

6:00PM – Call for Meeting & Attendance

Guest Speakers

6:00 PM – **[Discussion]** Dr. Donovan Roy (Vice Dean of Diversity, Equity, and Inclusion) (35 mins)

- *Dr. Roy*

- I first need to clean up the DEI office here in terms of organization, before I can really get my feet off the ground with my strategic plan
- I am planning on conducting a survey regarding diversity and student support within the next few weeks. We will be looking at forming work groups of students to help me better understand and address current gaps and issues
- As a bit of background on me, I have served in this role at another institution, and many related roles at other institutions that focus both on diversity and inclusion initiatives as well as student support services such as STEP 1 and 2 prep as well as clerkship preparation pipelines. I am really proud of the success that those programs had and am excited to bring some of those strategies here.
- Have worked with running medical school pipeline programs as well, similar to the WSU Post-bacc program. I am very passionate about this work and want to really focus on how we can both enhance the pipeline at a very early stage to increase the diversity of our student body, but also how we work to support those students and create an inclusive and welcome learning environment for them while they are here. One thing i think we need to improve on here is inclusivity, we talk equity a lot, but I want to show how we can actively support our students
- Focal point of this position
 - Intersectionality of Diversity, I want to emphasize that racial/ethnic inclusivity is not the sole focus of this office, diversity means so much more than that. To tuch on a few..
 - Gender ID
 - I would love to plan a conference on how inclusive we can be and how we can better support our LGBTQ+ students
 - Disabilities
 - Sexual Orientation
 - Socioeconomic
 - Age
 - Geographical Location
 - How does the community you live in or grew up in impact your experience and opportunity for success?
 - 1st generation college students
 - Develop Social Capital and Social Network Initiatives that will provide equity to WSUSOM
 - Pathway Programs
 - URiM or BIPOC along with intersectionality of Diversity
 - Provides webinars and sessions to provide information on career pathways
 - How to publish in MedEd portals
 - Can apply for writing fellowships
 - Residents and Undergraduate (Med students) mentorship pairings
 - Local 7-12th grade students are going to be getting college credit for participating in mentorship pathway programs that start with

- basic math, biology, chemistry, etc. (Pre-med courses that students may not have exposure to)
- Offering undergrad BIPOC students to get the opportunity to do research at the SOM
- Athlete programs to get student athletes exposure to healthcare
 - High school and college tracks
 - Looking to get them research exposure, understand different career pathways in healthcare as well, including dual degree programs such as MD/MPH, MD/PhD, MD/MBA, etc.
- Diversity Training
 - Patient Care
 - Implicit and Explicit Bias
 - Structural Racism
 - Book Clubs
- Social Network Initiatives
 - Community Engagement
 - Working with leaders in the City of Detroit and surrounding to promote WSUSOM services
 - MCAT support for Free for Post-Baccs and undergrads, working with colleagues at Rutgers to bring in their program to Wayne State
 - Creating networks with HBCUs to create linkage programs (like MedDirect here at Wayne)
 - Going to try to accept two Detroit students for every one out of state student. We recognize the importance of prioritizing local community, but also value regional diversity as well
 - Facilitate Conference and Workshop Presentations
 - Community, Regional, and National
- Recruitment, Retention, Advocacy, implementing procedures that foster inclusion
 - Recruitment
 - Linkage agreements with broader scope of institutions
 - Retention
 - Faculty
 - Securing funding for research opportunities
 - Junior faculty mentorship programs
 - Advise students
 - Professionalism
 - Academic Readiness
 - Policies, Procedures, and Advocacy
- Questions
 - From IJI, we are wondering what the plans are to secure funding for all of these initiatives, are you starting new things or working on improving existing programs because this definitely has been an issue in the past to advocate for funding to make these things sustainable
 - Dr. Roy - Both, currently working on a business plan for funding from the Dean, have a series of lectures planned that I am asking for funding for. CME credits

will also be offered for faculty and residents for facilitating/teaching sessions on these critical topics to offer incentive

