

October 10th, 2023

6:00 PM – Call for meeting and quorum count

6:05 PM – 2026 External Elections (1 hr.)

1. [Discussion + Vote] Promotions External Senate Committee Elections (30 min)

- a. Standard Question: As a member of the committee, how would you handle someone acting unprofessionally in the Class GroupMe
- b. Motion to extend the conversation, fails
- c. Motion to vote for 2 candidates, seconded
- d. Quorum has been met, the 2 candidates are Kendall Conway and Shivani Bongu

2. [Discussion + Vote] Professionalism External Senate Committee Elections (30 min)

- a. Motion to vote for 2 candidates, seconded
- b. Quorum has been met, the 2 candidates are Joseph Hanania and Mukhlis Alabdrazzak

7:00 PM – Senator Reports (20 min)

1. [Discussion Vote] Catch us up: Social committee Updates (10 min)

- a. The Treasurer has presented the budget we have proposed is roughly \$13,700
- b. We will save 3,700 for next year, and contribute 10,000
- c. Question re amount from student affairs
 - i. This is equivalent to last year, which is much more than years prior
- d. Motion to vote to approve, seconded
- e. Quorum has been met, the contract passes as stands

2. [Discussion] Catch us up: OSR Updates (5 min)

- a. Tabled

3. [Discussion] Catch us up: BSO report (5 min)

- a. Tabled

7:20 pm- New Discussion topics

1. [Discussion] Open Forum: New appointment of Interim Dean Dunbar (35 min)

Open Forum: New IDEA Dean Appointment

- Robert's Rules of Order Guiding Principles

- Everyone has the right to participate in discussion if they wish, before anyone may speak a second time. Keep your time down to about a minute.

- Everyone has the right to know what is going on at all times. Only urgent matters may interrupt a speaker.

- Only one thing can be discussed at a time-

You believe the discussion has drifted away from the agenda and want to bring it back.

"Call for orders of the day."

The above rules are the foundation of discussion here at Wayne State University SOM. Here at the student senate we appreciate your adherence to these rules.

Student #1 approaches the stand.

Thank you to the student senate for your passion and professionalism during these recent events. I would like to share this letter with you to further clarify the position of many of our students as it comes to the recent unjust firing of Dean Roy.

Dear Student Senate,

Thank you for being here and listening to me tonight. My name is Abbie Bauer, and I am an MD/PhD student in my M2 year. My goal tonight was to provide information to the Student Senate about Dr. Moncrease's experiences and Vice Dean Roy's termination. There is much you do not know, and of what you do know, much of it is false. I had requested Dr. Moncrease and Dr. Roy, prior to his termination, be present so that they could speak for themselves. This was denied. Some members of this senate believe these affairs do not pertain to students, and therefore are not of consequence to Student Senate.

On August 15th, the business between faculty and administration became the business of students and therefore Student Senate. The actions committed by Dean Sakr at that meeting were racist and sexist. If you deny this, that is more reason that Student Senate should be still actively pushing for the recording to be released. Dean Sakr did not simply disagree with a person who happened to be black and a woman. He yelled at and dismissed a black woman. At an event meant to discuss topics such as "anti-discrimination, implicit bias, and microaggressions". In front of many students.

It is naive and incorrect to believe the events that transpired at that meeting are isolated and would not impact the students in any way. I will allow the experiences told by our fellow students and a document drafted by Dr. Moncrease to prove that to you. It is the privileged stance of this Senate to believe they can stay out of the issues that directly impact Underrepresented in Medicine Students, and it is a disservice to the few URIM's this medical school has been able to recruit.

The Student Senate's intentions to remain impartial and uninvolved are flawed. The more I spoke with members of this Senate, the more I learned our versions of the truth were often completely different. This Senate is not only operating as if their intel is true, but they are also spreading it. Whether you believe the false information is relevant to your decisions, it is impossible to be unbiased when you only hear one side. And once you spread that information, you are liable to all consequences that may come about.

A black man has been removed from his position with no reason given, and I am confused by the apathetic climate here tonight. Had you all received the same information as I regarding Vice Dean Roy's termination, you would understand why I am not as accepting as many of you. It is a fact that his work and actions have been discussed in previous Student Senate meetings. Had he or Dr. Moncrease been allowed to attend a meeting and their explanations put on record, I believe Dr. Roy might still have his job. It is not the Student Senate's responsibility to shield faculty from administration. But in failing to acknowledge Dr. Roy, this senate has also failed the disadvantaged and vulnerable students who relied on him. Our Diversity Chair left in July and the position has not been filled. Now Dr. Roy is gone as well, and the Chair of Physiology has taken his place in interim. Dr. Moncrease, a volunteer, is one of the last people solely dedicated to the principles of IDEA left in that office, and already action is being taken to keep her out. Is it clear to you now how students are being deeply impacted?

I apologize for the aggressive and critical nature of my speech thus far. In truth, I am incredibly appreciative of this Senate's leadership in demanding the Townhall recording be released. It is obvious that this Senate knows the importance of transparency and supporting URiM's. You all made the right choice once, and all I am asking is that you continue to make that right choice.

In light of Dean Sakr's actions on August 15th alone impacting the students of this medical school, I strongly urge that this Senate make a greater effort to remain unbiased. Listening to both the testimonies by our fellow students and document written by Dr. Moncrease would be an amazing start. I am confident that this information will encourage the Senate to draft a resolution demanding the release of the Townhall recording, the reinstatement of Dr. Roy, and the end to discriminatory practices against URiM students and faculty. These demands are in line with our values, and I hope you will all see this as an opportunity to push the university towards better accountability.

Thank you for your time.

A second student bravely shared their story with the Student Senate. This student wishes for their name and story to be struck from the record. Their contribution to the discussion is greatly appreciated.

A third story bravely shared their story with the Student Senate. This student wishes for their name and story to be struck from the record. Their contribution to the discussion is greatly appreciated.

The time is 8 pm. Is there a motion to extend the meeting

Motion to extend, seconded

Quorum is met, the meeting will be extended for 10 minutes

A student presents a story of their story arriving to campus

Student #1 approaches the stand once more to present letters on behalf of Dr. Moncrease.

