

**Minutes of the Senate Anti-Discriminatory Policies Committee for 20 March 2009  
6061 Forbes Towers**

In Attendance: Mark Lynn Anderson, Anthony Bauer, Patricia Beeson, Deborah Brake, Jerome Branche, Paula Davis, Lynn Fitzgerald (Chair), Susan Hansen, Dorothy Hawthorne-Burdine, Emilia Lombardi, Carol Mohamed, Paolo Palmieri, and Vijai Singh.

Lynn Fitzgerald called the meeting to order at 9:35 AM.

Chair Fitzgerald introduced to the committee its newest Pro Tem Member, Jerome Branche, Associate Professor of Latin America and Cultural Studies. She also introduced our guest speaker for the morning, Paula Davis, Assistant Vice Chancellor for Health Sciences Diversity.

Approval of the Minutes

Mark Lynn Anderson described a pair of minor revisions to the February minutes requested by Patricia Beeson. Emilia Lombardi moved that the revised minutes be approved; her motion was seconded.

Revised Mission Statement

Anderson asked that, pending any further discussion, a committee vote be taken to approve the newly drafted ADPC mission statement. The committee approved the statement unanimously. Fitzgerald will now submit the statement to the faculty Senate for their approval. Susan Hansen asked if there had been any previous consideration of introducing language into the statement about groups officially protected from discrimination. Anderson explained that the committee decided that lists of protected groups were ultimately more limiting than enabling. He also pointed out that such lists were always changing and that the mission statement would have to serve the committee for years to come.

Announcements

Fitzgerald announced that the next training session for Allies Network had finally been scheduled. Allies Network Training will take place on Friday April 3, from 9 AM to 1 PM in Lecture Room 630 of the Cross Cultural and Leadership Development Center in the William Pitt Union.

New Business

Chair Fitzgerald asked if the committee had any new business to consider. There was no new business.

Committee Officers for 2009 to 2010 Academic Year

Fitzgerald reminded the committee that new officers (chair and secretary) must be elected to serve during next academic year. Fitzgerald's three-year service on the committee ends this year, and she is not seeking re-election. Anderson said that he would be willing to serve as secretary again, if he is re-elected to a second three-year term on the ADPC. Fitzgerald asked the committee to send her any nominations for either position before the committee meets in April.

### Presentation on Diversity in the Health Sciences

Before discussing issues with which she and her office are currently wrestling, Paula Davis provided the committee with a background for the establishment of the Office of Health Science Diversity (OHSD). She also emphasized the benefits of increasing racial and ethnic diversity in healthcare. These include better service to traditionally underserved communities, increasing those communities' access to treatment and their overall satisfaction with treatment. Diversity in healthcare education also results in better educational outcomes for all students.

Davis outlined the immediate historical context for the OHSD through a description of the findings of the Sullivan Commission on Diversity in the Healthcare Workplace. This national commission was formed in 2003 by the Kellogg Foundation. Headed by former Health and Human Services Secretary, Louis Sullivan, the commission was made up of a fifteen representatives from various healthcare-related disciplines (including health, public policy, law, business, and education). The commission was tasked with collecting data and reporting on the state of minority representation in health services in the United States. The committee reported its findings in 2004. The committee found that while African Americans, Hispanics, and Native Americans accounted for approximately twenty-five percent of the country's population, they accounted for dramatically far less of the percentages of physician, nurses, and dentists, as well as the of the percentages of faculties of medical schools, baccalaureate nursing schools, and dental schools. The commission noted that with the growing diversity of the US population, there is a need to increase the diversity of healthcare professionals.

According to Davis, the Sullivan Commission made several recommendations: a sea change in the cultures of professional schools and departments toward greater inclusion; the development and maintenance of pipeline programs for young students; support of minority nurses in leadership roles and graduate education; increases in training on minority physicians and dentists; regular institutional assessments of diversity progress at all levels of health education; and obligatory mentoring programs for junior minority faculty.

Anthony Bauer asked Davis to explain "pipeline programs" to the committee. Davis responded that pipeline programs sought to identify potential health care and medical school students as early as possible so that they can be guided and "grown" through the educational system. Bauer asked about funding for such programs. Davis discussed the Medical Explorers program at Pitt for high-school students interested in medical careers. The program is largely funded by donations, particularly the donations of time by speakers and others who voluntarily contribute their efforts to the program. Susan Hansen asked if the rising costs of tuition was a factor in discouraging minority applicants. Davis responded that there were larger obstacles facing minorities seeking entrance into medical school, for example, successful outcomes on the MCATs. There is also very little funding earmarked for diversity programs and initiatives. Fitzgerald mentioned the possibility of a forthcoming federal action on loan forgiveness for medical professionals.

