

Statement on Faculty Diversity, Inclusion and Wellness

Department of Pathology Committee on Faculty Development and Mentorship

University of Pittsburgh School of Medicine

The Department of Pathology at the University of Pittsburgh is committed to providing an environment where our diverse and talented faculty members can achieve their full potential in each of the academic tracks. Faculty development and mentorship encompasses the diverse backgrounds, academic missions and career goals of Pathology faculty at all levels.

As a hybrid department bridging the academic and clinical missions of the University of Pittsburgh School of Medicine and the University of Pittsburgh Medical Center (UPMC), the Pathology Department's policies reflect the missions of both institutions. Our specific mission is to promote an academically enriching and supportive environment that embraces diversity, inclusion and cultural competence, allowing our faculty, trainees and staff to thrive and succeed as they pursue their individual blend of education, clinical care, research, service and administration.

The Committee for Pathology Faculty Development & Mentorship (PFDM) is tasked with identifying resources and developing programs to enhance career advancement and satisfaction among Pathology faculty. Faculty wellness, productivity and success are integrally related to embracing diversity in all its forms. We celebrate differences of race, gender and identity, ethnicity/national origin, religion, language, military status, disability, age and socio-economic status as they enrich our world view. By valuing excellence through diversity, we aim to empower our faculty and physician leaders to build a diverse and inclusive space, ensuring that we work in a community where all individuals will thrive, advance, and be recognized.

Charleen T. Chu, MD, PhD
Vice-Chair of Pathology Faculty Mentorship

Additional Resources for Faculty Diversity, Inclusion and Wellness

1. [UPMC Physician Thrive program](#)
2. [School of Medicine Diversity Advisory Council](#)

Department of Pathology Faculty Demographics

The Department of Pathology has approximately 140 faculty, 64% male and 36% female. Racial distribution is 60.6% white; 33.8% Asian; 4.2% Hispanic and 1.4% black. Among administrative leadership roles within the department, 10% are held by Hispanic or black faculty members, 22% by female faculty and 16% by Asian faculty.

