

**UMMS Council on Equal Opportunity and Diversity (CEOD)
End of Year Meeting with Drs. Lazare and Scheid
June 20, 2006**

Present: Dr. Aaron Lazare, Dr. Cheryl Scheid, Ms. Susan Levine, Dr. Lori Pbert

Purpose of meeting:

1. Review purpose and structure of the CEOD, a standing committee that serves in an advisory capacity to the Chancellor/Dean
2. Provide Dr. Lazare with an update on CEOD initiatives in the 2005-2006 academic year (see end of year report, June 2006)
3. Review upcoming events and activities for the 2006-2007 academic year (see end of the year report, June 2006)
4. Request institutional support for key initiatives in the 2006-2007 academic year (see below)

Institutional support requested for key initiatives:

1. Support the Best Practice Guidelines on proven methods for recruiting diverse faculty.
ACTION: Dr. Lazare agreed to review the recommendations and meet with subcommittee co-chairs (Danna Peterson, Warren Furgeson) and CEOD co-chairs (Sue Levine and Lori Pbert) to discuss implementation of the guidelines.
2. Support the initiatives of the GLBTA subcommittee.
ACTION: Dr. Lazare was in agreement with council recommendation to clearly articulate UMMS commitment to a fair, respectful and affirming environment for all regardless of sexual orientation and gender identity, and to encourage chairs and institutional leaders to set clear expectations for acceptable behavior.
3. Promote awareness of civility as a common expectation within the UMMS community.
ACTION: Dr. Lazare was very interested in contributing his skills and expertise in the area of apology, shame and humiliation, and therapeutic response to incivility to this initiative. He generously offered to contribute to training efforts in this area. Dr. Lazare is willing to meet with the civility subcommittee to brainstorm strategies to promote awareness of civility within the UMMS community – this meeting will be scheduled in the fall. Dr. Lazare was pleased to be scheduled to provide opening remarks at Civility Day on September 28, 2006. (Sidebar: unfortunately since this meeting a conflict has arisen with Dr. Lazare's schedule precluding his involvement in Civility Day).
4. Ensure that corrective action regarding any facility ADA non-compliance continues to be made a funding priority.

ACTION: Dr. Lazare requested that Marian Wilson provide Rick Stanton and cc: Bob Jenal an updated list of facility ADA non-compliance so that they may be addressed.

5. Support the efforts of the student ad hoc committee.

ACTION: Dr. Lazare reported that an overarching Student Body Committee that contains equitable representation from all three schools has already been created. He was agreeable to hosting a social event with his invitation for students in all three schools.

6. Consider revising the UMMS mission statement values to include the word diversity: "Human Dignity, *Diversity* and Respect."

ACTION: Dr. Lazare recommended that we work with Dr. Scheid to pursue this modification and survey the institution at large. Dr. Lazare requested that the staff and faculty should be surveyed regarding the entire mission statement and all the values, therefore we are working with Sandy Beling to prepare a comprehensive survey expected to go out in October 2006 with our piece highlighted in the larger survey.