- Also working on faculty promotion programs to help raise the weight of this work in terms of value in consideration for promotion and career advancement
- In terms of trying to recruit from colleges for minorities in STEM
 - MSU Drews Scholars program, have you explored?
 - Yes, I have worked with this program a lot in the past. Also, diversity of thought is very important, we also want students with different experiences throughout the program
 - There was a concern about ability to offer support in terms of scholarships for these students
 - Yes, I am really working on this, I was able to secure 8 scholarships for URM students this past year. I am looking to hire someone in my office that has expertise for this in the future, also exploring obtaining funding from corporations in the private sector to sponsor these scholarships
 - Has there been thought put into Integrating these lectures in context within the curriculum? The SJMEC is currently doing a very detailed internal review of the curriculum and flagging areas for contextual additions like this so we would really love to ensure that they are placed in the curriculum with purpose so that students can more adequately engage with the material in context. Also wondering if any of your outreach to pipeline programs will include providing students from diverse backgrounds information on additional medical training paths such as dual degree programs like MD/PhD? The applicant pool for these programs significantly lacks diversity from my understanding
 - Yes we would like to integrate, please reach out so we can work together
 - Working with Aliya Hines on MD/PhD career stuff too!
 - Dr. Roy - On my wish list for the Dean is to hire a new coordinator for outreach programs because as one of you mentioned, we do a pretty great job in college, but as you mentioned, that is too late. Current programs that go into schools, might be a 1 hour, or 1 week session, and then it is out of sight, out of mind, just a blip on the radar. This is why we really want to focus on these dual enrollment (college in the high school STEM stuff) This is allowing a 1st exposure early, then they get to see it again in college, and then by medical school, it's the 3rd time they see the information. If students can get exposed early, they are much more likely to pursue this pipeline. Also looking at ways we can reach out to the elementary kids more as well, including doing fun little experiments with them.
- What are your plans to work with the Student Organizations?
 - Dedra (my secretary) is working on meeting with student orgs, every Friday at noon we are trying to meet with student orgs to better understand the needs and resources that already exist
- The IJI has been asking for the development of an administrative crisis response plan during events of significant potential to trigger traumatic and stressful mental situations for students either locally or globally. We haven't been able to make progress on this, thoughts?
 - I think regular meetings will help to avoid these crisis moments by creating this relationship of access to the DEI office
- Community input on what we are doing and how we are serving them. I think we are doing really good work, but we don't have really good data on how we are doing in terms of serving our community. I think working with the student orgs that serve community would be really great
 - I want to have a summer street festival that would include things like:
 - Mobile laundry
 - Physicals

- Vitals
 - Showers, etc.
 - Would bring in a whole interprofessional aspect as well
- How many of the initiatives you have mentioned can be accomplished without funding? And what are your priorities.
 - There is no other option than funding these programs, we are going to get dinged by the LCME if we don't fund them so the WILL get funded
 - Working with national org of black chemists and engineers for the high school programs
 - Going to work with med direct students as well
 - No funding needed
 - Also working with main campus engineering department for some of the pipeline programs as well

New Business

6:35 – [Discussion] Current Affairs (40 minutes)

- After the last senate meeting, an emergency meeting with exec and friends was conducted to discuss the growing discontent and concerns about what is going on with the leadership at our school, related to a lot of the issues discussed at recent town halls
 - Faculty departures
 - Scholarship office
 - Support for minority students
 - FA
 - Dean not taking questions seriously
 - Feedback we have gotten from gala/match/white coat
 - Gaps in critical drivers within the medical school - Mendez, Bosch, etc.
- Some of the executive senators have been made aware of this through various committees they sit on so this isn't necessarily brand new issue, but recently it has been made a bit more outward facing. The faculty union recently conducted a survey about the climate of the institution. This was a result of the faculty pay structure, the way that negotiations with hospital affiliates have gone, general environment, etc.
- At the beginning of Jan, the faculty union hired a 3rd party to conduct an anonymous survey that went out to all faculty at WSUSOM
 - They had a 50% response rate, which is very high for a survey like this
 - Results from 2 questions were put out after our last senate meeting which led to me calling for an emergency meeting to discuss their implications:
 - How much confidence do you have in Dean MS (~40% having zero confidence)
 - Would you support his replacement (75% yes)
 - These results are very alarming from a university health standpoint
 - These results seem to validate our concerns that we have felt as students. It also reveals our discontent with answers given at town halls about faculty discontent are not unfounded.
 - It is also important to note, that this is not a common occurrence, This could result in an official faculty senate vote of confidence/no confidence that would have to be addressed by President Wilson. It is possible that this could result in a leadership change.
- The bottom line, is this is definitely affecting students
- Given the context surrounding how the rest of the school feels about this issue and the ways it is affecting students, we felt that we needed to be a liaison to tell students about this. We have talked about collecting sentiments from the town halls and detailing them to DS in a letter, however based on

our past experience, we didn't expect any different answers. We didn't feel like we were providing new insight into things that hadn't already been well vocalized to our internal leadership

