

August 15th 2023

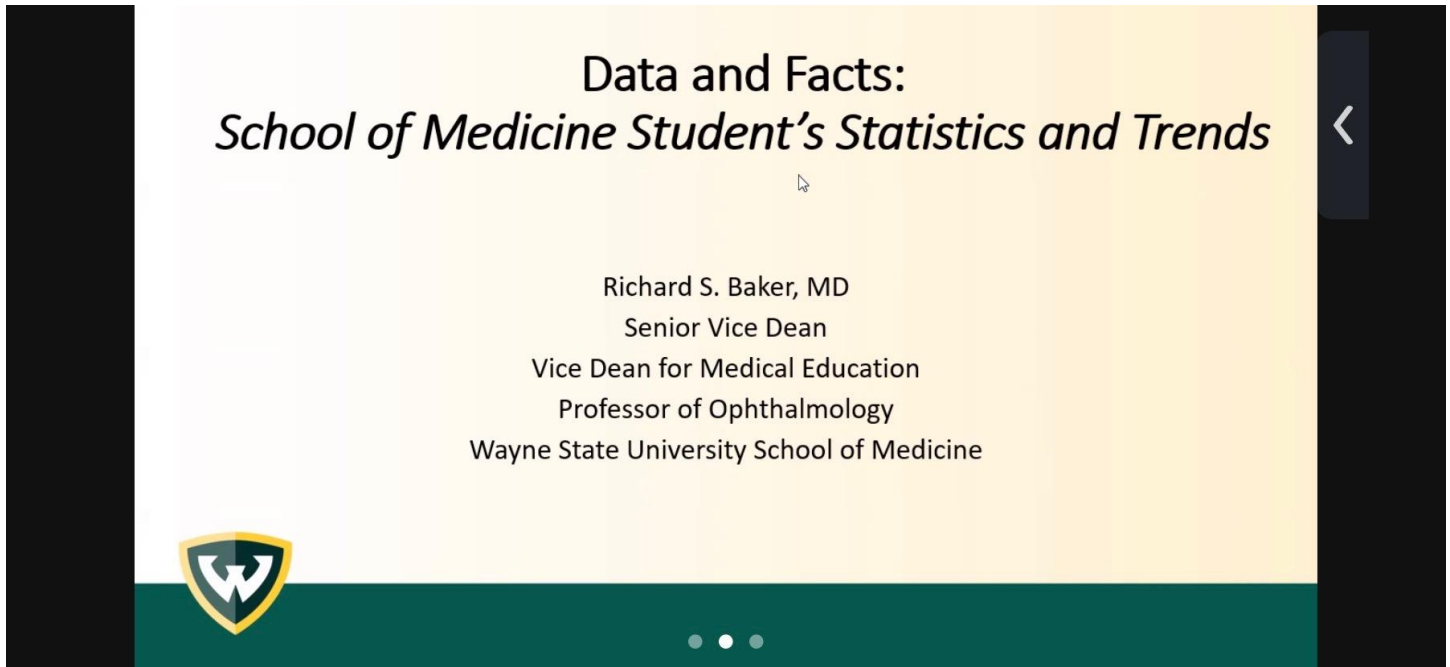
6:00 PM – Call for Meeting & Attendance and Quorum

Quorum is met (29)

Reminder by the president to maintain a respectful and honorable discussion of topics

6:05 PM – Guest Speakers/Presentations (45 min)

1. [Presentation] Dr. Baker: Second Senate Quarter update



Data and Facts:
School of Medicine Student's Statistics and Trends

Richard S. Baker, MD
Senior Vice Dean
Vice Dean for Medical Education
Professor of Ophthalmology
Wayne State University School of Medicine

Concerning trend regarding misinformation. Admin has ignored some of the statements made, but now has reached a point that it must be addressed. As both physicians and professionals, we bear the responsibility of having truthful information, and we must relay truthful information to the public. As professionals, we must uphold the professional standards of our chosen career. Therefore, it is prudent to discuss the state of African American students at this medical school.

