



UPSTATE
MEDICAL UNIVERSITY
OFFICE OF THE PRESIDENT

SUNY UPSTATE MEDICAL UNIVERSITY COUNCIL
Wednesday, February 10, 2021
MINUTES

The February 10, 2021 meeting of the SUNY Upstate Medical University Council was held via ZOOM videoconferencing. The following members were present:

Council Members

James E. Sparkes, Esq., Interim Chair

Eric Allyn

Calvin Corridors

Diane Dwire

Linda Ervin

John B. Johnson, Jr.

Gwyn Mannion

Samuel Rowser

Akshay Patel, Student Representative*

Mantosh Dewan, M.D., President

Erin E. Peters, Executive Assistant to the President, Administrative Support to the Council

Guest

Stephen Glatt, PhD., Faculty Representative

Patricia Numann, M.D., Alumni Representative

Eric Smith, CPA, MBA

Daryll Dykes, PhD, MD, JD, Chief Diversity Officer

*denotes absentees/excused

**I. Council Report:
Welcome**

The meeting was called to order at 12:05 PM by Interim Council Chair, James E. Sparkes, who welcomed the group and began the meeting.

Erin Peters was designated Recording Secretary of the meeting and conducted a roll call, whereupon Mr. Sparkes confirmed that a quorum of the Council was present. Council Member Gwyn Mannion agreed to serve as Secretary of the Meeting.

Approval of Minutes from the Council Meeting of November 23, 2020.

A copy of minutes of the Council meeting of October 14, 2020 and November 24, 2020 having been earlier provided to each Council Member, Chair Sparkes asked if there were any comments or requests for changes to the minutes and, there being none, the Chair requested a motion to approve the October 14, 2020 and November 24, 2020 minutes. The motion was made by Council Member Allyn and seconded by Council Member Ervin. There being no further discussion a vote was called, after which the Secretary of the meeting announced unanimous approval of the October 14, 2020 and November 24, 2020 Council minutes.

Council Meeting Schedule

Chair Sparkes suggested to the Council a meeting frequency of at least six times per year. The Council unanimously agreed. A copy of the Council meeting schedule for 2021 was sent to the Council to add to their calendars. (Council Meeting Schedule attached)

II. UMU President's Report (report attached)

President Dewan provide Council Members with a written report for review prior to the meeting in order to hold and open discussion during the meeting. President Dewan's report highlighted the tremendous work that was done in 2020 and will continue in 2021. 2020 was a difficult yet successful year. Some highlights from 2020 include; saliva test, vaccine trial, magnet success in nursing, Upstate Air – Drone used to transport samples – hoping to be more routine between hospitals. Dr. Dewan reported, he is seeing some tension between senior leadership because of no time off/rest over the past year. It is anticipated, we have a difficult year ahead.

President Dewan opened the meeting to discussion and questions regarding his report. Council Members inquired what the vaccination rate among staff is at Upstate. Dr. Dewan shared that there is an 80% acceptance among staff and doctors to get the vaccine. Food Service only has a 23% vaccination rate and work is being done to encourage the vaccine to this group. Nurses and Environmental Services are areas that did very well getting the vaccine. Dr. Dewan shared, we are privileged at Upstate in that we can all get the vaccine, so we want to encourage all to take advantage and get it.

Council Member Allyn commended the COVID testing site at the Fair. He has had six tests done and each time all of the people he has encountered have been wonderful. Hats off to the team for their exception work. Dr. Dewan thanked Council Members Ally and shared that you can now receive the saliva test at the Fair and Community Hospital clinic. Both testing locations are run by Upstate.

Chair Sparkes reported that, in his experience, all State Fair testing staff have been extremely pleasant and very efficient.

Dr. Glatt reported to Council that as of yesterday "COVID Heroes" was rolled out and nominations are being sought by faculty and staff. Certificates for "COVID Heroes" will be sent out on a rolling basis. So far, 261 nominations have been received. Nursing and Pharmacy have received many nominations. Erin will send the link for COVID Heroes to Council.

III. **Organization and Financial Report**

Mr. Smith reported on the Upstate Organization functions and finances during Executive Session.

IV. **Office of Diversity, Equity & Inclusion Overview** (PPT presentation attached)

Dr. Daryll Dykes, PhD, MD, JD, Chief Diversity Officer reported to Council on the Office of Diversity, Equity & Inclusion. Dr. Dykes thanked the Council for inviting him to present. Dr. Dykes reported on reorganization of diversity efforts on campus, events the past year, and plans going forward. Since taking over as the Chief Diversity Officer, Dr. Dykes has split the office of Diversity & Inclusion into the Office of Diversity & Inclusion (ODI) and the Office of Institutional Equity (OIE) in the Spring of 2020. He wanted to address the siloed approach, tone, effectiveness, and growing number of bias investigations. ODI serves as the diversity coach and OIE serves as the diversity referee.

