Diversity Committee Meeting Minutes for April 24, 2014

*In attendance: Dr. V. Faye Jones, Dr. Michael Rowland, , Brian Davis, Ron Welch, Pattie Allen, Dr. Rafael Fernandez- Botran, Dr. Lee Mayer, Katie Leslie, Vandra Harris, Dominique Jones, Dr. Kelli Dunn, Dr. Claudia Espinosa, Michael Croghan, Dr. Mirada Kirbasic, Dr. Emily Tan, Brenda Fitzpatrick*

The meeting was called to order by Dr. Fernandez-Botran with a request to approve the minutes from the March 27th meeting. The minutes were approved. With the minutes updated, attention turned to the agenda items. An update was given for the monthly planning meetings for the Cultural Competency Workshop. Ron Welch announced that this year’s 9th Annual Cultural Competency Workshop will be on November 4, 2014. There is a scheduled meeting of the Cultural Competency Planning Committee later today at 4:00pm in the Nursing School.

The next item discussed on the agenda was the Diversity Multimedia Project. Dr. Faye Jones mentioned that the planning committee for the multimedia met on Tuesday, April 22, 2014 to discuss how to administer a survey to the campus. The Survey will consist of questions in two parts. Part A will be:

1. What does the term “diversity” mean to you?
2. How do you see yourself (self-identify) if asked to describe who you are?
3. How does your self-identify influence your sense of belonging or community at the University?

The subject of the survey will then be given a definition of diversity and the mission statement of the Office of Diversity and Inclusion so that they will then be asked to reflect and answer similar questions in Part B of the survey. The questions in Part B will be:

1. How does this definition change your perception of diversity?
2. How does this new definition change or expand how you see yourself (self-identify)?
3. Does this expanded view of yourself (self-identify) change your present sense of belonging or community at the university?

It is the hope that the project will capture the perception that people have of diversity and then as they are given a formal definition to see how they might alter their definition of diversity and how it relates to themselves.

The next item discussed was the Poverty Simulation that is planned for June 17, 2014 in the CTR building. The Poverty Simulation Planning Meeting met on April 17, 2014 to assign roles to participants so that the simulation can move forward. Volunteers will be brought in from the NorthWest AHEC to help run the various community agencies. Katie Leslie, the PEPP coordinator mentioned that there will be nursing students involved as well as her summer program students if we need them.

Dr. Michael Rowland then discussed the LCME Subcommittee meeting to address diversity compliance as it relates faculty recruitment and retention. The subcommittee is tasked with developing policies related to these issues. As it stands now, there is no centralized process for faculty recruitment. When a department has an opening or is searching to fill a position, no one outside the department is aware of this. Dr. Rowland mentioned that they hope to have formal policies in place by January 2015. Dr. Rowland also mentioned that for minority student recruitment, there has been an endowment established for 2 scholarships, for African American Graduates from medical school, but the funds are restricted for two years. The Subcommittee is also looking into the debt level of graduates and trying to see if they can get it below $200,000. Dr. Kelli Dunn mentioned that the Deans of the schools will need to buy into this policy, and mentioned that if they don’t meet certain criteria such as applicant pool size, or the use of waivers then the faculty search would not happen if they don’t follow the rules.

Dr. Rowland then addressed the next agenda item of the 2014 Diversity Report. He mentioned it was due May 15, 2014 and that emails went out April 21, 2014. This report is to tie into community engagement that each SOM department has been conducting, and to hopefully centralize this data for reporting purposes.

Dr. Faye Jones announced the success of the Diversity April Newsletter in which many campus employees submitted personal “Do you know who I am” articles in which they shed light on their personal lives. The April newsletter is a special edition and the articles are to be used in the Multimedia project for later in November. It is our goal that more people will continue to contribute as the months go along. The newsletter has gotten great reception on campus but we need a way to gauge our readership.

In other news, Brenda Fitzpatrick from the NorthWest AHEC office in Louisville mentioned bring students to HSC and she is working with Katie Leslie in the Office of Diversity and Inclusion and Rhonda Pugh in the Admissions Office. She mentioned partnering with outside agencies like the Boy Scouts of America because they have the liability insurance to cover the students. She will also be working with Hispanic students both Middle School and High School Age ant Central High School in Louisville.

The meeting was adjourned with the next meeting scheduled for May 22, 2014.