Let the Truth Be Known

M2 Town Meeting in August 2023

A few minutes prior to the M2 Meeting, I was asked by an M2 student to speak on their behalf. The student was concerned they might face repercussions by the leadership of the medical school if they openly pointed out the lack of the medical school leadership response to their concerns. I was happy to speak on that student behalf. I noted that Dean Sakr had deferred the questions, follow up, and comments related to diversity to the senior vice Dean of Medical Education and not the vice dean of Diversity. After all the students had asked their questions, I went to the microphone and questioned why there was a lack of diversity at the leadership level of the medical school. The dean's response was that his team was very diverse, listed several ethnicities including African Americans. I asked how many deans were in the medical school and how many of those were Underrepresented in Medicine (URiM). He did not know the number (at least 20 deans, only two are African American, no Hispanics, and no Native American, and no Native Pacific Islanders). I did not see a student at the other microphone so I asked why he was deferring questions dealing with diversity to the Senior vice dean of Medical Education (who was Black) as oppose to the vice Dean of Diversity (who is Black also)? At this point, a student had gone to the other microphone and another student was standing behind me. I walked away from the microphone and went to sit down near the microphone so that I could return and ask the question the students had originally asked me to. Just as I reached for the seat, the Dean yelled at me to "SIT DOWN" in the way you would tell a disobedient child or dog to "SIT". I turned around to express my opinion and say how offensive the Deans comment was, but both microphones had students at them, and a new question was already being asked.

I remember the speaker at the other microphone ending his questions with a comment about how the Dean had monopolized the time for the meeting by presenting most of the meeting (approximately 45 minutes), and not allowing time for student questions. The student at the microphone in front of me ended her comments with following up on my question of why the vice dean of Diversity was not allow to answer Diversity question. When Dean Sakr went to answer, the student said she wanted the vice dean of Diversity to answer. Vice Dean Roy stated he was embarrassed by the Deans behavior and could not stay in a meeting where a Black woman was being disrespected. He added that he might be fired for this, but he did not care and he left. As vice dean Roy was leaving, the Dean responded "you might get fired, but it won't be for this". I again was in line for the microphone, but I allowed students to go ahead of me because it was an M2 student meeting. The student remarks from that point on included their distaste for the Dean's behavior. They asked their questions, but they also commented on him displaying a behavior that was not becoming of the dean of the medical school, and that he owed me an apology. The Dean replied that he did not owe me an apology because he would have "made anyone black or white sit down for talking as long as I had. Everyone near me at the time knew I was no longer at the microphone and in the process of sitting down already when the dean told me to "SIT DOWN." I did not sit then or for the rest of that day. I, a BLACK WOMAN, had been verbally abused and belittled publicly by Dean Sakr, the leader of the medical school, for asking questions about the lack of diversity. The president and the Board of Governors was aware of Dean Sakr reputation for insulting women when

they appointed him dean, but they thought he would be able to control his microaggressive behaviors. He obviously cannot. This was unacceptable to me, but before I had another turn at the microphone, several students pointed it out. Rather than acknowledge he can't control himself, he used his power and authority to have the video evidence removed. The question of the schools lack of response to microaggressions came up. Dean Sakr and his team skirted around the answer. I made my way back to the microphone and pointed out Dr. Roy had submitted a policy to address this issues months ago for approval by the dean. If those policies had been approved, the dean's behavior would not have been tolerated and a procedure would have been in place for a mandatory corrective action involving him receiving microaggressive and implicit bias training. Instead, the perpetrator, the dean, covered up his actions and the victim, in this case me, am forced to wear, bear, and carry the sham associated with him getting away with it in front of the students, staff and faculty every day. How can we expect our students to report microaggressions when many of them witness the dean getting away with it untouched and Dr. Roy being fired just as he predicted (and Dean Sakr cosigned)?

Student Senate Meeting that same evening

I saw the Dean later that afternoon at the entrance to Scott Hall. I stopped him and asked what happened in the M2 Town meeting? After listening to him not giving me an apology, a student walked by us, asked the Dean if he was coming to the "meeting." The dean told me he had to go, but I could come to the Student Senate meeting. I thought about it and decided to go. When I arrived, Dr. Baker was presenting data of URIM students. I felt the numbers were not accurate, and the slides were mislabeled (Please note when I tried to get a copy of these slides a few days later from the Student Senate, they were not available because they were "being revised"). I went over to the microphone to speak, and was approached by the Student Senate President. She informed me that I could speak, but I was not to create confrontation. I wondered if she had said the same thing to Dean Sakr or Senior vice Dean Baker, but more importantly, I wanted the students to know that there was something wrong with their data. I agreed to her terms.

I was still refusing to sit down at the microphone while I patiently waited for my turn to speak. The vice Dean and Dean took as much time as they needed to answer the student's questions, but mine, they skirted around. One of the students sitting near the Dean started making comments about "firing Dr. Roy" because he had taken credit for students work, and he did not return her calls or emails. I did not think much of her statements until the President started agreeing with her about the phone calls and emails. The period of time they were referring to when Dr. Roy was not responding to their calls and emails, or anyone else, occurred during the period of December 22, 2022 – March 13, 2023. Dr. Roy lost his mother, aunt, and father figure back to back and was on FMLA (Family and Medical Leave Act) leave of absence during this period. I was familiar with the documents on the policies on microaggressions Dr. Roy had submitted to the dean a few months prior (May of 2023), but I was unaware this particular student had worked on it, let alone was claiming to be the author. I had worked on three versions of it, and I knew of other students who had included their input. Dean Sakr and Vice Dean Baker said nothing, so I returned to the microphone at least twice and suggested that the Student Senate invite Dr. Roy to the next meeting to answer their questions. I knew information on timelines and corrective actions were on the earlier drafts because I had suggested them. I also knew I had made recommendation that were

inclusive of students, faculty and staff who were both the perpetrators and victims of microaggressions and racist behaviors. I felt these students who were attacking Dr. Roy's character had personal issues with Dr. Roy and not issues that should have involved the Student Senate.

