is a volunteer organization with no paid staff. The Board/Officers volunteer their time as service to the institution. No state appropriations are used for programming.

UMMC DEI Survey - FY 2021

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
				*State appropriations portion for FY2021 - 68.92%	\$ 502,067.04	\$ 310,424.19	\$310,424.19	

UMMC DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$ 243,827.00	\$ 181,797.41	\$ 181,797.41	The \$243,827.00 reported in total funding represents salary and fringe for the Chief Diversity and Inclusion Officer. State appropriations represent 74.56% of total funds allocated for this role for direct oversight of programmatic activities for this office.
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$ 92,669.00	\$ 69,094.01	\$ 69,094.01	The \$92,669.00 reported in total funding represents salary and fringe for the Program Manager. State appropriations represent 74.56% of total funds allocated for this role.
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff. Totals include salary support and fringe benefits.	1.00	Cultural Competency and Education Manager	\$ 83,607.50	\$ 56,276.43	\$ 56,276.43	Of the \$83,607.50 represented in total funding, \$74,788 represents salary and fringe for the Cultural Competency and Education Manager. State appropriations represent 74.56% of total funds allocated for this role.
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2022, there were 42 total nominees and 14 awardees and honorable mentions. Totals include salary support and fringe benefits.	1.00	Diversity Assessment and Programs Director	\$ 82,675.00	\$ 60,822.32	\$ 60,822.32	Of the \$82,675.00 represented in total funding, \$81,575.00 represents salary and fringe for the Diversity Assessment and Programs Director. State appropriations represent 74.56% of total funds allocated for this role.
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$ 16,087.24	\$ -	\$ -	This is a volunteer organization with no paid staff. The Board/Officers volunteer their time as service to the institution. No state appropriations are used for programming.
				*State appropriations portion for FY2022 - 74.56%	\$ 518,865.74	\$ 367,990.17	\$367,990.17	

UMMC DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$ 215,838.00	\$ 51,844.29	\$ 51,844.29	The \$215,838.00 reported in total funding represents salary and fringe for the Chief Diversity and Inclusion Officer. State appropriations represent 24.02% of total funds allocated for this role for direct oversight of programmatic activities for this office. (YTD-April 2023)
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$ 79,626.00	\$ 19,126.17	\$ 19,126.17	The \$79,626.00 reported in total funding represents salary and fringe for the Program Manager. State appropriations represent 24.02% of total funds allocated for this role. (YTD-April 2023)
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff. Totals include salary support and fringe benefits.	1.00	Cultural Competency and Education Manager	\$ 64,261.00	\$ 15,435.49	\$ 15,435.49	The \$64,261.00 reported in total funding, represents salary and fringe for the Cultural Competency and Education Manager. State appropriations represent 24.02% of total funds allocated for this role. (YTD-April 2023)
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2023, there were 48 total nominees and 17 awardees and honorable mentions. Totals include salary support and fringe benefits.	1.00	Diversity Assessment and Programs Director	\$ 71,393.00	\$ 17,103.34	\$ 17,103.34	Of the \$71,393.00 represented in total funding, \$70,093.00 represents salary and fringe for the Diversity Assessment and Programs Director. State appropriations represent 24.02% of total funds allocated for this role. (YTD-April 2023)
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$ 4,985.36		\$ -	This is a volunteer organization with no paid staff. The Board/Officers volunteer their time as service to the institution. No state appropriations are used for programming.
				*State appropriations portion for FY2023 - 24.02%	\$ 436,103.36	\$ 103,509.28	\$103,509.28	