

**PHHP Diversity Ad Hoc Committee**  
**Meeting Summary**  
**November 19, 2012**

**Present:** Afsar Ali, Andrea Burne, Brigit Dermott, Christy Ewing, B. Moderie, Shalewa Noel-Thomas, Mary Peoples-Sheps, Orit Shectman Melody Schiaffano, Cynthia Toth, Michelle Troche, Krisha Vaddiparti, Nicole Whitehead

**Absent:** Arlene Naranjo, Kathleen Light, Michael Perri

1. Dr. Mary Peoples-Sheps provided background on PHHP's 2008 CEPH Self-Study and the revised diversity criteria. She noted that the committee's main charge in terms of the self-study is to define what diversity means for our college and to determine how to measure. Dr. Peoples-Sheps confirmed that for the current self-study we will not be required to address the goals outlined in the last self-study.
2. It was agreed that a first step toward defining diversity and cultural competency will be to survey the faculty, students and staff. Three subcommittees were formed as follows:
  - a. Faculty: Drs. Troche, Whitehead, Shectman, and Vaddiparti will draft no more than 10 questions related to diversity to add to the faculty survey that will go out in January.
  - b. Students: Melody Schiaffano and Dr. Noel-Thomas will draft questions for a student focus group.
  - c. Staff: Brian Moderie and Christy Ewing will draft questions for a staff focus group.
  - d. Each subcommittee will distribute a draft of its proposed questions on Friday, December 7. The committee will discuss the drafts at the December 10 meeting.
3. It was noted that those departments that have recently completed accreditation will have already gathered diversity information and this should inform the subcommittees' survey questions. AP: Brigit will request this information from program directors and distribute to the committee.
4. Brian Moderie agreed to distribute the diversity data from the CEPH annual report. This data will be distributed to the committee by December 7.
5. The group discussed the issue of retaining junior faculty, and this emerged as a potential priority for the committee. It was noted that Dr. Pauly's HSC diversity office was working on retention of junior faculty. AP: Brigit will research activities of the HSC diversity office and report back to the committee. Dr. Whitehead noted that Daryl Chubin, an outside consultant, is working on retention of minority faculty at the university level. It was suggested that gathering retention data for minority faculty would be beneficial.