The Student Senate moved onto another agenda item and I exited the room. In the lobby I observed the same student having a heated discussion with Dean's Sakr and Baker about their lack of response to the micro aggressive behaviors a student had experienced leading up to Dr. Roy's student policy recommendation. One week later, I can only assume because Dr. Baker was attempting to appease this student, he met with Dr. Roy

to work on the Student Microaggression Policy some more. A few days after that Dr. Baker requested Dr. Roy send that same student the most updated version of the microaggression policy that they had revised. The timelines and corrective actions that I had suggested on the drafts I worked on in May were not in this August version. This abridged sequence of events resulted in Dr. Roy being invited to the September Student Senate meeting, but his invitation was rescinded just prior to the meeting. This was followed by a letter allegedly from the Student Senate” requesting that Dr. Roy be fired which had actually been drafted by the same student and was never approved by the Student Senate. I felt that the students, both white females, were being manipulated at this point to have Dr. Roy removed.

Letter of Support for the Dean from the Student Senate in Response to Drs. Moncrease and Roy trying to get him fired by the Provost

Several accusations have been made against Dr. Roy and me by the leadership of the Student Senate, at the request of the Dean, in order for the Student Senate to write a letter of support for him. Here are my written responses to those accusations, which the Provost and the President can verify. Up until Dr. Roy was terminated last week, I had never requested that the Provost or the President of Wayne State University fire the Dean. Dr. Roy, the Provost, and I have never been in the same meeting, met virtually, or had a conference call about anything. To my knowledge, Dr. Roy has never met with the Provost or the President (Wilson or Espy) personally. I have met with the Provost two (2) times in my life, and both of those times were to get students reinstated or promoted in instances where the medical school leadership refused to. I never told the Provost in our two in-person meetings to fire the Dean. I have never met with the Provost virtually or talked with him by phone. The incompetence of the leadership at the medical school in supporting these students, however, was discussed. I have never met privately, virtually, or had a phone call with President Espy. I have never requested the President fire the Dean. I believe Dean Sakr is paranoid and let that, along with his cultural beliefs, lead him to take action against Dr. Roy, resulting in his termination, and now me, to limit my interactions as an advocate for the students. Full disclosure, in written documentations such as reports and emails, my pleas for support of the students have involved me pointing out the mistakes made by the WSUSOM leadership at times in unflattering ways, but I have never requested the Dean be fired in any of them. I continued, with only the support of Dr. Roy, to plea for the support of these students up until last week when Dr. Roy was terminated. Ironically, only two days before Dr. Roy was terminated, we received word that one of these students was reinstated after 2 months at the Provost level, after failing two appeals lasting over ten months at the medical school level. The Provost is the only recourse for these students. And now, without the assistance of Dr. Roy, and resistance on the part of the leadership of the medical

school, I am still waiting to hear about several other students at the Provost level who have been unjustly treated at the medical school level. In order for WSU and the WSUSOM to do the right thing by these students the Dean will have to admit that he wrongfully terminated Dr. Roy. The leadership of WSUSOM is willing to sacrifice these students. They are willing to let these students wear and bear the emotional shame and mental anguish of not being promoted. They are willing to jeopardize these students’ medical careers. I think the Student Senate should be outraged and demand someone get fired over this.

I have never advised a student or member of staff to initiate a lawsuit against Wayne State University School of Medicine in the 40 plus years I have been affiliated with it. The only lawsuit at WSUSOM that I was involved in was at the behest of WSU legal. I was asked to give a statement on a lawsuit filed against Dr. Smitherman by two students I had not worked with. To my knowledge, Dr. Roy did not advise a student to initiate a lawsuit against WSUSOM. However, Dean Sakr believes that Dr. Roy and I did, and Dean Sakr used that false information to assist with the wrongful termination of Dr. Roy. Dean Sakr is also requesting the Student Senate (and perhaps other student organizations) to write a letter of support on his behalf now that he might be held accountable for his and his leadership team’s actions. At this point, it is his paranoia leading him to the wrong conclusions which are detrimental to this university and may have resulted in destroying Dr. Roy’s career.

Up until Dr. Roy was terminated, I felt and expressed that Dean Sakr and his leadership team should have diversity and implicit bias training that extended beyond them just sitting in a classroom and playing on their IPAD's. I also recommend the leadership and all faculty members on the Admission Committee, Post Bac Policy Committee, and the Student Policy Committee be required to read and demonstrate they know, understand, and have a proficient knowledge of the medical school policies in the Wayne State University Student Handbook in order to serve on these committees; and a revision of the Student Handbook be immediately done that will reflect uniformity and continuity of school policies.

The termination of Dr. Roy is inexcusable. It tells me the leadership of this medical school, my medical school, has crossed the line. They are creating a toxic environment not only for the faculty and staff, but the students also. They are more concerned with proving their point than the success of the students. I strongly feel that they need to be replaced, and I will be recommending this to the Provost and the President.

God Bless,

Anita Moncrease, M.D., M.P.H.

Professor, Internal Medicine and Pediatrics

Chair, Activity Committee Office of IDEA

WSUSOM Distinguished Alumni 2019

WSUSOM Internal Medicine and Pediatric Residency Alumni 1988

WSUSOM Class of 1984

WSUSOM Post Baccalaureate Program Alumni Class of 1979-80

Student Advocate

The Senate President takes the stand: I wish to share that I got a call from the faculty, from a person on the Faculty Senate. So for those who don't know, the Student Senate is a mirror of the Faculty Senate, and now we have a Graduate Student Senate; so 3 senates in this University. They asked that the Student Senate be a part of a letter in favor of keeping Dr. Sakr as the Dean. This did not even make it down to the voting Student Senate because we stated, and we have talked about it with executive senators, and we said there's no place for us to have that conversation. We don't know what we're talking about at the 10/10 meeting. We can continue having that conversation. That came from a Faculty Senate member, not even the president of faculty. That's the only thing I want to correct because it happened to us, just so you know. OK, with that, are there any motions?