Davis then discussed the University's response to the findings of the Sullivan Commission. In 2004, Dean Arthur Levine established the Sullivan Commission Task Force on Racial and Ethnic Diversity within the Schools of the Health Sciences at the University of Pittsburgh. The task force included representatives from each of the six

Health Science schools and was chaired by Drs. Sandra Crouse Quinn and Stephen B. Thomas of the Graduate School of Public Health. The committee was charged with reporting on the state of diversity at all levels of education and training in the Schools of the Health Sciences (SHS). The task force gathered data on student and faculty diversity, examined barriers to inclusion, assessed the participation of minority faculty in key committees, examined admissions data, and conducted interviews of former and current faculty. The report of the task force was presented to the Senior Vice Chancellor in June of 2007. Davis then quickly reported on the results of the task force, which found that each of the HS schools had a poor record minority faculty and recruitment. The task force also reported that minority faculty lacked a sense of community, social support networks, and role models. Furthermore, the task force concluded that the overall climate in SHS was unfriendly to minority faculty and students and culturally insensitive to their perspectives and needs. There followed a brief discussion about the need for “culturally competent” instruction, mentoring, and acculturation. Another problem identified by the task force and mentioned by Davis was an inconsistency in the definition of “minority faculty.”

Davis then discussed how the University Health Science Schools compared with national averages with respect to underrepresented minorities as faculty. There was a brief discussion amongst the committee about non-tenure stream positions and tenure stream positions in the Health Science. Davis described how some NTS faculty may move into TS faculty position more easily than in other sectors of the University. Bauer asked about the University losing minority TS faculty to other institutions, and Davis provided examples of such occurrences. The task force found that the University was markedly below the national average for minority faculty representation in medicine and dentistry, and dramatically below the national average in nursing and pharmacy, and she noted that these figures remain roughly the same for data gathered in 2007-2008.

Davis then outlined the recommendations made by the Sullivan Commission Task Force for SHS, most of which addressed the need to support recruitment and retention of underrepresented minorities at all levels of education. These recommendations included the creation of: diversity administrators; an oversight board with broad SHS representation; diversity acknowledgement in schools’ mission statements; assessment strategies for faculty attrition; committees charged with recruiting and support of new hires; standardized definitions of minorities; the innovation and expansion of pipeline programs across the schools; annual administrative documentation of recruitment efforts; and means of establishing and maintaining community outreach, particularly with the public schools of Pittsburgh. Davis then described how the ODHS and the position of an Assistant Vice Chancellor were created to carry out Task Force recommendations. The ODHS has both long-term and short-term goals. The former include the creation, within five years, of comprehensive diversity programs for each HS school, programs that will consist of ongoing pipelines, student and faculty retention initiatives, alumni outreach, and forms of diversity recognition and inclusion. Most of the short-term goals of ODHS have already been implemented and include, besides data collection and reporting, the formation of an oversight board, assessments of school climates, assistance for each school’s recruitment plans, support for a Diversity Speakers series, increasing minority visibility in SHS promotions and websites, and securing funding for developing and maintaining pipeline programs.

Davis then addressed some of the challenges she and her office face in implementing both the short-term and long-term goals. Some of these challenges are tied to the culture

of the institution, such as a wider lack of interest in diversity issues, as well as fears about possible legal repercussions for identity-based initiatives, policies, or actions. There is also a lack of funding to recruit and grow minority junior faculty, CEED support from the Institute for Clinical Research Education (ICRE) notwithstanding. The small number of existing minority faculty are also overburdened by requests to have them serve on key committees. Finally, many minority healthcare professionals choose clinical practice over academics since they need to repay educational debts. This means that mentoring and growing initiatives continue to suffer. Davis also mentioned that, at least for some minority candidates, the city of Pittsburgh can be a difficult sell. Davis then outlined a series of strengths in the SHS and the larger University, including strong commitments to diversity by SHS leadership, a close relationship with UMPC, and various collaborations between the SHS and other departments and programs across the University who are willing to share expertise and innovate opportunities for cross-campus projects. There is also a high level of student interest in diversity activities and goals.

