



Suggested Reading on Mentoring a Diverse Faculty

1. Babaria P, Abedin S, Nunez-Smith M. **The Effect of Gender on the Clinical Clerkship Experiences of Female Medical Students: Results from a Qualitative Study.** Acad Med. 2009 Jul; 84(7):859-866. [PMID: 19550176]
2. DeCastro R. Sambuco D. Ubel PA. Stewart A. Jagsi R. **Mentor networks in academic medicine: moving beyond a dyadic conception of mentoring for junior faculty researchers.** Academic Medicine. 2013; 88(4):488-96.
3. DeCastro R. Sambuco D. Ubel PA. Stewart A. Jagsi R. **Batting 300 is good: perspectives of faculty researchers and their mentors on rejection, resilience, and persistence in academic medical careers.** Academic Medicine. 2013; 88(4):497-504.
4. Fang D, Moy E, Colburn L, Hurley J. **Racial and Ethnic Disparities in Faculty Promotion in Academic Medicine.** JAMA. 2000;284(9):1085-1092. doi:10.1001/jama.284.9.1085.
5. Hsieh E, Nunez-Smith M, Henrich JB. **Needs and Priorities in Women's Health Training: Perspectives from an Internal Medicine Residency Program.** J Womens Health. 2013 Aug;22(8):667-72.
6. Milkman, Katherine L. and Akinola, Modupe and Chugh, Dolly, **What Happens Before? A Field Experiment Exploring How Pay and Representation Differentially Shape Bias on the Pathway into Organizations** (April 23, 2014). Available at SSRN: <http://ssrn.com/abstract=2063742> or <http://dx.doi.org/10.2139/ssrn.2063742>
7. Price EG, Powe NR, Kern DE, et al. **Improving the Diversity Climate in Academic Medicine: Faculty Perceptions as a Catalyst for Institutional Change.** Acad Med. Jan 2009; 84(1): 95–105. <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2824594/>
8. Price EG, Gozu A, Kern DE, Powe NR, Wand GS, Golden S, et al. **The role of cultural diversity climate in recruitment, promotion, and retention of faculty in academic medicine.** J Gen Intern Med. 2005;20:565-71. [PMID:16050848]
9. Palepu A, Carr PL, Friedman RH, Ash AS, Moskowitz MA. **Specialty choices, compensation, and career satisfaction of underrepresented minority faculty in academic medicine.** Acad Med. 2000;75:157-60. [PMID: 10693848]
10. Palepu A, Carr PL, Friedman RH, Amos H, Ash AS, Moskowitz MA. **Minority faculty and academic rank in medicine.** JAMA. 1998;280:767-71. [PMID: 9729986]
11. Pololi L, Knight S. **Mentoring faculty in academic medicine: A new paradigm?** J Gen Intern Med. 2005; 20(9):866-70.

CHADD: Consortium of Harvard Affiliated Offices for Faculty Development and Diversity



12. Nunez-Smith M, Ciarleglio M, Sandoval-Minero T, Elumn J, Castillo-Page L, Peduzzi P, Bradley E. **Medical school faculty promotion in the United States: Is there institutional variation by race/ethnicity?** American Journal of Public Health. 2012 May;102(5):852-858. Epub 2012 Mar 15.
13. Nunez-Smith M, Pilgrim N, Wynia M, Desai MM, Jones B, Bright C, Krumholz HM, Bradley EH. **Race/Ethnicity and Workplace Discrimination: Results from a National Survey of Practicing Physicians.** J Gen Intern Med. 2009 Sep 1; 24(11): 1198-1204. [PMID: 19727966].
14. Nunez-Smith M, Curry LA, Bigby J, Berg D, Krumholz HM, Bradley EH. **Impact of Race on the Professional Lives of Physicians of African Descent.** Ann Intern Med. 2007;146:45-51.
15. Sambuco D, Dabrowska A, Decastro R, Stewart A, Ubel PA, Jagsi R. **Negotiation in academic medicine: narratives of faculty researchers and their mentors.** Academic Medicine. 2013; 88(4):505-11.