Year	# of WSUSOM Applicants	# of WSUSOM Matriculants	# National Applicants	Year	African/American Applicants	# of African/American Matriculants
2000	3191	256	37,088	2000	428	31
2001	2759	256	34,860	2001	386	31
2002	2431	256	33,623	2002	326	35
2003	2685	257	34,791	2003	381	32
2004	2785	259	35,735	2004	392	26
2005	3014	260	37,372	2005	399	38
2006	3385	288	39,108	2006	425	44
2007	3968	302	42,315	2007	489	25
2008	4259	290	42,231	2008	442	14
2009	3809	290	42,268	2009	377	18
2010	3770	290	42,741	2010	397	16
2011	4135	290	43,919	2011	372	15
2012	4655	290	45,266	2012	405	11
2013	4952	290	48,014	2013	409	12
2014	4588	290	49,480	2014	365	5
2015	4701	290	52,549	2015	422	11
2016	4770	286	53,042	2016	538	35
2017	5581	290	51,680	2017	831	32
2018	8651	288	52,777	2018	1104	25
2019	9993	292	53,370	2019	1235	25
2020	9516	291	53,030	2020	1017	42
2021	10386	305	62,443	2021	1463	33
2022	8017	300	52,805	2022	991	25
2023	8049	305	50,183	2023	908	22

Dr. Whitman created the first post-baccalaureate to increase the attendance of African-Americans at Wayne State. By the 1990s, he was so successful that WSU graduated more AA students than anywhere else in the country (save for HBCUs). Therefore, a very important part of our history. There have been comments regarding the amount of African American students being admitted to Wayne, and if it has decreased. The above graph is regarding AMCAS and AAMC data.

Number of WSUSOM African American Matriculants over Time

DECADE	Average # of African American Matriculants to WSUSOM per year			
1977 - 1979	20.3			
1980 - 1989	23.3			
1990 - 1999	32.5			
2000 - 2009	29.4			
2010 - 2019	18.7			
2020 - 2023*	30.5*	(2020, 2021) 37.5	(2022, 2023) 23.5	



Matriculant being as they have matriculated into the school (they have been accepted and attended)

2020-2021 is some of the best, if not the best ever. There has been a decrease in 2022-2023 yes, so still work to be done.

Breakdown of URM Students Admission

Matriculation Year	Black or African American	Hispanic or LatinX	American Indian or Alaskan Native	Native Hawaiian and other Pacific Islander	Total URM Matriculants	Total WSUSOM Matriculants	WSUSOM % URM Matriculants *	National % URM Matriculants*
2023	22	28	3	2	55	305	18%	*
2022	25	16	2	1	44	300	15%	22%
2021	33	32	3	1	69	305	23%	23%
2020	42	13	3	0	58	294	20%	20%
2019	25	42	3	1	71	296	24%	19%
2018	25	29	3	0	57	294	19%	18%
2017	32	25	5	0	63	293	22%	18%
2016	35	22	4	3	64	290	22%	18%
2015	11	5	0	0	16	294	5%	17%
2014	5	2	0	0	7	294	2%	16%
2013	12	3	1	0	16	294	5%	16%
2012	11	5	0	0	16	294	5%	16%
2011	15	3	1	5	24	294	8%	16%
2010	15	2	2	1	20	290	7%	16%
2009	17	3	1	1	22	290	8%	15%
2008	14	2	4	1	21	290	7%	15%
Schenk/Norman (2010-2015)		Baker/Sprague/Smitherman (2016-2021)		"Schweitzer"/Sprague/Roy (2022-2023)				

There was a discrepancy present in the years from 2008-2015, and this was only one of the sanctions placed on the school at that time. This citation is still egregious, and was the reason that Dean Baker was brought on board to help remediate this scenario.

We were not performing in the manner of a 21st century school, more so as a 20th century school.