Davis also described recent accomplishments within the OHSD and SHS. There have been two recent staff hires of African American men, including Ryan Parker, Director of Health Sciences Diversity. Three important committees have also been formed: a steering committee of SHS Associate and Assistant Deans, a working committee of Student Services personnel, and a student advisory committee with members from the SHS community service-based organizations. The OHSD has also taken on a branded identity and has its own website at [www.healthdiversity.pitt.edu](http://www.healthdiversity.pitt.edu).

Davis discussed how, in the current economic downturn and in the absence of funds for aggressive faculty recruitment, her office was instead concentrating on supporting student programming. She described the situation as “manpower intensive, though budget light.” Important in this respect is the formation of the advising and support program called COACH (Creating Opportunities Access Careers Health Care) for the academic development of underrepresented minority pre-health students. Also, a continuing speaker series, “Diversity in Practice,” brings speakers on different topics to the various HS schools. Davis said that her office will begin testing a new data tracking system in April, while the working committee is preparing a cultural assessment survey that looks to be administered for the first time this coming fall. Davis also pointed to other recent developments such as the appointment of Dr. David Anderson as the Director of Diversity at the School of Dental Medicine, the drafting of mentoring program for junior faculty, plus new funding to begin supporting pre-doctoral research for students from historically Black colleges and universities. Davis concluded by re-emphasizing the need to “grow faculty starting from ground zero,” particularly in light of the current hiring restraints across the University.

### Discussion

Bauer asked Davis about any possible benefits that might be accruing from the recent stimulus package. Davis emphasized that such funding would take time to work its way through the institution, but that such funds could be used to continue funding programs. Beeson emphasized the importance of mentoring faculty to tenure, and she asked Davis how the HS schools were dealing with this issue. Davis responded that her office is not working from the premise that they need to rely solely on minority senior faculty since this is, at present, impossible given the low numbers. Instead, they are using committed individuals to foster professional relationship development. Emilia Lombardi inquired whether the committees are currently meeting, and Davis replied that they were. Chair Fitzgerald inquired about the University policy on formal mentoring programs, and

Beeson responded that all schools are supposed to have mentoring programs for faculty, but not all do. Beeson mentioned the importance for professionalization of having a mentor from your field of specialization, but offered that mentors from outside the discipline, and perhaps from outside the department, are also important sources of advice and perspective for junior faculty. Beeson said that despite efforts to develop outside mentoring as a practice, she discovered that some departments were not even prepared for mentoring within the programs, and so the Provost Advisory Committee for Women's Concerns has sought to focus their attention on the latter.

Debra Brake returned to the issue of faculty recruitment and making Pittsburgh attractive to potential hires. She asked Davis if there were any campus-wide initiatives to promote Pittsburgh to job candidates. Davis mentioned that there are a lot of collected resources at the University's "Cool Pittsburgh" website, but that she was not aware of any sort of organized programs within or across the schools to provide data about the city to hiring committees or candidates. Davis pointed out that each candidate is, of course, looking for something different. Hansen asked if the Urban League did not make available information about the city. Davis said that they did and that such outside resources are important. Lombardi inquired whether municipal and county governments might not have a stake in supporting faculty recruitments at the University in light of the centrality of UMPC to the area. Davis mentioned that there had been a Pittsburgh Diversity Council, but she was unsure of its present status. Davis said that "health cafes" at downtown cafes and eateries are being planned in an effort to informally help establish greater connections between the city and SHS.

Lombardi asked Davis if the health diversity seminars had already begun. Davis replied that two have taken place, and that they were currently planning the third. Anderson asked about the importance of "climate change" to the mentoring process. Davis replied that climate change comes principally from the increased visibility of diversity issues, something that most of the initiatives pursued by her office seek to directly or indirectly promote. Davis also pointed to diversity training through regular workshops, and she said that these workshops were popular with both students and faculty. Such excitement about diversity can change behavior and promote inclusive sociality. Fitzgerald suggested that visibility was a very crucial part of component of developing diversity. Davis agreed and said that was why her office is trying to generate as much buzz as possible.

The meeting was adjourned at 10:45 AM.

Submitted by Mark Lynn Anderson, 14 April 2009.  
Revised on 18 April 2009.

MLA