

## **Policy for Recruitment of Students, Faculty and Staff**

**Background:** West Virginia has a population of approximately 1.7 million. It is a rural state and the only state that rests entirely within the Appalachian region. Historically, large numbers of its residents have been employed in the extractive industries—including timbering and coal mining. This lack of economic stratification has often resulted in a weak economy, poor socioeconomic status, and lower educational attainment.

**Policy:** The West Virginia University School of Medicine (WVU SoM) is the flagship institution of medical education, healthcare, and research for the state of West Virginia. WVU is committed to creating a culture that advances education, healthcare and prosperity. As a land-grant institution, our mission is to improve the health and wellbeing of everyone we serve. To maximize the quality of the learning environment, the School endeavors to select a student body, faculty, and staff that includes socioeconomically and educationally disadvantaged rural Appalachian population. The state is home to a significant number of veterans, therefore, the WVU SoM is also committed to recruiting active and former members of the United States military.

The School's endeavors are congruent with the strategic plan of the School, the Health Sciences Center, and the University. The School believes the recruitment of these groups and a holistic evaluation of their life experiences will help enrich our educational and research missions; the environment for our students, faculty, and staff; and our goals in improving the healthcare of the citizens of West Virginia.

This policy is implemented to ensure there are no quotas or set-asides. Regardless of an applicant's characteristics, they are considered in the same competitive pool using the same application of University policies and procedures. We will evaluate our recruitment efforts by monitoring the number of offers made to our defined groups, the number of individuals who decline offers, and the number of individuals who choose to be employed by or be a student at West Virginia University's School of Medicine.

**Policy reviewed and approved by Dean's Council: February 7, 2025**