Part of this breakdown in the URM students is the changing landscape of medical education (3 prior med schools to 6 now, 110 to now 165 US wide, increase in DO programs).

African American is one of the most competitive pools as the overall scale is diminished compared to other demographic groups. This is doubled as there is not only an admission but an attrition problem. Wayne wanted to enroll and to keep african american students

Therefore Strategic Enrollment Management enterprise was created in order to address both of these issues. This is a strategy that is not typically present in other medical schools, typically is reserved for college campuses.

Number of WSUSOM African American Matriculants by time brackets and leadership

Time Period	Admissions/Enrollment Team	Average # AA Matriculants/year
2010 - 2015	Schenk/Norman	11.7
2016 - 2021	Baker/Sprague/Smitherman	32
2022 - 2023	"Schweitzer"/Sprague/Roy	23.5



2 people present in the 2010-2015 slot is important. Dr. Norman was the Assistant dean for admission and for diversity (2 hats). This was a suboptimal process. When Dean Baker arrived, admissions and diversity would both report to him. Dean Baker wished that would be kept separate. This is because the dean of diversity should be independent and should report directly to the "head" dean, the Vice Dean of DEI. This would increase the authority and autonomy of this role.

Dr. Smitherman was the original DEI vice dean. There was a dramatic increase, due both to commitment and an infrastructure change, that would help EVERY student, not just those in URiM. The Co-secretary of the LCME had originally chastised us for this "egregious" lack of diversity in 2015. He then lauded the program adopted here at Wayne State after 2015.

In 2021 we had a change in leadership. As is the right of incoming leadership, they wished to do it "my way". And therefore, other individuals were adopted for this role and would incorporate another strategy. That Dean then changed infrastructure, and some people left and new people arrived. A different strategy was adopted. This is now a different structure and strategy, and we are now seeing that this structure and strategy is not effective.

Table B-5.2 Total Enrollment by U.S. Medical School and Race/Ethnicity 2020-2021

Total Enrollment State Medical School	American Indian or Alaska Native	Asian	Black or African American	Hispanic, Latino, or of Spanish Origin	Native Hawaiian or Other Pacific Islander	White	Other	Unknown Race/Ethnicity	Non-U.S. Citizen and Non-Permanent Resident	Unduplicated Total Enrollment
Meharry	11	33	390	32	2	53	13	0	16	499
Howard	12	74	367	43	3	30	8	3	30	515
Morehouse	3	60	295	34	0	42	18	1	0	422
Illinois	18	392	149	190	2	672	43	8	13	1,347
MC Georgia Augusta	8	295	130	74	4	527	23	6	0	966
Wayne State	18	308	128	107	1	654	126	13	59	1,253
North Carolina	14	174	128	56	2	562	41	6	2	892
UCLA-Geffen	5	351	122	151	2	253	37	7	29	880
IN Indiana	8	274	118	174	5	1,034	36	7	0	1,519
Temple-Katz	2	196	118	114	3	519	25	12	2	879
Ohio State	7	212	114	103	3	528	28	8	2	890
UC San Francisco	11	302	112	157	1	345	32	8	5	830

Number 6 school in the country, only 2 other non HBCU (One located in Georgia and another in Illinois). At that time, we had more AA students than ~155 other schools.

Another point to highlight is that the “other” category is demonstrably larger than any other program. Per Dean Baker, this is a credit to our true diversity. With Dean Sakr, the solution now becomes “we need the people who got us there the first time”.

Question “Does this adjust for school size? Or is this raw number?”

This is the raw number, which is more indicative of the true impact rather than just the percentage.

Question: “Can you clarify what URiM means according to the AAMC and AMCAS? There are differential barriers to demographics”

URiM means - Black or AA, American Indian, Hispanic, Native Hawaiiin, Native Alaskan. There is also another field to highlight within this diversity, we can collect data on subcultures due to the size of our diversity.

