

**SAH Diversity Committee**  
**Minutes**  
November 25, 2003

**Present:** Ken Davis - Chair  
Pat Hargrave  
Karen Haring  
Paul Mathews  
Irina Smirnova – Secretary

**Guest:** Natalie Sykes, 1<sup>st</sup> year PT&RS student - student representative

**Call to order:** Ken called the meeting to order at 12:00 PM.

**I. Approval of Minutes**

Minutes from October 28, 2003, approved as presented.

**II. Report from Steering Committee**

Ken reported that there was no formal meeting during last month. Dean held a meeting, at which Ken was absent, discussing a new strategic plan that will be handled by departmental Chairpersons rather than committees. Committee involvements will be identified later.

**III. Old Business**

**1. Updates on Committee goals for the year**

**A. HPPI involvement**

Ken updated on HPPI presentations at Chick Elementary school. So far, all presentations went according to the schedule and were very successful.

Ken informed about two field trips from local schools to KUMC. A group of students will come to Kirmayer fitness center and Sport medicine clinic on December 17. Heather Goist will coordinate the event. Adrienne Baxter will talk on nutrition. Fifth grade Career Club members (approximately 25 kids) will also come to the Medical Center on April 25, 9:00-11:30 AM. The students will be split in two groups, and each group will spend 45 min per location. Pat could take part of the students to their lab to show stained tissue slides etc. Paul could show them lung model. Ken suggested to put rotational stations (OT, PT etc), and to work together with Karen Tarnow from Nursing Teaching Lab to organize this event.

**B. Website management / collaboration with SAH Professional Development Committee**

**Faculty Development Committee Update** – No Report available this time. Irina will follow up with Denise Gobert, the Chair of SAH Professional Development Committee, regarding bringing a speaker from Texas to give a talk for SAH faculty. Both SAH Committees, Diversity and Professional Development, will cosponsor the event. Update to be presented at the next meeting.

### C. Multicultural Student Recruitment

Paul participated in Multicultural Student Recruitment Group meeting in Lawrence and gave a brief report of the meeting. He was the only representative from KUMC.

- There were discussions about diversity groups such as Asian group and others; about organizing road show where people would be dressed up like Jay hawks and walk.
- At the meeting, Paul pointed out that there is nothing regarding the Medical Center in the recruitment materials. Lawrence campus representatives will send Paul information regarding financial recourses for students. At this point, unfortunately, there is minimal interaction between Lawrence and the Medical Center financial resource groups.
- There will be College Goal Sunday event on Lawrence campus for prospective incoming students in February-March. We need to send someone from our admission office there to have KUMC representation.
- They will have evening visits of prospective students to Lawrence campus in February.
- There was multicultural Junior/Senior Day event on Lawrence campus that we were not aware about. They had several buses bringing students from KCK and Wichita to participate in the event.
- At his request, Paul was sent a recruitment oriented brochure “PreView Book” prepared by the Lawrence campus. It has no information on the Medical Center. Paul pointed out that we need to make our own brochure or have our information included in their brochure.
- Paul contacted a new person from the International Student Services and Admission Group, Cindy Johnson and will continue communication with her.

Ken suggested having a new recruiter for SAH invited to our January meeting, and asking her if she could represent SAH at the meetings in Lawrence. Ken mentioned that SON has advising program. In SAH, as was pointed out by Paul and Pat, we have it on departmental levels but not on the school level. Ken emphasized that, as a Committee, we need to *focus* on recruitment with diversity issue present. Paul brought to attention that there is a misunderstanding regarding KUMC as the institution that trains physicians only, and many people are not aware about a spectrum of allied health professions offered by the Medical Center. Therefore, we need to have this information displayed in recruitment oriented booklet or brochure.

Next Multicultural Student Recruitment Group meeting will take place on Lawrence campus March 11, 10:30 AM. Paul will not be able to attend. Pat will attend together with the SAH recruiter. If Pat is not available, Karen will substitute. This item is pending for our January meeting.

Pat made several attempts to contact Haskell University recruiter, Barbara Cunningham, but not successfully so far. This item is still in process.

Pat informed that this year cycle of arranged visits to community colleges for diversity recruitment ended. It was suggested to plug the SAH recruiter into

the next year cycle. Pat informed that she is going to Emporia on March 9 under her department program to encourage 7-8<sup>th</sup> grade girls to stay in science. Paul mentioned that he asked Lawrence representatives to send us information on High School Career Consortium.

#### **D. Diversity Advisory Council – Strategic Plan**

Ken gave DAC update for the Committee members regarding a teleconference on cultural competency sponsored by HRSA. Unfortunately the information was duplicative of material currently available at KUMC.

Ken suggested that there might be more collaboration with SOM and SON initiatives planned when new SAH recruiter starts.

#### **IV. New Business**

1. Ken opened a new item - to **establish a minority SAH student advisory board** as a long-term effort. This advisory board will inform and give advice to SAH Diversity Committee how to be useful for students, and to better serve their needs. Establishing of such group will be useful to create a strategy not only for recruitment but for current students. In order to do this, the Committee will need to send out some form of communication to determine the level of interest expressed by students. It was suggested that an e-mail will be sent out from Ken and Natalie to student representatives. Natalie already has a list of students who would be interested in participating. Irina and Paul will e-mail Ken links to student representative lists. Ken and Natalie will compose a letter and send it out at the beginning of new semester. First, there is a need to establish a structure, and then to decide how to deal with time matters. The following issues were suggested for this student advisory board agenda:

- a. how to support diverse groups;
- b. how to convey a sense of community;
- c. how to do a better job of recruiting minorities.

This advisory board will bring issues to SAH Diversity Committee meetings.

**Task** – before January 27<sup>th</sup> meeting:

- get student contacts;
- have a letter to solicit interest;
- schedule a meeting;
- have Diversity Committee members to sit at the meeting as listeners.

2. Next meeting will take place Tuesday, January 27<sup>th</sup>, 12-1 PM, Conference room B, Robinson 3<sup>rd</sup> Floor. Irina will reserve a room.

**Adjournment:** Ken adjourned the meeting at 12: 50 PM.

Respectfully submitted,

Irina V. Smirnova  
Secretary