Motion to extend this meeting by 10 minutes, amended to 20 minutes

Motion to extend 20 minutes, seconded

Quorum is met, motion passes

A student approaches the stand

Awesome, thank you. So yeah, as you can see Dr. Roy has worked significantly hard for the people who are in situations that gridlock them. But amongst this, he supported URiM students in more ways than we could ever imagine. I want to be clear that we're not trying to be divisive, instead just trying to get people to understand our situations; which theoretically should bring us closer. Instead, we just feel kicked when we're already down by Dr. Sakr and Dr. Roy. We want to be, we need to be better than this, and we have to strive to provide justice and equity. Continuous meetings that cause students to be involved in admin politics is not helping us at all. It's doing the opposite, you know, which leads us to questions like how else can we make change for our URiM students. I appreciate all the speakers tonight and I appreciate the patience of all the senators, but yeah that's all I have to say.

The president speaks: Also before I give it to Senate, was there any hands? Whoa that's still a lot of hands.

A student approaches the stand

OK, I'm gonna hand it over to the BSO JEDI Chair who has a statement for us. Raise your hand.

Oh sure, sure. Sorry guys, my name is Anna. I'm the JEDI Chair this year for BSO, and so specifically my role is to kind of serve as liaison between administration and underrepresented groups that are involved in extracurriculars at our school. It's been a really weird unstructured year for me. It's really confusing to know what I need to be doing at all times, but obviously I'm here today because I was asked to attend this discussion. I'm not like a group speaker person, so I just wanted to share my experiences through my position itself. So yeah, this summer, we've seen three specific racist events that were all brought to the Deans Council's attention through various methods. Student leaders have expressed frustration through various forms of communication about the Dean's Council's lack of communication and lack of a response/action to their concerns about their own and their peers' safety on campus. Students have asked for a specific plans on how the Dean's council will address future events, if and when they occur, and there's really been no direct response. There's also been no direct action. I often get asked to communicate with underrepresented groups in medicine on the behalf of the Dean's council and I'm often given deadlines of less than 48 hours to contact all the groups get them to respond back to me and then relay that information to the Deans council. For example, Dean Sakr asking me to contact all of the groups who are focused on identity or underrepresentation in medicine to me on a monthly basis. The Dean's council, I would say just them as a group and like the town hall settings. When I say Dean's, on the behalf of Dean Sakr, to communicate with them on a monthly basis. Which my first gut reaction was, that's asking them to do more work to advocate for themselves when they've already been given the opportunity to talk to you directly. I did reach out to the personal contacts that I do know, just through text, and I was given the response I expected. People are exhausted and frustrated and struggling with their mental health directly as a result of no action from the Dean's council at the town halls specifically. And it's the feeling of the burden of responsibility to advocate for themselves and their communities constantly. I think there's just generally a lack of trust with the Dean's council that they'll take students' concerns seriously because they have not shown any action when asked repeatedly this past year. I just wanted to give some more context, and what I've seen and heard, I guess, from my position. Thank you all, and thank you Mirna. I again want to reiterate thank you to all of the guest speakers who are coming to tonight's meeting.

The Executive Secretary takes the stand.

If I may, on behalf of the Student Senate, we do appreciate your voices and our main concern is to make sure that these voices continue to be heard. We like to pride ourselves as being representative of the entire student body, and I think that it is clear that in some of the actions or events over the past several months, that there is a large percentage of the student body that does not feel that this is accurate. I would like to reiterate at this time that Student Senate meetings are always open to members of a student body, and there are also mechanisms to reach out or to file complaints. I, personally, am the recipient of many of these forms. I just am hoping to pose the question to the groups of how we can make sure that these aisles of communication remain open, so that the Student Senate can in fact remain representative of the entire student body; and not ignore such a large and important asset of our community.

The Executive President: It was an open-ended question for you guys. If you don't have an answer now, we can wait on one...no you're right there.

A student takes the stand.

I think you, also umm, thank you for thinking of us. Well I think if a faculty member asks you multiple times to come speak, I think if a student comes to you asking for that faculty to come speak multiple times, maybe just let them. I think if you had either stayed out of it, and just whenever Dr. Sakr said "Hey, I want to talk about these people", just like no, do not do it. Do not give us half of the story because once you have half, you really are obligated to go get the other half. And even if you don't think that this involves you, or that this is impacting you, it is. And I hope that we've explained that tonight. But yeah, in general, maybe just being a little bit more receptive to what students are asking for or what faculty are asking for. Maybe a little bit more understanding of where we're coming from, because I definitely didn't want to have to give you guys so much information in so many speeches. I wish it could have been a little bit more holistic over time just getting it piece by piece.

The Executive President clarifies:

Does anybody else have anything to add to that? So, to add context, I want the rest to know we've had two meetings since the town hall happened in August 15th, OK? So we don't meet as frequently as I think a lot of people think we do. Also, in my e-mail to Dr. Roy, to Dean Roy, I said we will reschedule and as you guys can see we just tabled a lot of stuff. We have expectations of Senate for events... I am not defending, I'm just trying to give you guys clarity how hard it is to juggle the agenda sometimes. Absolutely, we had two meetings before that, and then today was this. And I had multiple faculty members reach out to me saying they wanted to come tonight, and I had to say no to all of them, because we as the Student Senate agreed that this was better to be a safe space for students to figure out what students are asking for. So it's good that we can hear you guys out, and then move on from there. So I just wanted to make sure that like, we didn't have 35 meetings. I guess a lot of time has passed since then, but as Senate we've only ever come together twice. A lot of that was because of the breaks and the exams. We meet every other week, but yeah I requested that you and me meet with Dr. Moncrease personally, so that you could maybe further your understanding of why she should be here tonight and you also declined that. That I can meet, yeah I ask you, when I could meet because I have I'm submitting ERAS so I personally had to be a student this week and figure out my clinic life. And I said I couldn't meet then, and we talked. Furthermore, in this conversation I also want to open up the floor now that conversation of who do we want to come to the Senate and what kind of goals when we invite them to the Senate. What we want from that conversation, especially with our guests here, maybe they can kind of give us agenda points to ask them. I would love it if we can get that conversation going. Oh I see a student, sorry.

A student Senator approaches the stand.