There is now a narrative being pushed that is not based on the data. Therefore, Dean BAker has taken it upon himself to show us the data. The reason that this data is not immediately shown, as this data must be reconciled to ensure you are reporting the correct categorization. Also waiting on the AAMC data to compare nationally.

Question: “The class of 2026 roster has listed 309 students, which is not congruent with the reported 300 in the Matriculation 300 reported”

This might be due to deferrals, which would not be counted in the matriculation year but would be in the class totals.

Question: “Unsure if this would be discussed later with the post-bac program.”

The post-bac program has been consistent over time. There have been 3 committees that have reviewed the post-bac. There is no guarantee of admission into medical school from this post-bac program.

There is no external guarantee. Dean Baker has been asked to discuss the Post-bac program directly. Therefore, he wishes to not discuss more here until there has been a complete discussion with these individuals to ensure that accurate information is being shared.

Question: "This would be great to get student knowledge on. Info regarding the post-abc program, as well as admissions process or guarantees of admission, there are many rumors floating around based on this rumors:

This is why this has raised the discussion between Dean Baker and the post-bac program.

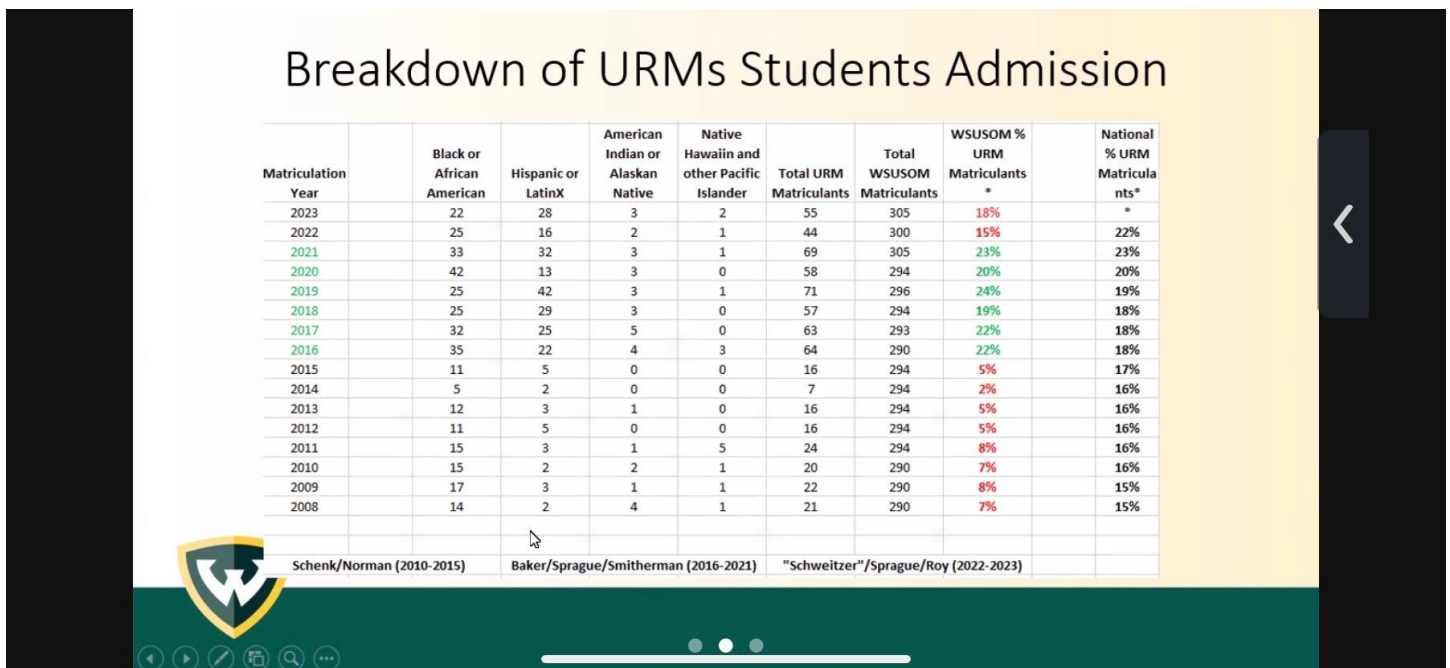
Question: "You had mentioned something previously, medical school admission in the modern world. What does this mean/how should we interpret it?"

