

JCESOM LCME Diversity Committee Meeting IS-16, MS-8
August 21, 2012

Attendance: Shelvy Campbell, Chair, Debra Hart, Jennifer Plymale, Cindy Warren, Aaron McGuffin, Darshana Shah (excused) Dr. Wade Douglas (excused).

Agenda Item	Discussion	Follow-Up
Introduction	Dr. Campbell gave an introduction and update with regards to Dr. Shah presentation to AAMC GFA/GDI. Shared with the committee PowerPoint from Dr. Barzansky's AAMC GFA/GDI Presentation. Dr. Mark Nivet AAMC Chief Diversity Officer will visit JCESOM September 19, 2012.	Standard Committee will meet face to face by-monthly. Email discussions will occur as needed.
Action Grid - Admissions	<p>IS-16. Jennifer noted that she was updating her action grid as she accomplishes the tasks. The incoming class has 69% males. Innovative approaches to recruit females and underrepresented in medicine will be a targeted focus.</p> <p>MS-8 Pipeline Programs-Scheduled</p> <ol style="list-style-type: none"> 1. (June 2013) a week long residential camp for in their 1st and 2nd years of college is scheduled. Consideration is being given to the camp's focus on women Will have hands on activities and focus on careers in medicine. 2. Dr. Campbell noted that the Project Premed program will be 11/7-11/10/12 our goal is to select 10 participants. 3. Middle School Programs-Careers in Health 4. MAC-Incorporating community members as membership. Had 3 meeting last year, 	<p>Jennifer Plymale stated that the Office of Admissions is currently reviewing the data for the revised recruitment plan.</p> <p>Dr. Campbell noted that the Office of Diversity could be proactively in working with URM students that initially apply to Medical School. Reaching out to the students when they apply would be instrumental in reaching the minority population. Often there is a question on climate, inclusions, etc., having a contact for the URM's could be</p>

	<p>scheduled to meet in September 2012.</p> <p>Jennifer stated that the SREB- has been sent to participating states. This project is ongoing.</p>	<p>instrumental in helping them complete the application process.</p>
<p>Student Recruitment - Admissions</p>	<p>Target recruitment-noted more females and those URM. The Admissions Executive Committee has reviewed the demographic data of the incoming class and has developed a recruiting plan for this upcoming year. Jennifer asks for any ideas that the committee had would be appreciated.</p> <p>Debra Hart asked how long since the incoming class was 50/50? Where there any formal recruitment plans at that time? Cindy stated that they have had a formal recruitment plan by visiting all WV schools; however they did not visit all of the schools over the last three years. Jennifer stated that they visited seven colleges/universities in the Spring of last year and sent admissions packets to the remaining seven schools. Alumni are being recruited in various areas around the state to assist in recruiting efforts. The faculty have been selected to participate in recruiting activities. September dates are tentatively scheduled.</p> <p>Recruitment Fairs: Dr. Campbell will be attending the National Association of Medical Minority Educators (NAMME) Conference and Recruitment Fair September 12-16, 2012 in National Harbor, MD.</p>	<p>Revised recruiting plan</p> <p>Ongoing as part of the recruitment Plan</p> <p>Attending the NAMME Conference JCESOM Advertisement has been placed to be included in</p>

		the NAMME Conference Agenda Booklet.
ED-21	<p>Dr. McGuffin stated that each course director was asked to add a diversity objective to each case presentation and each standardized patient encounter to ensure additional diversity experience in the curriculum. The deadline to provide their list of objectives is September 28. It should generate approximately 50 additional diversity objectives to years 1 & 2.</p> <p>Karen Bledsoe forwarded an e-mail to residents regarding “standardized patient recruitment”. Planning to solicit by designing a poster and placing the poster in several locations such as Ebenezer Clinic and other venues that will help to recruit standardized patients.</p> <p>Plan to host a diversity panel discussion in March 2013 spearheaded by Drs. Lopez, Keblawi & McCormick. The objective of the panel discussion will be centered around 1st and 2nd year student generated questions regarding diversity in patient care. These will be submitted prior to the panel discussion.</p> <p>Amy is working on a diversity module for students with Students on Diversity</p>	<p>Following up on the additional objectives September 2012.</p> <p>Working to recruit diverse standardized patients – ongoing.</p> <p>Follow-up on the diversity model for student September 2012.</p>

	Statistics on two additional diversity questions have been assessed and demonstrate an improvement in the student perception of the adequacy of their preparedness to care for patients of diverse backgrounds.	
	Reviewed complete IS-16/ MS-8 the Action Grid to see progress	Will be updating the action Grid with progress column