

Diversity Committee Meeting Minutes for July 24, 2014

In attendance: Dr. Toni Ganel, Dr. Michael Rowland, Ruth Greenberg, Mary Joshua, Ron Welch, Pattie Allen, Mike Croghan and Brenda Fitzpatrick, Katie Leslie, Dr. Deborah Davis, Dr. Claudia Espinosa, Dr. Lee Mayer, Dr. Kelli Dunn.

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

Dr. Toni Ganzel, Dean of the Medical School, opened the meeting by discussing the Council of Deans exploring diversity. Upon doing a literature search for “Best Practices” for implementing diversity into a strategic plan, Dean Ganzel mentioned an article from the Medical University of South Carolina (MUSC) showing that in 2002, 11% of medical students were underrepresented and that in 2011 that number changed to 21%. Dr. Ganzel asked what ideas the Diversity Committee had for establishing a pipeline program for our Residents and Faculty. Dr. Michael Rowland suggested the concept of “growing our own” to keep or retain UofL medical students that graduate into the residency programs here along with a second option of a “sign on Bonus” (like at the faculty Level) or even stipends, to entice new residents. Some have suggested a loan re-payment plan. Dr. Kelli Dunn mentioned that there might be limits set by the ACGME about bonus to residents. It was agreed that we should focus on Kentucky native residents. The University should also focus on what positive past experiences the future residents have had while living and going to school here in Louisville.

Other suggestions to recruit and retain underrepresented residents are that UofL develop relationships with traditionally underrepresented schools such as Moorehouse, or even that Dr. Ganzel act as ambassador for UofL by doing recruitment trips across the state.

Next Ruth Greenberg discussed the LCME 2014-2015 Plan. She explained that the LCME process is finalizing action plans for items we needed to address in our institutional site visit. She stated that our initiatives were in their infancy, and now we need to expand on them. A report is due back to LCME on August 1, 2014. This report will feature information on faculty pipeline programs, tracking Underrepresented Medical Graduates (URM’s), and identifying groups that would add value to the overall learning experience. Ruth asked that the School of Medicine’s Diversity Plan document on the Office of Diversity and Inclusion’s website be edited to reflect a change in title and add a statement about value added groups.

It was announced by Dr. Davis that as of September 2014, Stacie Steinbock from the LGBT Center will be full-time at the HSC campus, and the committee agreed to invite her to future meetings.

Dr. Kelli Dunn mentioned that Dean Ganzel maybe perform “house-calls” on each department, and do presentations at the Medical Council Meetings to reinforce their collections and reporting of diversity related information. Dr. Dunn mentioned the need of a Data Manager to collect all department’s efforts on Community Engagement/Diversity initiatives. Maybe we could produce a mock report showing each department what we want and expect from them. Each department should be reporting on their

community engagement and diversity initiatives in their annual reports. The Office of Medical Education has a nice Annual Report that other departments should strive to emulate.

Annual Reports should capture all activities from each department, including international work. Dr. Davis mentioned that the School of Public Health was opening a campus in Pakistan. They will focus on Child Development and will be offering a MPH program.

The meeting was adjourned with the next meeting scheduled for August 28, 2014.