What we did 20 years ago will not fly today. One of the most difficult parts of his job is to explain to alumni the process of matriculating into medical school now. How vastly more competitive it is. Standardized exams, the level/volume of information, etc. Therefore, our experience is not what theirs is. Also another heightened level of competitiveness. The number of applications to review as well as the quality of applicants is so much greater. To attempt to increase diversity as well, this must ensure this quality and quantity as well as these other factors.

Question: "Do you feel that online interviews/applications have helped to achieve more diversity within our class?"

It has changed things drastically, but I'm unsure of the exact effect. It has leveled the playing field of access, but cannot assess the same quality of things as an in person interview. Another component is that we have a separate medical student derived component, which is different from that of the faculty and is very valuable.

Question: "About the data being presented, and the slide with names along the bottom:



I was there in 2010-2015 and it was terrible. In 2015, the LCME came into the picture and stated that our university was terrible. Never technically on probation but close. After this, the door on admission was flung open, and the new team did a good job of maintaining. This graph highlights that we have done a good job,

but we must continue to maintain. We must continue to look at this data, and ask ourselves how we can continue to do better? Not just the people that state the data is better. Therefore, we must continue to get new people with new ideas. Unsure why Dean Roy is not present at this meeting to present the diversity data.

Addendum: This is a student senate meeting, and Dean Baker was asked to speak before this. Dean Roy was not present at this meeting due to not being scheduled/able to be present at this meeting.

Faculty Comment: I have been here for years, and would love to continue to see these changes. I think that the best person to speak for Dr. Roy is Dr. Roy. He speaks much better than I do, and I think . The school did not have a policy on microaggressions, but now he came in and wrote a policy regarding these microaggressions. There is usually lip service. You cannot claim to be a member of a URiM and speak with it on authority. Dean Roy has worked with both faculty and students to put words on paper and enforce this change.

This is about structures and strategies. Individuals cannot do this alone. They will not necessarily be effective. The names are not about the people, but the strategies and infrastructure in place at that time. We had a trajectory, we have not met our goal, but having that infrastructure and implementing those strategies today will help us to achieve this.

Greg Soilarsky is our school's debt manager. Chris Wolf is a registrar. We have people with purpose and roles. We are not talking about people. We can use structures and strategies, the ones we have used have not been effective, but we can change. Whatever we need to do, we wish to get back on our trajectory. Dean Sakr has people coming in through specific channels.

Faculty Comment: So it is misleading that you have names on there and it has not to do with names. And so your name is not up there, but you were still here.

All due respect, you do not know when I left or what the interactions were between these individuals.

Question: "Is this data based on how people identify on their applications? And if someone were to identify as both AA and Latinx, would they count twice?"

Yes, and no. These data are non-duplicated. They are placed in a category as they have listed. If they are eligible for another demographic, they would not be placed twice.

Question: "So this data goes back many years, and it does show improvement. However, growing is the only way to continue up. In 2022-2023 we have seen a decline. We have emphasized it is not the individuals but the infrastructure. How can we change to improve these numbers? Additionally, we would love to see the graduation data. The infrastructure is not supporting these individuals, and it is not helping them move through this system. Therefore, we must learn from the past and change our strategies moving forward."

We agree. This data is paramount to ensure that we are changing this structure. When I came in, that was the tip of the iceberg. This school for everyone, not just URiM, had a large attrition rate. This highlights the importance of not just getting people in, but how many people we are getting out. This is not just taking high risk individuals, but also individuals with stellar track records who still fail out. Therefore we must continue to work on and improve these metrics for EVERYONE.