Well for me, I didn't have much interaction with Dean Roy, but I did enjoy seeing him work so hard for his students. Us as students, and from my perspective the way that he departed is... there's a lot of disrespect in how he left for me. I'm not sure what the goals are for tonight, but it would be nice or at least an attempt to be kind if Senate were to maybe send a letter saying thank you for what he's done. Just because, if people don't know him they might believe the stories that are just going around and I don't know if he'll ever come back, but I think as a man you would want to work in an environment where you're supported. So I do hope he finds that, and that could be a goal for tonight. Maybe not authored by the Senate, but perhaps collaborated with. And also I think it'd be important to formulate some list that we could complete whenever there is a blatant disrespect that has been observed by the student body. Just because, I'm not sure how Dean Sakr's tenure will continue but if it's well known that he's a disrespectful person or has displayed disrespect and he just continues that's not a good reflection on us as medical doctors. Just because we learn every day how we're supposed to be empathetic and sympathetic and care for others feelings, and if we witness people who are in charge of our future doing the opposite it's kind of just a redundant act at that point.

The Executive President: So for today, let's leave with some actions that we can actually do for our students. Love that. Who wants to... ohh yeah who's first yeah OK so...

A student approaches the stand

What I heard from a lot of people today, was requesting the video for the town hall. I think that is an objective, so I'm using the right word, that as a Senate we can do. The second thing, I believe there needs to be a little bit transparency on why Dean Roy was fired. Yeah so, OK, whoever they are they need to provide a reason for letting him go. I guess from that reason, we can deduce if it's sensible enough or if there was a sense of bias/autocracy in there. I believe most faculty in this school are very incompetent, and they have not been fired, so if we deduce that he was fired because of standing up for this lady or all because of some reason that does not make sense, then we can also act on that. Kind of also bridging the gap between a couple of people who feel like Dr Roy was not doing his job, if you're giving me a reason that he's really not making the difference in the school I think I would understand that. But you need to look at everybody's perspective; the community that he was brought here to serve. If they are saying he was doing his job, most of them, even if half, are saying he was not doing his job but he was still able to impact people's lives. Even if it was one person, and from the stories that we had here today, two or three isn't insignificant for me. I do not want to hear the reasons that he was not replying to my emails or he was canceling appointments or he was canceling whatever...sometimes as advocates, we advocate blindly. We say we are advocating for people that we don't even have those lived experiences with. We don't really understand who we are advocating for, so we should go back and talk to the community that he was helping to try and find out. What we're seeing here is the community he was working for ... the community he was working for here really needs him, but, I don't know, just I feel like a lot of stuff happened and that there was some disconnect. The fact that Senate decided not to send that email was very good, because I kept on saying the Dean was gonna use that letter as an excuse to fire him; and we didn't, so now he needs to provide a reason for firing him.

The executive President responds: Thank you, that actually brings up a good point. I want everyone to understand that I'm so proud of the Senate right now. We can be flawed, right? And we are. I am. I am flawed and I sent an email saying sorry and I meant every word. I think that a great thing that we did as students, this

is to future Dr. Curtis Mack's point, to unify us is that we came together and had a hard conversation. We changed our mind, and we are open to that. And we are open to learning, and we are open to looking past the micro that we have with these people, and go macro to what is happening to our school as a whole. So if you leave with anything, there are frustrations, and it's deserved. But please understand that that's the next step forward, that's what we're stepping into. but my hand was not raised i said i'm so sorry i'm not you good this is such i just want to of list

Executive member to the stand

Um, as you know I've been here for eight years including my undergrad time. And you know Dean Roy; he went to churches in the community, he was somebody who was in the field doing the work, and he wasn't somebody who was out touting it. So a lot of the work that he did went unseen, and you know that's where a lot of this space for people to criticize. You know, the things that they may have felt, they seen take storm but the thing is a lot of the people from this community felt his presence. And I can say out of all of our administration over the past four years, being in medical school, he's been the only person to do that right. So whether or not we talk about politics, interpersonal relationships, or whatever; like our role as senators is to make sure that people are here to take care of us, you know what I mean? And if there's anything that detracts from that, you know, regardless of politics it's all responsibility to step into that role to protect whatever that is. So I just wanted to continue to uplift a lot of what our guests spoke in terms of, you know, we've had a lot of us here who now have been here for four years plus; we haven't seen any change in terms of our diversity of our students of our faculty. And if we want to continue to support you know the work that Dean Roy was doing, I think a tangible thing is to ask for an investigation outside of our School of Medicine. Our main campus does a lot of this work and can serve as that third party, but I think having whether it's the Provost office or even Marquita Chamblee's office from the diversity inclusion from main campus to step in as like a mediator to perform that investigation I think is something. Then, kind of where we are in terms of diversity inclusion as an institution, So as our hires, as their hires, and also as the people we enroll as activists; and then Dean Roy. So those three things, but I attest to all the work that he's done and all the living experiences of our students here, because there is no Dean who has done half the work in terms of changing the individual lives of our students and ensuring, you know, that they're able to to reach that goal of becoming physicians. So I'll leave it there.

Executive member to the stand

Maybe we could call an emergency meeting with Dean Sakr and ask him to explain to us as senators, whether it's executive Senate or whether it's all Senate, his reasons for termination? Because I think before we can make decisions as students on how we want to speak, I think we're all in agreement, but like Dean Roy did a lot for the school but I would like to hear the reasons for his termination.

The Executive President speaks

We don't need to do an emergency meeting, I agree totally, but I also think that a lesson that we're learning is that information should not be filtered through students to students. So yeah this is a conversation, and I see your hand, and this is a conversation that should be had from him to them to us, all of us, directly. And this is where the politics, kind of, like, we should not be his microphone. He has the mic, he's the Dean. So I just think that yes, advocating but not getting the information, I don't want the information. I want you to tell everyone the information. Does that make more sense? Do you disagree with that?

Executive Senate Member: That's what I want.

Executive President: Oh OK good yeah sorry but I thought you meant we just disseminate the information

Executive Senate Member: no no no no no OK I was saying that we need to meet with Dean Roy or Dean Sakr to better understand his reasoning, and maybe even if Dean was available we could meet with him to understand his perspective as the reasons for his termination, as well like, ASAP secondly this is a little off topic but not really; I would really like to return to the presentation that Dean Baker gave us. That Dr. Moncrease what talking about in her speech, I also was looking at those numbers and was thinking no freaking way, like that's not our student body that they're presenting to us. And so I think that we as the student body maybe deserve a little bit more of an explanation as to how that diversity at our school is quantified. At an IRC meaning, this is the same response, I asked Dean Baker because we, at the end of that conversation on the 15th, we had a power of like what our asks were in Dr Baker's slides weren't on it. I'm not saying that we won't further advocate for it, just an update as he said that same thing they're under revision. And that was like, what August? The end of August? So it's now October, so they should be revised. Yeah that's it thank you.