- Based on discussions in the emergency meetings outlining the above, we chose to take these issues to President Wilson.
- Student ? - If more than ¾ of the faculty support his dismissal, how can we support that?
 - Our first step was to bring our concerns as students to President Wilson, he was very fast and receptive in our concerns [link letter here]
 - President and VP met with him last week, he is very receptive to our concerns and very student focused in this issue. We feel that he is taking it very seriously. He did mention that things like these surveys are often pushed in a political context, so that is something to think about as well. He seemed much more concerned about these issues we brought up in terms of how they affect students
 - He vaguely indicated that things are going to move fast and we are meeting with him again this week, and assured us regular meetings until these issues are resolved
 - Specifically in terms of Financial Aid, they were extremely concerned, and said that students can directly email him if this happens.
 - We walked out of that meeting feeling heard and hopeful
- In the case that the Dean is dismissed/resigns, what happens next, who is interim and how is the next one chosen
 - That would be up to Pres Wilson to appoint an interim Dean while the search is underway
- General sentiment is that most students are currently unaware of this phenomenon, so the discussion on how to break the news is warranted before students find out from the media
 - We should have something prepared to send to students to explain the situation in the event that things move very quickly
 - We want to be a liaison and let students know that we are advocating for them. What parts of this do we want to reveal to the student body? In consultation with President Wilson, he said to wait and see what happens this week. What are your thoughts on what we should share with the students? Dr. Chadwell is also aware of our advocacy on communicating to the student body
 - With dedicated/Match/areas of transition, I think that this news might be a heavy hitter at this moment in time. I think we wait for more concrete details.
 - I do think we walk a fine line with time right now, I think prioritizing sending it out before an article comes out in the news would be really important. Let's take it based on what happens on Thursday
 - There is not a whole lot of action we can currently do at the moment until the powers that be make some decisions.
 - At the meeting on Thursday, could have a dedicated discussion about what we can and cannot reveal to the student body in our discussions.
 - We could maybe draft a list of the things we would like to share with the student body.
 - It is a balance between not opening the flood gates, and being so vague that you are basically saying nothing
 - I think we need to at least say something to let students know we are really working on this and advocating for student concerns
 - I think that the idea that "med students can be neurotic" is what causes faculty to purposely keep us in the dark sometimes, I think it is a problem if we start to have that sentiment as well. We are all adults here
 - Yes we are in a tough position, fortunately we do have a lot of administrators that support us that we can lean on in this time

- We should probably start crafting documents that can be released in a timely manner if needed by Friday. This message will depend a lot on what happens on Thursday
 - If Dean Schweitzer resigns, it should cover what we have done throughout the process to advocate for students
- Important to consider if there is still a filter on emails, we really need to get this removed for student senate. It will NOT be okay if our email doesn't go through
- Dean Schweitzer is definitely aware of these survey results
- What does this mean for our LCME review
 - Currently not sure, it does sound like if something dramatic and unprecedented does happen, we are very likely to get a grace period to rectify the situation and get our ducks in a row to get things back on track before the rescheduled visit. We have very knowledgeable faculty Dr. R/Booza working on LCME stuff so we will be okay.
- Update - "hey we aren't cutting salaries for 1 more year" - whatever that will do, who knows. The faculty salaries were not the sole issue
- Thoughts about going to the BOG
 - Seems a bit like a nuclear option based on past history of politics with Wilson, based on the fact that Wilson was very receptive and wants to move forward with us, we don't feel like we want to rock the boat while we have this good relationship
- One of the issues we talked about earlier in the year was funding for MSMS dues. Basically, the dues used to be covered for all Wayne health physicians, but DS stopped this and put it in the hands of the dpts, so we were working with the local MSMS to lobby to get this back
 - The reason I bring this up, is because over christmas break, we were told to put a halt on our lobbying to get the dues covered because we were told they would get their dues paid for another year
 - This was one of the first times that the two titles of VP of Health Affairs and the Deans position really overlapped

7:15 PM – **[Updates]** Class of 2024 White Coat Ceremony (5 minutes)

- Dr. Chadwell worked SO hard to make this happen!!! The announcement went out on Friday, how was it received by the class?
- People are excited, but a little tentative about belief as to whether it actually happens. Major thanks to the senators that advocated for this!
- Chadwell is an angel!