Question: "There is something that has not really been brought up regarding student leadership and their relationship with the IDEA office. Many of the students have been authored by students and the leadership has taken credit. This office has not been responsive to emails, or has canceled meetings, and has proved a hindrance in progressing ideas of diversity on this campus. Some of our student leadership has taken steps back due to mental health issues as a result of working with this office.

Faculty Comment: I am not in the Office of IDEA. I truly feel like Dr. Roy should be here to answer that. Many of the policies that I have seen come out of this office, especially things that I do like, have had things done with student leadership. What would be better would be if Dr. Roy was here to address these issues personally.

We provided three rounds of student feedback without response

You have credited with Dr. Roy

Faculty comment: They have all had to do with microaggressions and how the school would react. This policy went forth about 3 months ago. When this was addressed, and the consequences that individuals would receive, Dean Roy had multiple variations. There were built in consequences, and the time frames of responses, who should enact them. Many of these details were laid out in person.

We were told that the policies were provided by other institutions, (IJI committee), and we provided much feedback especially regarding timelines as many policies included “promptly”. Therefore, our policy was meant to highlight timelines so that students are aware of what to expect.

Faculty Comment: In terms of timelines, there were timelines put in there (the policy plans) given to Dean Sakr. Things such as “back within 48 hours”, now so far as the policy of microaggressions. I think people wrote the policy based on the information out there, or the incidents that have occurred at this school. He was the first one to act in ALL these years. There are incidents happening almost every day. And now there are rules and guidelines in order to act. A student came to me the other day in distress, as this incident has happened months ago, and nothing has happened. Now I haven’t seen it since 3 months ago when it was presented. Now I do think that Dean Roy coming in, and speaking on his own accord, would be helpful

We are also in contact with the student, and we are equally disappointed with the lack of response.

Faculty Comment: There is a plan to bring Dr. Smitherman back...

President: Now we are here as a student senate, and we are not placing blame on anyone. We are not trying to get anyone fired. Multiple praises to the IJI committee, and the work they do as volunteers and also complete as students. Now we must progress the conversation back to students.

Question: “It is clear based on the data that the administration has the ability to enact solutions in a short period of time. You would not present to us without a solution, therefore; what is your solution to address this problem next year?”

Therefore we have multiple changes in infrastructure and strategies that...

Dean Baker, I believe they wish specifics

Of course. The marketing strategy, you can look at the number of applications. You can drive application. Roughly a week ago, forgive me I am an old guy, but we had an event with 400-500 people. This is a huge drive to applications. How do we get these to secondaries? How do we increase the number of these students to African American students? We only had 129 applicants/22 secondaries. Therefore we have a VALUE issue. Why should this person attend wayne? And not an OSU or a UCLA. We need to create an environment for ALL students as to “why I came to Wayne”. If you don’t, therefore we need to figure out a Why! We are going to continue to try. And if we don’t get the right result than we will continue to try. Now with unsubstantiated claims, these people are just “saying things”. This person said this, and this person said that, etc. Administration, most times, has to hold your confidentiality very close. Many times we cannot respond unless the individual GIVES the consent to share the information. There has been one incident, with no blame

to the student at all, that there has been no response. There was a response within 24 hours. Now their response to that is another issue, but a response was given within 24 hours and a full investigation was launched. So if you believe that something has been done, or if something can be improved upon, please share so it may be rectified. There are some instances that we don't really know, and it is ok to say that. But if you don't have the evidence, then say that. Do not fabricate the evidence to push a narrative.

Dean Sakr wishes for another minute to address the crowd at full.

Dean Baker thanks the crowd for their patience.

Question: Thank you for this presentation and your openness. This is for either Dean, and I have the WSU Inclusion and Diversity taskforce done in May 2015 with Dr. Smitherman. It includes multiples changes towards the school that were created in response to the LCME visit. Is there plans to revisit these task forces? There are certainly ideas contained here that could be useful to our current scenario.”