Executive President: I saw your name but we have more people on the list, is it OK if we go through the list and then come back to you? OK, yes'

A Senate Member approaches the stand

Would it be more appropriate to maybe have a third-party investigation of that town hall footage? Like the actions that were pursued, I know it can be tough as students to make those judgment calls, and I think it would be prudent to have maybe a more experienced body look through that first before we just release it to the entire class. I'm all for transparency, but I also consider that like, we are going to be graduating from Wayne State University School of Medicine and those actions do not represent us as students. And it doesn't represent the institution that we should, you know, we're gonna be graduating from. And so I just think that it should be reviewed by the appropriate people before we consider just releasing it now, if that makes sense. But it's open, I want to hear people's thoughts on that.

A student approaches the stand

This topic of conversation has been previously discussed, but I want to bring up something that quite frankly I am appalled to have to even say. But I am appalled at the level of disrespect that was shown to one of our fellow medical students. That level of disrespect is frankly unsettling. It is an embarrassment for me as a student of this medical school, and is something that shouldn't have to be an ask for student Senate to discuss what is the policy in those situations, and what happened, and how can that be prevented from happening again. Because as that's as was mentioned, the level of, I have to say like personal animosity towards a student who is fighting to remain as a medical professional, something that they chose to do, is something quite frankly I am embarrassed at and I am at a loss for words for.

A Senator approaches the stand

Our hearts have been hurt, and touched by students that have presented here courageously, and students who did not present but are feeling the same. As students who have, I think it's clear as Student Senate, we represent the voices of 1200 students, that this trust should be brought to the Dean of medicine or at least the Dean's council and say what are students feeling and what can be done to bridge that hurt. Because as a student, no matter what your thoughts are, if you do not feel respected by your leadership at the end of the day, you are a student. But if you're at a school that you do not feel respected at, that is unacceptable as well. No matter what you thought, no matter what you think, that is something that no matter if one student feels that way, the Student Senate's responsibility is to those students. Yes, it does not matter if one student has that feeling, does not matter, that is the Student Senate's responsibility.

A Senator approaches the stand

Besides that, one of my biggest fears here is that I don't want students in all of our classes to see Senate as not for them, or worse as against them. Like as Senate, we are for our students, and we're that bridge to administration. And really just to shed more light on the whole town hall that's been going on, and just like have more transparency with everyone; what we've been doing kind of behind the scenes. I know it was mentioned having that third party person come in and look at the video, that was an idea that we originally toyed with but then when we met as a Senate, we thought the best idea would be to actually have students come and look at it. Everyone can have their own opinion formed, there's no barrier by someone who's who's viewed it, right? I know my original email said we'll have someone review it, we'll send out an outline and we'll do that; but that's still it could be biased, right? It's not real, it's not raw, not everyone can view it; it's a barrier. So we decided, oh maybe we could have a controlled and viewing environment, and that is something that we're still working on with the Dean. In more so like, um, testing conditions. Like no phone, no computer, but people can come in going on the computer, have their headphones and they can watch as much of the town hall, whatever parts that they want, and then they can have their own formulated opinion and kind of go from there. Because obviously it's a concern for the administration to have it recorded, um and shooting and we thought this was a happy medium, and we're obviously still working on it. I know what happened that kind of an unfortunate timing with the kidney exam, but we're definitely going to make sure that we try and push for that. And that's kind of like an update in regards to that, I know not everyone's been informed about it but been working on it.

A Senator approaches the stand

I'll try to be unbiased with it, but I think as someone has that was there seen it first hand, I don't think you guys seen it before, everyone seeing it would be the best course of action, OK? So what you're getting at is that she's being intuitive that Dean Sakr, we can advocate while we hold him responsible. He did this to himself. We care about this, I agree, maybe we can have it play here? And have, I don't know, but I think it should be released to the student body. I think we have to hold our leadership accountable for how they act and how us students should be able to they preach professionalism and they need to do the same. So I think releasing it will be the best thing, especially for someone that was was there and saw it first hand. I think it would be...I know some people just want to be nosy, but I think it would still be beneficial for those that really care um clarifying point.

A Senator approaches the stand

OK I guess my point is as students, it's hard for us to be like the judgment makers of Dean Sakr. Um, I think that we as students can do that much, I'm not saying that we can't advocate for things, but the reason I said we should have appropriate people review this is because if we really do feel like he was making inappropriate comments, which we do, then there should be someone who is actually in a position of power to instill consequences, you know? As students we can advocate for that, but why not just jump to that step and get people involved?

A Senator approaches the stand

I think it's important for people to see it, but what we don't want is for the video to become like, a bit. I just think it's important for people to see and not like send to other Med schools. I think that's what she trying to, thank you, this is a great time for all the schools, OK? So in the interest of time, members of the..., but myself as a Co-president, Curtis is a Co-president, we have our regional director who's in charge of all the schools in Michigan, Indiana, and Ohio. We came here for the agenda, which said Dr. Dunbar's new appointment. So I appreciate all the discussion that has been going on, but I would like, you know, you to apply what you said where you have these learning points.

A Student approaches the stand

I want you to communicate that with the civilian body, and say what you have learned from working with Dr. Roy and what is your plan moving forward with Dr. Dunbar? Because these issues are still going on. How are you going to continue what you were doing with Dr. Roy to work with Dr. Dunbar, and really... I'm not finished... Dr. Roy was here on his own corner in June. I was in the meeting and I watched many members of student Senate badger and belittle him and there was especially disrespectful to members of BMA, including myself, and other people who went through these racist incidents this year when Dr. Roy was the only advocate for us. When we had to meet with other members of the student of the ordinance council, so to see the only person that's sticking up for us when we go through racism, they belittle by our elected student leaders was a slap in the face to us. So I would like, you know, to address this moving forward with our novice Dean of diversity and let the students know.

