

Diversity Meeting: July 26, 2012

Attendance: Deborah Winders Davis, V. Faye Jones, Lee Mayer (School of Dentistry), Michael Rowland, Emily Tan, Fernanda Nota, Brian Buford (Diversity Liaison), Ruth Greenberg (guest), Ron Welch (Office of Rural and Minority Affairs).

The meeting started with Dr. Davis going over the minutes from the June 28th meeting. It was discovered that the attendance sheet for that meeting was with Ron Welch and he gave the list to Dr. Davis to amend the June 28th minutes to reflect who was there. The minutes were approved with the noted changes.

The July 26th meeting began with Dr. Ruth Greenburg representing the LCME accreditation department. She passed out a handout: LCME Standard Focused on Diversity. She explained that the medical school must have policies and practices to achieve diversity among its students, faculty and staff and other members of its academic community, and must engage in ongoing efforts to attract and retain people from diverse backgrounds. The LCME accreditation is done once every 8 yrs, and the site visit for UofL is April 13, 2013. All the documentation must be submitted by the LCME office in January 2013, prior to their visit in April.

One of the hardest problems with diversity on campus is: **How do we define our population?** Is it African American, Hispanic or Rural Students? Mr. Brian Buford pointed out that the CPE (Council on Post-Secondary Education) has defined success in achieving a goal of diverse recruitment as “plus one”. If we can show at least one new faculty, staff, student etc. then we have met our goal.

Dr. Greenburg mentioned that the School of Medicine is doing a good job with diversity, but measuring the outcomes is not as well documented. Tracking the accomplishments is something we need to work on has a whole for the HSC Campus. Most of the documentation to support diversity efforts will come from the medical school’s admissions office, and the GME office. Dr. Jones mentioned that the Diversity Committee has put together a Diversity score-card, but was informed that the goals for 2013 we left blank intentionally.

Attention was then directed at the upcoming Cultural Competency Workshop being held on 9/27/12. It was mentioned that with the recent news regarding the company Chick-Fil-A that we would not be using them as a food vendor. In fact, they catered a recent faculty meeting and many people were concerned that UofL was supporting their business. Brian Buford mentioned that the Belknap campus has a Chick-Fil-A in the SGA and was unaware when they might be up for renewal of their lease. With students coming back to main campus in a few weeks, it will be interesting to see how they support this vendor.

Dr. Jones mentioned she recently submitted a U-Health Grant in cooperation with 4 other HSC schools. The funding from this grant would enable the development of a database and possibly staff support to allow collection of diversity statistics and community engagement activities. It was also noted that we need a definition of “community engagement” to provide consistency across the SOM units. Dr. Jones then mentioned the need to increase our Community Engagement. She would like to see a community

member represented on the diversity committee. Dr. Nota recommended Dr. Maldanoldo. Dr. Davis said she would formally invite her to join by letter.

Attention was then turned to the Diversity Scorecard Appendix A. The majority of the information needed will come from the Admissions office for the Medical School. It is important in the scorecard to document where the data came from. The question came up as to what authority does the Diversity Committee have to gather this information every year from other campus departments? Since these statistics are now required for the accreditation process it will make our collection easier. It is envisioned that someday the Minority & Rural Affairs office can get more funding and staff support to focus more on diversity issues regarding staff and faculty. As it stands now, they only focus on students.

Dr. Jones and Dr. Davis will be working on a presentation to present to the Dean's staff meeting in three weeks something to show what each department is responsible for supplying the Diversity Committee.

One of our biggest challenges is **"how do we report our outcomes"**? This will be an ongoing process of development and implementation.

The meeting was ended at 9:00 AM. A schedule of meeting dates for 2012-13 was on the agenda.

NEXT MEETING: AUGUST 23, 2012 AT 8:00 AM

ACTION ITEMS

Dr. Davis said she would formally invite Dr. Maldanoldo to join the committee as a community representative. Dr. Nota to provide contact information.

Dr. Jones and Dr. Davis will be working on a presentation to present to the Dean's staff meeting