Students will say “what is different now?”. We now have a very distinct strategy towards developing and implementing policies, along with a policy manager. Therefore, when we have a policy, everyone in administration must way in to ensure they are aware. Additionally, these policy managers must bring in best practice from other schools and adapt as they can. Therefore, the policy may look different at its finalization than the suggestions given.

Quesiton: Will there be open and transparent communication such as this taskforce manuscript?

Dean Sakr: Yes, this information would be shared. Additionally, I would like to apologize to everyone for the rough afternoon. We have the responsibility that we accepted because we wish to do the right thing. A specific question that I have heard from you, is the responsibility to boost our diversity and would we adopt from the 2015 taskforce? The short answer is yes. We have 2 parts. Number 1, is the experience of our african american students, our URiM students, and yes everyone in this school. If you have a friend that is applying to this medical school, and you have known them for years, then you should discuss this school. We should be making this medical school as enjoyable as possible, given the fact that many medical schools are not so. Number 2 is that the results of the admission are not within my control. Therefore, I can only respond when I receive the data. And at that point, I can only look at our policies and adapt as possible. The medical schools in that time period, would have a pool of 1400 African American students. However, when secondary applications arrive, this number drops by about 60%. What happened to the rest? Now the number you hear is 129 offers. And only 22 showed up. What happened to the other 107? We must go back and continue to analyze and listen as to why these students chose not. The third possibility, many of the schools are able to offer better scholarships than we are able. Therefore, the number one objective is to increase the scholarship source. Let me close on one thing in respect for everyone's time. The reason I am apologizing for everyone's afternoon, is that there have been different sets of data and information being presented by different sources and to different students. This is irresponsible. Now if the difference is between 300 and 309, I will ask the dean to go back and reconcile that. I want everyone to ask themselves, if the sentiment in this school is “This school is not transparent”, “This school does not care about diversity”. If you say those things about this school, how are you serving that purpose? You are scaring the very individuals you are trying to attract. How is that helpful? In the end, I own the entire thing, and to the best of my ability, every office in this school will speak the same language. Not my language, but the language of a united school wide message. Now additionally, this afternoon, one very passionate student stated “You are asking us too much”. Now we do not wish to overburden students, but we do not exist in a vacuum. We have a structure and a curriculum and resources. Now it is up to the student. I was in medical school myself. It was not easy, and it was not one that would allow the time to write policy or participate in as many extracurriculars. Madam President, thank you for the opportunity, and thank you all.

Proposal of closing statement: Thank you for allowing me to come in today and taking the time to listen. I am an alumni of WSU SOM, the post-bac. Also the first of the med peds residency. Additionally, many other prestigious titles. I was born in Detroit, and went to high school here. Therefore I am offended at these numbers, and I would want answers. The bottom line is that we must volunteer faculty, how can we improve this? If we can work together, yes sometimes we will knock heads, but we want the same thing. However, I think that we would want Dean Roy to come and address these topics going forward. I do not know why the dean of medical education is presenting the data on diversity and equity. And I wish to apologize to Ashley for not having those answers ready regarding the microaggressions policy. Now Dean Sakr and I both want the same thing, and we are both embarrassed by these numbers. And I want to show the numbers with him, and I have heard 16 individuals at the white coat ceremony and 15 that I have met. So this is how I have reached those numbers.

Dean Sakr: We are not on opposite sides. I do not doubt your sincerity regarding the desire to help students. Where we had the passionate argument is the discrepancy in the data. I am told that 53 URiM, 22 AA, 8 Hispanic, 3 NA. Now if the website is stating something erroneous, then that is on us and we must remediate it.

(Arya will track until 7:54)

10 MINUTES ON OUR FEEDBACK AND TOPICS (7:44, Arya will track until 7:54)

Takeaways forms this convo

Student Speaker: Just the data for the students that graduate. Matriculated, end of 1st year, 2nd, year, 3rd year, 4th year. Also the reason why they left. LOA? Dropped out? No Step one? Just the data on that. Not to name names.