A Student approaches the stand

OK, OK obviously I don't think my opinion matters on this much, I am a white woman, my opinion does not matter. I'm going to be speaking for Dr. Moncrease, I did float the idea to her about how you described like everyone going to a room for a special date release, and as the woman who was impacted I think you, um, she was not for that idea, OK? So I understand you wanting to protect yourself, protect your application, protect the university, but you have to actually ask yourself... is hiding something protecting? Are you really doing a service to this university by hiding this and by excusing it and letting it go under the rug? Because this rug only has so much you can fit underneath it before everything comes out. So you can put this video out now, and say hey we're going to deal with this, yeah we have problems. Or this video can come out long time later. But unless we destroy the evidence, and have everybody sign an NDA, and nobody can talk about it ever, I honestly believe the logistics of keeping something like this under wraps forever to be really really unlikely. And it's better to just be honest, and just be like yeah we have people who've made mistakes, and maybe need to be removed. But to just hide it is to do a disservice against underrepresented students in medicine as well as Dr. Moncrease.

The Executive President approaches the stand

Very well taken point. I think the point that we were getting at, what we're going to do, and I wrote it down in a better way...we're going to start institutional knowledge of how things go around here, what is racist and not. And what you're saying, maybe perhaps, the second thing we do is hold it open form again and have everyone come back. Even though you guys are always invited, and those were an open invitation, you guys are students and are always welcomed. And then see what our next step is, and what we're comfortable with then. Does that make sense? And does that sound OK as a plan moving forward? As students in general, but we were trying to. And I'm saying no, so you know I mean? I think I think that's what I was trying to get at I was talking with her. OK, we understand. so does that make sense? Yes, and then I have one more point for just the question, to answer my question, does that sound OK? So we'll we'll review, sorry guys we're gonna motion soon. Yeah no problem. So we foresee we're gonna advocate with our whole, and then we in our fortune teller pessimistic ball we foresee them saying no. After that, let us what, do you what are your thoughts on the next steps? How do we handle that situation as your student elected representative?

Student: Um, I don't know, I'm just a girl like you are in the Senate.

The Executive President: yeah so maybe the next step after that, is to welcome you guys back even, though you're always invited, and then work with you guys then on the next thing. But for transparency, that is what we are going to be up against for sure, and that's not student Senate being like against it. But that's what the reality is we're pushing against. You guys, yeah we need help pushing it from all levels, and also I ask BMA

too, if you guys have any leeway in that regard to help Student Senate kind of do it. Because I think that we're going to have this huge wall, OK? Before you move on, is there a motion on the floor? It is 9 o'clock

Motion for another 10 minutes, amendment to 5

Motion for another 5 minutes, seconded

Quorum is met, motion passed

A Student approaches the stand

We want logical ideas of why he should have been fired, and you feel it was out of place and incorrect. You guys also tried to do something about that as well, and I don't know how, I've been honest but to the graph... what we can do to umm and be realistic, and what you're punishing us for too. And yeah, that's all I have to say.

A Graduate Senator approaches the stand

I'm the graduate student Senate President, that's alright. So this afterwards, obviously also medicine so this information is relevant to grad students as well. In the School of Medicine, and I think that, I feel that the response about asking for the release of the video is a bit lukewarm. I think this is something that should be demanded by the people in this room including myself, of course. I also am very much invested in knowing what truly happened because, yeah, if it's something that's regularly made available and for this one occasion it's not that's ridiculous. And then that we're trying to allow the Dean to save face or whatever else you want to call it, and we're trying to be kind and gentle with someone who did something wrong, it's uh what's it called, racist? sure well alright no but what's it called when you help someone else do something bad... yeah yeah we'll become complicit. In learning this information and and knowing that this is way outside of the norm for how those town halls are ran, I think we in this room are complicit in allowing the Dean to get away with something potentially racist and if it's released and we find that he did not do something racist then we can rest on that too. So you know, that's that's my feelings about the situation

Executive President: Very well said from my graduate student colleagues.

A Student approaches the stand

So in trying to release of a public record, so does anybody know what FOIA is? Freedom of Information Act. So the university is a public institution, and as such it's held to FOIA, so I'm not sure if this is a particular record that would fall under the category of release. The law states that if anybody submits a request, and it can be anonymous, the university is required by law to release it unless it's under the purview of certain exemptions. And you can read it out, there are like 10 of them... 8 or 10 of them I'm not sure. If this counts as one of the records, but the public institution, it's a public record public forum...so I heard I put it out there that anybody has the right as a student at a public institution to look further into this. You can reach general counsel at Wayne State University School of Medicine, I'm on their website, I just read their policy and the exemptions I didn't see anything that would strike this but just something to go out.

The Executive President speaks

We'll put it in the chat, but also everyone don't tell people, so that way we can actually do this, and then how much bandwidth do you have in the next couple of weeks can we do that? I know you're, so you're going into your stop dedicated, yeah

Student: I like that kind of stuff, yeah, because I and my last job I did this thing all day wrapped up real quick. If it falls under the appropriate purview, and I think this is what we need. We need like, we need like a hill to stand on.

An Executive Senator approaches the stand

In terms of like, how we that's supposed to get this information, and so that there's more clarity... because like Student Senate, as like an executive member, like we kind of get that information first. We try to like see what's like the best decision presented to like, general sounding and things like that. I've been kind of frustrated like, during this whole time and trying to get information because we couldn't send it to get that information as a collective body. At the same time, and it's been kind of frustrating to like get all that information, and like but I noticed that like the last time that we talked like the discussion wasn't the greatest, and like both sides wouldn't be able to be presented. And I was kind of thinking on that, to like get the information that I needed, and like the stories that I heard today are that previous time student Senate at least from members of like IJI and like other members were asking for stories of like what doctor Roy has been doing. And a lot of our like perspective has been coming from our work with Dr Roy and I can see that IJI would be largely biased in terms of like how much presence we have with the Deans and that affecting like who we support and the decisions that we're making. That said, that we have a lot of exposure to Dean Sakr, but not so much with Dean Roy. And I guess my understanding, but I understand folks with Dean Roy and so we didn't get a lot of perspective and like said said that it's a lot of unseen stuff that Dr. Roy did that we would have like appreciate it to hear. And then, there was a thought previous time that we spoke and we weren't able to get that because there was a lot of passion and there was another lot of like solid discussions when we were trying to get that information. And so I want to, I want to like double down and like what was asked, and like how can we get that information because we want to have the best intentions for the same communities, all these communities we're trying to support. Like mothers, underrepresented communities, everyone who shared stories today like we want to be able to make those visions and we have all these goals but I want to make sure that we're able to get that right information because when we do the application for of like or like you can discuss that letter of Dean right and now we're saying that we're not going to talk about Dean Sakr. It's like, it kind of seems like hypocritical, and now that we're like saying like oh like now we realize our mistake with the information that we had so we're not going to do that, out of like hesitancy to make that same mistake. But it's like how do we get that information from being in this position again? Because it's very frustrating as well, Seante is trying to support something and we don't want to make that mistake so you know we're representing everyone when it doesn't appear that way.