Old Business

7:20 PM – **[Updates]** Match Day Committee and Planning (5 minutes)

- Dean Chadwell and Allison Gherardini, and all of student affairs personnel are angels...reiterate this point to the student body
- RSVPs are due tomorrow at 5pm!! Email reminder will go out tomorrow, still 50 people left to submit. We think we will be able to distribute at least 1 extra ticket and then will distribute the remainder in the fair randomized process
 - The students were super mad about the one guest ticket, despite the math, and the no food thing. We explained the situation and are dealing with the disgruntled students as we can. It's just tough because we don't have any more information than they do, and neither do those planning the event. A lot hangs on the CHC
- Table assignment will start soon after extra tickets are distributed

- Still working on Food and Drinks
- We have gifts picked out, will be ordering soon
- We have people submitting songs and photos
- Working on the scripts
- IT IS BEING STREAMED!! :)

7:25 PM – [Discussion] Email/Listserv Communication (5 minutes)

- Follow up with Susan Hanchet to see what we can do about it through the BSO

Executive Senate Reports

7:30 PM – [Exec. Pres] Senate Election timelines (10 minutes)

- To ensure both M1s and M2s are going to be back from break, we will run the Exec elections after April 11th
- April 12th Exec elections - Next meeting is the transition
- Class elections will follow that in May

7:40 PM – [Exec. Pres] Committee Updates (IEC, Curriculum, DAC) (5 minutes)

- Tabled

7:45 PM – [Exec. Pres] Alumni Calling Sign Up (1 minute)

- Sign up to do this! Only have to do it once, you get free food!!!

Committee Reports – [None]

Class Senate Reports

7:46 PM – Class Senate Reports (10 minutes)

1. Class of 2025 – Class Dues Question

- Key Dates:
 - 2/22: CEC Orientation
 - 2/28: SL service hours due
 - 3/7: HBF-III Exam 3
 - 3/9: HBF-III NBME Exam
 - 3/11: HBF-III GA Practical; End of M1 PEP
 - 3/12: Annual Aesculapians Lampoon 2022
- CHC along with Senate, is closely monitoring the COVID situation and if appropriate we will be organizing an end of the year PEP for M1s. Please check emails from our Class reps for more information!
- Class Merch has been delivered and will be placed in mailboxes for those who ordered it. If you do not have a mailbox or your mailbox is full we will organize a pick up date from Scott Hall in the next few days.
- We are still taking feedback on housing for our M1 transition guide, if you would like to share a housing experience (either good or bad) please complete this survey: <https://forms.gle/TtXNhKUTKMZ4syo6A>
- WSUSOM Housing Feedback
- Hi everyone, if you would like to provide some insight regarding your experience with your current housing situations for future M1s please do so here! We encourage everyone to be as brutally honest as possible so students can accurately judge the environment. Thank you for your participation!

- forms.gle
- As a reminder, class dues are MANDATORY for each member of our class and used to cover expenses for class-wide activities (i.e., Match Day events, White Coat ceremony events, PEPs, etc.). Dues are paid only once during your time at WSUSOM and if you do not pay your class dues, you will not be allowed to participate in these events.
- Dues are \$75 and are accepted via cash, check, Venmo, or Cash App. Information for paying your dues is included below:
 - Cash App: \$WSUSOMsenate
 - Venmo: @wsusomsenate
 - In addition to your \$75 payment, please include your name and access ID in the description.
 - Our class senate has several events planned for exam week and the start of our M2 year, so please be pay your dues ASAP. We will be updating our list of students who have paid their dues at the end of the week. Those who have not paid their class dues by this time will be contacted again."

2. Class of 2024

- Current deadline to sit for the Step 1 Exam is on or before Monday, February 28
- Site rep elections will take place after February 28
- RSVP for Class of 2024 Clinicians' Ceremony due this Friday at <https://www.highwaystoexcellencemilemarkers.com> (if WW goes out by then)

3. Class of 2023

- VSLO Away Rotations Registration is now open!
- July 2022 - June 2023 Scheduling opens on this Monday, Feb 21 at 5PM.
- Register for USMLE Step 2 for your planned month!

4. Class of 2022

- Match Day information can all be found on the website: <https://www.wsusomstudentsenate.com/match-day/about>
- ROL for NRMP Match is due on March 2nd
- Senior Awards Voting ends in February - Vote Here - https://waynestate.az1.qualtrics.com/jfe/form/SV_0cc9V1ZQ5lqXsax
- Graduation announcements/mugs/other regalia need to be ordered by March 1st - <http://www.graduationspecialist.com/>
- Cap/gown fitting is on March 1st from 9:30-4pm in Margherio; deadline to order without an extra fee is April 15th
- 31 days until match, 56 days until Canadian match, and 113 days until graduation! 🎉

7:56 PM – Adjourn