Student Speaker: To add, also if they matched? Also based on URiM status?

Student Speaker: Specifically the microaggression policy, what they were presenting is their final policy? We had wanted to be involved but were unable based on the turnaround time. So we would like to be involved.

Student Speaker: URiM applicants for primary? Compared to applicants for offers? ESPECIALLY the secondary drop offs

Student Speaker: What specifics of the strategic plan? And also the IJI feedback/taskforce? How will they be incorporated?

President: We need to address the amount of times (REFRESH WITH MIRNA)

Student Speaker: What is reactive? And what is proactive? Are we rea

Student Speaker: Step one has been an issue for both 2025 and 2024. And now Class of 2026 is up to plate. And so the matriculation is important, but we are losing many students at this step.

Student Speaker: Strategic plan: specific matriculation policies, so that it can be representative of michigan. North Carolina has 10% must be from the state. Can we institute this for Wayne and Michigan students? Or for specific demographics. Therefore we want specifics.

Student Speaker: People don't want to come here because there is not the infrastructure to succeed. People keep not choosing us.

Student Speaker: They accept over 6 or 7%? And therefore, if the adequate applicants for URiM or specific populations are here then the it must be students not choosing us. So how do we address this? Survey that some residencies give

Student Speaker: ONE thing from advising, is that apply EVERYWHERE for primaries, and then start researching based on secondaries. Also, we should have Dean Roy here, which has been done in the past but should be done again. If he is unresponsive, then do we tell dean Sakr?

6:50 PM – New Business (10 minutes)

7:00 PM – Old Business (0 Minutes)

None.

7:00 PM – Internal & External & Ad Hoc Committee Reports (40 min)

1. [Discussion] IJI: Discussion regarding new policies (15 min)
3. [Discussion] How to create community among Senators: Peer Mentorship (10 min)

The Senate is not FUN!! How do we have fun? One personal idea is the idea of using senate funds to do things to enrich the senate experience.

Another way is the families! And to encourage the use of families to increase bonding

Another thought is the use of seniors (M4) to form a panel and how to use ERAS

Also can use senate networks to make specialty buddies! Ortho bro M1 and Ortho bro files!

Arya - Do we wish to keep the families? And then add. Or change moving forward. We will need to have dedicated time within senate meetings to build these families. Also who to add to which families?

Reminders of who is in what family will be emailed!

1. [Presentation] AMWA BSO Closet Problem (10 minutes)

A wagon was removed so that the room could be cleaned. Unfortunately the wagon is now broken due to the gravel. From the BSO closet to 6 UHC to the BSO closet, a box was lost. AMWA is requesting \$50 to replace the lost goods. This box was for a community that would assist mothers by babysitting children.

Motion to vote in a google form in the discord to donate \$50.

2. [Discussion+ vote] Constitution Committee: New amendments (15 min)

Another vote based on this constitution committee.

7:40 PM – Executive Senate Reports (20 min)

1. [Discussion] BSO: Org fair (5 min)
2. [Discussion] OSR rep: OSR elections (5 min)
3. [Discussion] Vice President report (5)
4. [Discussion] Executive President report: Executive Senate Goals Overview (5 min)

8:00 PM – Class Senate Reports (5 minutes)

1. Class of 2027

- Second HBF-1 exam is Wednesday 8/16.
- Scholarship applications should be submitted by month's end.
- Students should be on the lookout for the upcoming first official clinical skills assessment.
- Students should ensure clinical and outreach service hours are met before the deadline of Wednesday 9/6.

2. Class of 2026

3. Class of 2025

Parking is renewed on the 20th

Scholarship apps

Good luck to those in one month clerkships!

4. Class of 2024

- We have drop in ERAS advising sessions at lunch every Thursday
 - [MyERAS Application Geographic Information Updates](#)
- Reach out to any of our advisors to review CVs and personal statement drafts
- 213 days until match, 291 days until graduation
-

8:05 - Adjourn

Motion to adjourn, unanimous