

**FACULTY COUNCIL
MINUTES
May 4, 2016**

Representatives in Attendance: Drs. Baron, Berin, Butts, Choudhri, Gibbs, Gillespie, Harmaty, Hausman, Howell, Kim-Schluger, Leibowitz, Stone, Ragnarsson, Ramaswamy, Ubarretexa, Wang,

Also Attending: Mr. Lawrence, Mr. Saunders

I. Faculty Council Composition

- Resources Committee -- Dr. Stone has accepted the role of Resources Committee Chair, replacing Dr. Haroutunian. In this capacity, she will serve as the benefits representative for the Council.
- Representation Formula – Following two years of post-merger integration, Council members feel the time is right to seek representation from faculty across the Health System:
 - Dr. Choudhri expressed a desire to amend the representation formula;
 - The Council is exploring teleconferencing and other approaches to facilitate participation by faculty at member hospitals.
 - Member hospital presidents will be asked to send proxy representatives to future meetings until elected representatives are identified.

II. Academic IT Update

Mr. Paul Lawrence reported on:

- Annenberg 5th Floor Board Room -- An architect has been selected for the redesign of the space. The design team is looking to remove the large table, raise the ceiling, install walls that can be written on, and reorder and improve technology in the room.
- Academic IT Metrics – The team tracks number of users in the library, database searches, reference consultations per month, etc. Overall, both visits and service utilization are high.

III. Diversity

Dr. Butts provided an update on challenges and successes of the the Office of Diversity and Inclusion. He emphasized the importance to Mount Sinai of thinking about future directions for enhancing diversity, including in patient care and teaching. He acknowledged the increasing commitment of leaders and faculty in diversity initiatives, but noted that challenges remain. These include increasing the number of black men in medicine (a national challenge).

Invited guest John Saunders, sports journalist and ESPN host, remarked that diversity is important where it is most visible, from the entry level up to higher level professional positions. In addressing the question “Are you diversifying the institution if you hire people who think like you? “, Mr. Sanders noted that diversity is not just about demographic composition, it is also about thought processes. He said that given the difficulty of changing the workplace culture, it is very important to diversify the employee population. Opportunities for improving diversity include faculty recruitment, funding of black and women’s colleges, and increasing access of young people to medical education. Dr. Butts commented that retaining students once they are in medical school is also important for improving diversity.