The Executive President approaches the stand

I mean, very well said. I think I mean, I think I've had sleepless nights. I know, {redacted} had a couple, me and him were up in the conversation for a while. I think that, which is that too is we're not gonna have the, all the information, but yet we're being asked to make these decisions. And so that's why we were like no we're not going to write a letter for you Dean Sakr even though the way that they wanted us to write the letter was more so like, oh you know what about the ISA or things that kind of but even that I think { } and that last conversation we had on August 15th, he pointed out to me and I still remember this, that even though we're not saying it outright the vocabulary that we choose in the name... that we're saying it under matters. And so I think that's

what we learned from, and I mean I think, I think it's a learning curve to understand, like we don't wanna tax a minority underrepresented minority, I'm sorry under representative in medicine and minority students, to be part of every single conversation; every single committee. But it's kind of like, a learning curve for us to understand when we ask.

A Student approaches the stand

So I don't know if this is, this already, OK I'm gonna try to talk loud. I don't know if it's already exists but I was hesitant to come to student Senate meetings and or talk to some of you guys because I didn't feel like I would be supported. Honestly, and I don't know if there's like a form out there that's like an anonymous form where we can like maybe post our concerns, is there?

The Executive Secretary responds

Yes there is, please post to it it's so empty. Thanks so much.

The Executive President adds

No, I also want to, so like maybe you guys can help us. Because we have a social media, we have class Wayne's World, so it's also like we also are asking students. We know you get a lot of emails, we know you don't go on social media for Senate, and we know that you know you guys have to slow times or like I'm sorry not enough downtime. But like how better can we tell you? That we have social media, brings word we have our website, social media is new by the way. We created it last year, Webmaster is doing an amazing job. So like tell us, like that other than us putting pieces of paper on us, like fliers right now. We try very hard to continue our conversation.

Executive Webmaster comes to the stand

It's both students and Senate, and yet we don't...we don't hear the voices of all students. And so like, I think that our responsibility from here on out is going to be making sure that like those voices are heard and those voices have a accessible point and we do have them. Maybe they're probably so hidden, nobody even knows the website exists. It exists, and there's a form on there that you can on this anonymously submit to Senate. But more than that, I want to propose to Senate, and maybe we can talk about this at another meeting, that we maybe leave like 20 minutes open in every single meeting as an open forum time. And I'll blast it on the socials that like, Senate is an open forum to all students and students can come and talk to us and that we're here to listen. But I think that would be a cool thing for us to do in the future, but would it would it be helpful for us to send like like as the Webmaster... that's such a funny name. As the like the communications person? Would it be helpful for us to send like emails reminding that we have like the website? So maybe I'll send just like repetitive like a cycle, that says like monthly, almost be like hey this is our website.

The Executive President responds: Well but see that's how you do that, we do that with the Wayne's World. so I think maybe after you know what about the open floor? Oh I'd really love that yeah you know maybe oh they were they want to know you know they were you know, OK last hand and I'm almost there.

A Student approaches the stand

Why many unfamiliar faces are here tonight. For those don't know, he was here from last year in two years he was tasked with a huge burden, but we were broken before he got here. He had COVID, he had dropped off that, failed her step...he had a huge burden off his shoulder. So those people that he represented as they say here tonight, he mattered to them he mattered to us and the black Medical Association. He influence, we go to him as our representative. He speaks to us, the ODI is the idea always there are general faculty advocating for underrepresented minorities. Right now that's a problem for me, as an underrepresented minority, within my voice, student that I don't have any faculty that close for academic support, providential support, that's the problem. Me, and another problem for us, if you guys are part of the class of 2024 over there, we suffered a whole hell of a lot. And we needed our support system, and it's gone, it's broken. We're not going to fix it in this meeting tonight, but we would like a letter. We would like to answer, so we would like this meeting right here to be the breaking point for us finding the answers.

very well said with that note is there a motion to adjourn

Motion to adjourn, seconded

Quorum is met, the meeting has ended

7:55 PM – Class Senate Reports (5 minutes)

1. Class of 2027

- 1. Exam 1 scheduled for Wednesday, October 18th. Good Luck!**
- 2. Stay updated on details for the ping pong tournament and powderpuff event.**
- 3. Start planning for volunteering if you have yet to. Ensure 5 clinical hours and 2 outreach hours are completed by November 29.**
- 4. Touch base with your mentors and counselors.**
- 5. Ensure you get your flu shot if you haven't!**

2. Class of 2026

- 1. Make sure to sign up for step and take before March 1st**
- 2. Make sure you set up your iptv visit and record when and where your visit will happen before October 15th.**
- 3. Coffee and donuts with senators is pushed to Friday october 20th 11-1pm. Details to come.**
- 4. P4 homework is due next week October 19th.**
- 5. Good luck on exam 1 on October 26th**
- 6. Keep an eye out for a medicine and law school social event happening in early November. Details to come.**

3. Class of 2025

- 1. Congratulations - we're halfway thru M3!**
- 2. M4 scheduling meeting will be in November**
- 3. Good luck to those on one month rotations for upcoming exams**

4. Continue to reach out to site reps for site specific concerns

4. Class of 2024

- Good luck on interviews!
- NRMP registration and payment due Jan 31st
- 157 days until match and 240 days until graduation!!!

8:00 - Adjourn