Dr. Dykes was named CDO on May 22, 2020 and on May 25th the whole world changed with the killing of George Floyd. Dr. Dykes reported, he had a tumultuous first month. He dealt with many issues affecting students and faculty concerns. On June 19, 2020 Dr. Dykes convened the Diversity Task Force to look at time limited, action oriented, clear recommendations for diversity on campus. Between June 19th and August 27th, the task force met and created a report. The first priority was the implantation of Tiger Teams to look at sixty plus initiatives with regard to education & training, policy bias reporting & mitigation, recruitment & retention, patient, community, & alumni services, and diversity organization, branding, & messaging. The goal was to provide recommendations within four weeks, but obstacles that impeded this included COVID-19 and Legal Insurrection article "Legal Investigation: Racial Identity Politics Consumes SUNY Upstate Medical University". With the consultation of Upstate Counsel, a response to the Foil request was provided to the article.

Dr. Dykes reported on the Implementation & Oversight Tiger Teams (IOTT's) Branding & Messaging – think how the organization was branded and messaging. There are multiple identities represented in our organization. Looked at equity and inclusion. Equity – constantly and consistently redistributes power. Inclusion – all individuals matter. When diversity, equity and inclusion overlap there is a sense of belonging and innovation thrives. Branding logo – Belong at Upstate.

Dr. Dykes reported on the organizational structure of the Diversity Office. He eliminated three positions of Associate and Assistant Deans from the COM in order to breakdown silos. He created the Office of Institutional Equity, revamped the Diversity Council, and created the Diversity Deans Council. Dr. Dykes reviewed the organizational charts for the Council (see PPT for charts and structure).

Dr. Dykes explained that one of his early steps was to separate Title VIII investigations from ODI so he created OIE and hired Katherine (Katie) King, Esq. as the Title VIII Coordinator to investigate allegations of mistreatment. He also coordinated bias reporting into OIE. Dr. Dykes and Katie work very closely together.

The Council will have Dr. Dykes provide progress reports regularly. Dr. Dykes looks forward to coming back in 6-12 months.

Questions/Comments

Council Members Ervin is happy to see this plan and approach laid out.

Council Members Mannion asked how President Biden's executive order impact Upstate?

Answer: Dr. Dykes explained that Upstate received a FOIL request and worked with SUNY and Upstate Counsel to provide a response. Luckily President Biden reversed the executive order on 1/20/21 which negated President Trump's order.

V. Council Bylaws Committee Report

Mr. Sparkes reported that a Council Bylaws draft will soon be released to the Council for comments from the group.

VI. Open Discussion

Chair Sparkes requested that Council members consider and suggest topics concerning Upstate Medical University for which it would be useful to have a more in depth knowledge and understanding. Mr. Sparkes encouraged members to share their ideas with him, Dr. Dewan, and Erin Peters. Chair Sparkes suggested holding working sessions of the Council for this purpose. Erin Peters will work with Chair Sparkes and Dr. Dewan to schedule such sessions.

Old Business – None

New Business

- The next Council meeting will be held on Wednesday, March 31, 2021 at 12:00 PM
- 2021 Commencement will be held on May 8th and 9th 2021 – Please let Erin know if you would like to attend the 2021 Commencement in person, virtually, or if you are not available to attend.

VII. Executive Session

A motion was made by Council Chair Sparkes to adjourn to Executive Session under authority of New York Public Officers Law Article 7, Section 105, for the purpose of discussing matters that could imperil public health and safety due to COVID-19. The motion was seconded by Council Member Allyn and, there being no further discussion, a voice vote was called and taken. The Secretary of the meeting announced that the motion carried by unanimous approval, and the Council adjourned the public meeting and entered into executive session at 12:23 PM

VIII. Adjournment

A motion was made by Chair Sparkes to conclude Executive Session at 12:57 PM. The motion was seconded by Council Member Mannion and there being no further discussion a voice vote was called taken. The Secretary of the Meeting announced that the motion carried by unanimous approval and the Council returned to Regular Session.

It being determined that there was no further old or new business before the Council, a motion was made by Council Member Mannion to adjourn the meeting. The motion was seconded by Council Member Dwire and, there being no further discussion, a voice vote was called and taken. The Secretary of the Meeting announced that the action was unanimously approved, and the meeting was adjourned at 1:42 PM.

Approved 03.31.2021.

James E. Sparkes, Esq.
Interim Chair, Upstate Medical University Council