



# Recruitment and Retention of Diverse Faculty, Staff, and Trainees

## Continuous Quality Improvement: Key Driver Diagram (developed by the IIDEA workgroup)

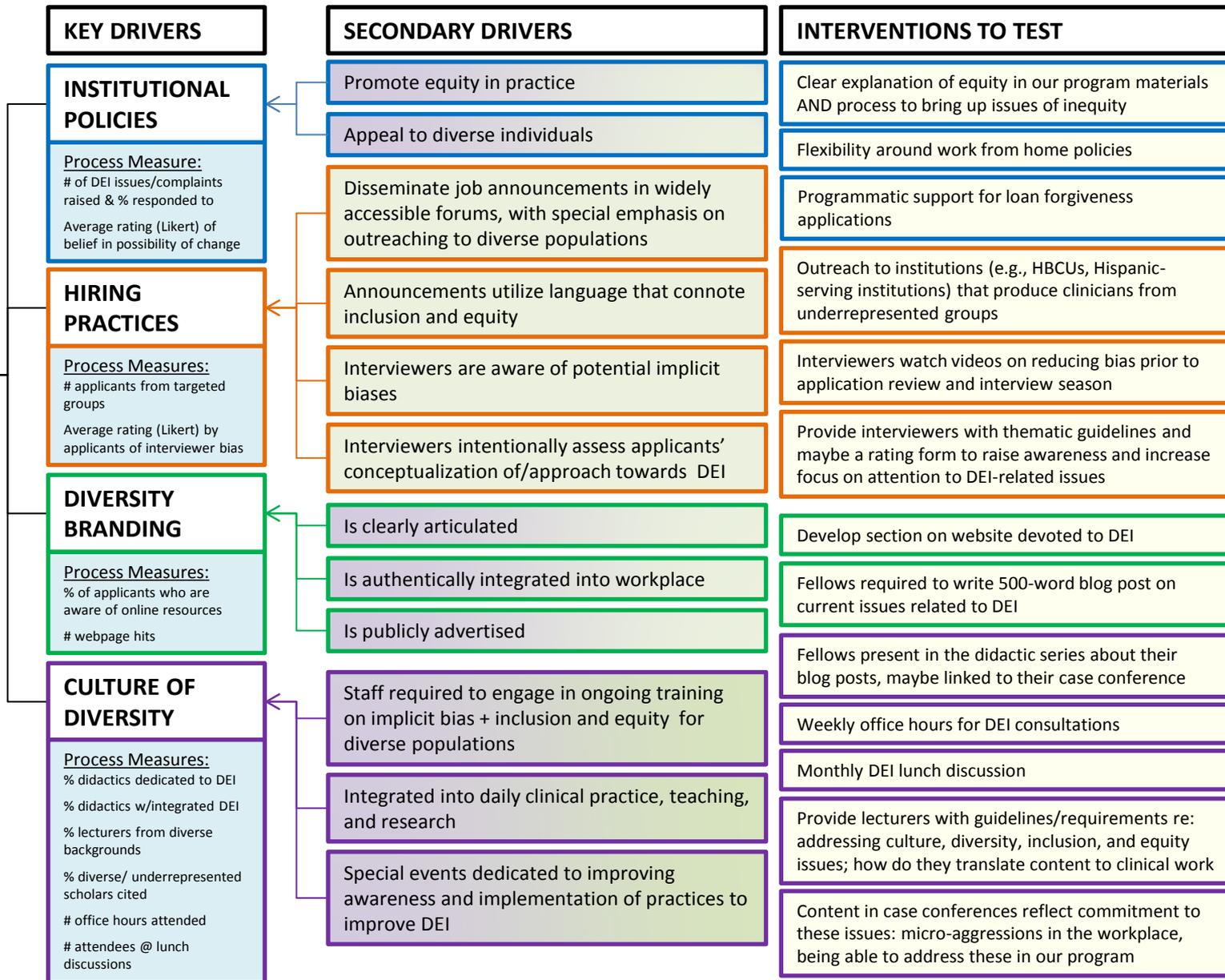
**AIM:**  
Improve **recruitment** and **retention** of diverse faculty, staff, and trainees to the Harbor-UCLA Psychology Training Division above and beyond county policies

**Outcome Measures:**  
% of applicants and hires from diverse groups

Average rating (Likert) of satisfaction re: climate

# times current staff think about leaving current position due to inequity/climate

# of fellows who *want* to stay in the system



**Key Driver Diagram:** A core tool for improvement projects that provides a visual representation of factors (key drivers) and changes (interventions) essential to achieving a specific overall goal.