

PHHP Diversity Ad Hoc Committee

Meeting Summary

January 30, 2012

Present: A. Ali, B. Dermott, E. Rodriguez, O. Shechtman, C. Sembajwe-Reeves, M. Troche, N. Whitehead

1. Introduction to purpose of the committee – On behalf of Dr. Perri, B. Dermott suggested that one goal of the committee is to look at the revised CEPH diversity criteria as an opportunity to consider how the college can broaden its understanding and strengthen its attention to diversity in terms of teaching, research and service. She also noted Dr. Perri would like to examine how the college can address issues of health disparity and health equity. It was also noted that the college must meet its goals in terms of diversity in recruiting of faculty, staff, and students.
2. Discussion of CEPH criteria and timeline for accreditation – C. Sembajwe-Reeves distributed Template 1.8.1 from the CEPH accreditation criteria to provide the committee with a model for the type of data that the college will be required to provide. She noted that the college must begin collecting data now as we are obligated to provide three years of data (2010-2011, 2011-2012, and 2012-2013). Ms. Sembajwe-Reeves also noted that the college has the latitude to define diversity and set its own goals for diversity. There was a discussion regarding the cultural competency component and a general agreement that there is a lot of activity in the college that is pertinent to this requirement. Dr. Rodriguez suggested that it would be beneficial to collect information about these activities in order to assess future goals. She noted that at her previous institution this data was collected through a spreadsheet. It was generally agreed that a simple spreadsheet in which faculty can indicate courses, research, and service that pertain to diversity would be a good approach. It was also noted that several departments have recently sought accreditation, so these departments may have already collected data regarding diversity and cultural competency.
3. Discussion regarding broadening the college's approach to diversity. Dr. Whitehead noted that linguistic diversity is important and might be quantified for faculty and students. It was noted that the college's population of international students is another

area of diversity. Dr. Shechtman noted that GLBT population should be included in a definition of diversity. It was noted that it is difficult to collect data on this population but that the college can address inclusion through policies and participating in events that create a positive environment. Dr. Ali suggested that the college look at diversity among students working in labs, internships working with underserved populations, and interdisciplinary programs.

4. Discussion regarding strengthening the college's attention to diversity – Dr. Ali suggested that diversity is important not only for the college's mission, but also because research funding at the national level is increasingly tied to diversity. He noted that institutions lacking in diversity may not be awarded funding. It was noted that UF has a minority mentor program, and college can perhaps make better use of this program.
5. Action points
 - a. Ms. Sembajwe-Reeves will distribute diversity data from the most recent self study to the committee.
 - b. Dr. Rodriguez will provide a template for a cultural competency survey.
 - c. Ms. Dermott will share template with Dr. Perri and suggest adding to the agenda for Executive Leadership Group meeting. It was suggested that this data could be collected in a month.
 - d. Ms. Dermott will ask Ms. Tonia Lambert about avenues for collecting data on research grants with a diversity focus.
 - e. Ms. Sembawje-Reeves will ask Ms. Slande Celeste about data on student internships working with underserved populations.
 - f. As a future goal, it was suggested that information on diversity related activity can be collected in the FAR. It was further suggested that the information gathered on the spreadsheet can help inform potential changes to FAR.
 - g. Ms. Dermott will set up a time for the next meeting. It was agreed that early March would be an appropriate time to meet.