

Diversity Committee Meeting Minutes for January 22, 2015

In attendance: Dr. Rafael Fernandez-Botran, Dr. Michael Rowland, Ron Welch, Ryan Simpson, Katie Leslie, Dr. Kelli Dunn, Dr. Lee Mayer, Mike Croghan, Matt Bojanowski, Dr. Deborah Davis, Dr. Tom Geoghegan, Dr. Claudia Espinosa, Dr. Emily Tan, Dr. Fernanda Nota

The meeting was called to order by Dr. Fernandez-Botran with a request to approve the December 2014 Diversity Committee Minutes. The minutes were approved and attention was turned to the agenda items for the day.

Ryan Simpson, Assistant Director of the Health Sciences Center Office of Diversity and Inclusion, was introduced. Ryan shared information about his new role including overseeing the new HSC GEAR UP summer residential program, assisting with the ULSOM Pre-Matriculation Program, and developing programming for underrepresented medical and dental residents. In addition, he is developing an academy for HSC faculty, staff, and students centered on cultural competency, with emphasis on self-exploration and cultural humility. However, this may be difficult to evaluate. Dr. Rowland suggested looking at literature from education rather than health fields. The academy will be implemented in fall 2015 and follow a cohort structure (will not compete with existing and thriving LGBT Certificate Program). Ryan is currently looking for shared competencies related to diversity across the 4 schools/disciplines so that the academy content may be applicable to a broad audience. Dr. Dunn suggested surveying the four HSC schools to determine what cultural competency activities each are doing and possible expand current programs. Drs. Nota and Espinosa shared information about the activities they currently do with current residents and fellows as possible content for the academy.

Dr. Kelli Dunn announced to the committee that she will be named the Vice Dean for Community Engagement and Diversity for the School of Medicine and she will be working with Dr. Rowland to establish an Office of Diversity and Inclusion in the School of Medicine.

Dr. Davis shared an update from the UofL Diversity Chairs meeting with Dr. Taylor-Archer. The Council on Postsecondary Education is developing a new process to evaluate areas of diversity for all Kentucky schools. In the past, schools set their own goals for accountability. The CPE implemented new standards concerning student enrollment, retention, and success and workforce diversity of faculty, staff, and administrators. The CPE will hold schools accountable, and will not allow for new degree programs for any schools who do not meet 6 of the 8 new standards. The final policies, implementation timeline, and measurement/reporting strategies are still unclear. This will likely result in new requirements for the annual diversity report submitted to Dr. Taylor-Archer. There was additional discussion on better documentation of programs and activities within School of Medicine Departments and Mark Strickland's development of a web-based reporting structure for community engagement and diversity

activities as this will ease the reporting burden for departments. Dr. Dunn commented that Dean Ganzel will place more priority on diversity and that diversity will now appear on the Dean's scorecard. She also stated that the Provost is in the process of assembling a Community Engagement Steering Committee.

Ron Welch reported on the wrap of evaluations and reports relating to the 9th Annual Patricia Allen Cultural Competency Workshop. Expenses were approximately \$6,000. The evaluation closed in December with a low response rate. The students appeared to enjoy the morning breakout sessions, but rated the afternoon programming poorly. Ron submitted the report to CODRE for programming funds. Plans for next year have not begun.

Dr. Rowland provided an update on LCME. The revisit is scheduled for May 10-13. The big issues of facilities and curriculum integration have been addressed. Consultants from Price Waterhouse Coopers are on site today and tomorrow to help prepare a briefing book. Dr. Dunn asked for an update on the diversity standard that we are "in compliance, with monitoring" on. This mostly surrounds faculty diversity. Dr. Rowland discussed strategies the LCME subcommittee is working on to change faculty search processes.

Other announcements:

-[Latino Medical Student Association Conference](#) April 23-26 in Cleveland, OH

-[SNMA/SNDA Pre-Health Symposium](#), Saturday, February 7, CTR.

-UofL Hosting [NAMME Conference](#) September 16-20 at the Hyatt

-Still looking for [Multimedia](#) Submissions

*Action Item- for next meeting committee members should come with goals/programming ideas for the committee to initiate/sponsor for 2015.