DIVERSITY COMMITTEE MINUTES

January 24, 2013

December minutes approved as written.

Discussion about the School of Medicine Diversity Committee roster: It was agreed that we need to get some new members. Suggestions were that we need to recruit more students to meet with the Committee, Medical, Dental, Nursing and Public Health. Also recruit (if possible) some residents and Faculty if we can find some that are interested. Time restraints are a factor with the residents and students. Alex Marti’s name was discussed and it is unclear as to whether or not he would remain on the committee.

Update on Diversity Planning Score Card: Historically targeted African American/Black students. Other populations to be included are female and rural background. 2012-2013 will include Hispanic/Latinos as well.

Progress noted on assessments: number accepted to medical school, number of medical school/graduate school students.

Discussed matriculating residency programs

How many students matriculate into University of Louisville Residency Programs?

Provide models for students.

Strategies to be continued are education of the Admission Committee and Residency Selection Committee.

Promote the pipeline

Provide mentors with Faculty Affairs, Student Affairs and Office of Minority & Rural Affairs.

Identify and provide resources for funding scholarships

Discussed Faculty Diversity: School of Medicine—primary goal of recruiting, retaining and promoting a diverse workforce.

Target the population of African American/Black—Hispanic/Latino and Females

Increase number of full time faculty for the above

Develop a campus environment welcoming to all people

Provide activities to include all people

Continue to co-sponsor the Cultural Symposium at HSC through the HSC Diversity Committee.

Provide leadership in curriculum development on one workshop focused on LGBT health care needs.

Measuring the Campus Climate:

Committee suggested doing Lunch and Learn noon series quarterly to improve the climate and have various guest speakers or show films. The AHEC Office has Unnatural Causes. They also have a Four Part Series on Cross-Cultural Healthcare. Mohammad Kochis story about Afghani immigrants in the United States; Justine Chitsena’s story on Khumu/Lao immigrants in the United States (indigenous people of Northern Laos; Robert Phillips story of a 29 year old African American man; Alicia Mercado’s story of a 60 year old woman from Puerto Rico.

We are still waiting for a date for the Cultural Competency Symposium from Dr. Ann Shaw. She will give us the date sometime in March.

We had the February 5, 2013 meeting with the students. They elected their RSO officers.

Presidents: Francesca Kingery (ULSOM) and Daniel Cathey (ULSOD)

Vice President: Charity VanderWall (ULSD)

Secretary:

Treasurer: Evie Robuck (ULSOM)

Diversity Committee: Dr. Mayer represents from the Dental School, there is a spot open for someone else to join.

The students will discuss their meeting at our next meeting.

The students were looking for ideas for year-round sponsored events (lunch and evening.)

Committee discussed Career Day Programs update with Dr. Fernandez-Botran Nota. Suggestions for speakers for the Nativity Academy were discussed. Dr. Babbage and Alex Marty from the Dental School were suggested

Evaluations for the cultural Competency Symposium were discussed. We are not getting a very good return on the students filling out the evaluations. Suggestion—have students complete the evaluations before leaving the sessions. Perhaps paper copies as well as electronic copies so students can fill out the evaluations immediately.

Dr. Taylor-Archer requested schools/units and descriptions of their programs so she can highlight the diversity activities. It was suggestions that perhaps we could develop a newsletter with the diversity activities from SOM/SOD Health Sciences Center. Dr. Tom Geoghegan later sent everyone an example of a newsletter he had been involved with.

Meeting adjourned at 9:00 a.m.