

## School of Medicine Diversity Committee Meeting Minutes for May 28, 2015

*In attendance: Dr. Rafael Fernandez-Botran, Dr. Lee Mayer, Dr. Claudia Espinosa, Dr. Deborah Davis, Dominique Jones, Dr. Fernanda Nota, Ron Welch, Dr. Michael Rowland, Dr. Emily Tran, Dr. Russell Salter, Dr. Mirzada Kurbasic, Dr. Kelli Dunn, Karan Chavis, and Diana Avila.*

The meeting was called to order by Dr. Fernandez-Botran with a request to approve the April 2015 Diversity Committee Minutes. The minutes were approved and attention was turned to welcoming Dr. Russell Salter to the Committee.

Dr. Russell Salter introduced himself as the Associate Dean of Graduate Studies and Director of the Interdisciplinary Program in Biomedical Sciences in the School of Medicine. He comes to the University of Louisville from Pittsburgh, Pennsylvania. His roles in the Department are to teach areas of specialty and to serve on the admissions committee as well as thesis committees. Dr. Salter fills this position formerly held by Dr. Thomas Geoghegan who recently retired. The Committee welcomed Dr. Salter and looks forward to his involvement.

Attention was then turned to the meeting agenda. The first item discussed was the Diversity Report which is due in May. There was a two week extension granted by Dean Ganzel so that the report could be realigned with the recent LCME visit to reflect figures on diversity that should be reported on. When the report is finished it will be sent to Dr. Mordean Taylor-Archer.

Dr. Kelli Dunn mentioned that the LCME cited UofL on the IS-16 policy: *An institution that offers a medical education program must have policies and practices to achieve appropriate diversity among its students, faculty, staff, and other members of its academic community, and must engage in ongoing, systematic, and focused efforts to attract and retain students, faculty, staff, and others from demographically diverse backgrounds.* She mentioned that because we are still in the process of developing our diversity goals we should be granted accreditation but with monitoring.

The Medical-Spanish Club was recognized for their Outstanding Award recently received. The club was founded by students, Abigail Fieldhouse and Jonathan Greer, but as they move into their 3<sup>rd</sup> year of medical school the leadership will be turned over to new 2<sup>nd</sup> year students. Dr. Botran also mentioned that the SOM Diversity Committee will need to recruit new student members as well. He will ask the class President to appoint three new members. Dominique Jones, a graduate student, will also be leaving the SOM Diversity Committee, but she mentioned she will also assist in finding her replacement.

Ron Welch gave an update on the Cultural Competency Planning stating that for this upcoming workshop on November 10, 2015, Dr. Faye Jones in the HSC Office of Diversity and Inclusion was looking at the possibility of moving the venue offsite. There has been some preliminary investigation by Pattie Allen into finding a venue and a caterer, but nothing has been finalized. The Planning Committee will have to meet to discuss at a later date. As of now, there is no set

date for the next planning meeting. Ron then mentioned that the HSC Multimedia Project has been successful in receiving submissions. The SOM Diversity Committee recently submitted a Poster called "Different Paths" and the Kosair Charities Pediatric Clinical Research Unit (KCPCRU) submitted a video for the project as well. The Multimedia project will soon be judged and a winner announced in the coming month.

Attention was then turned to the departure of Dr. Michael Rowland, Associate Dean of the School of Medicine for Diversity Initiatives, whose last day will be Friday, May 29, 2015. Dr. Dunn shared with the committee that there will be need for a Senior Level Staff member in the SOM to direct Diversity Initiatives. With the departure of Dr. Rowland, a new position has been created to fill this need. The new position will be the *Executive Director of Diversity Initiatives*. There were 53 applicants for this position and the field has been narrowed down to 2 candidates, who will conduct follow up interviews on the HSC campus on June 8, 2015. Dr. Dunn mentioned that she foresees a need for an Associate Dean of Urban Health Equity to mirror what Dr. Brent Wright Currently does in rural health. Her vision is that this might be an endowed chair's position within the University.

Dr. Fernanda Nota mentioned that she enjoyed her recent participation in the 2015 LMSA conference in Cleveland, OH from April 23-26<sup>th</sup>. She mentioned that quite a few students filled out information cards, and we need to follow up on responding to them. The HSC Office of Diversity and Inclusion will review the cards. She mentioned this experience was a good networking tool for perspective students thinking about coming to Louisville for medical school or even residency. She suggested that next year we send one Faculty member along with one resident and a student to answer questions at the conference. Dr. Nota mentioned that often times she is unaware of when or where these conferences are and if they know in advance of these conferences, she could submit abstracts and posters to justify the cost of attendance and possibly do research to promote the mission of the SOM and justify any travel expenses.

Dr. Rowland again reminded the committee that the University of Louisville is hosting the [NAMME Conference](#) September 16-20, 2015. It will be the 40<sup>th</sup> anniversary for the conference and there will be a poster presentation the 1<sup>st</sup> of 2<sup>nd</sup> evening of the conference and they would like a strong UofL showing. Abstracts are due in July and Dr. Rowland will give Dean Ganzel more information to forward to the UofL HSC community.

The meeting was adjourned at 9:00am.