

PHHP Diversity Committee

Meeting Summary

May 19, 2014

9:00-10:00 am

HPNP 4102

Present: M. Amaya, A. Burne, D. Collier, B. Dermott, C. Ewing, C. Toth, M. Troche, and N. Whitehead

1. Committee membership
 - a. Introduction of new member: postponed pending confirmation of new members.
AP: C. Toth will follow up with Dr. Joanne Foss in OT and Dr. Vandenborne in PT regarding members from these departments.
 - b. Student member nominations: Mirna Amaya, graduate student in HSRMP, was nominated by departing student member Melody Shiffiano. All committee members approved the nomination. The committee can have more than one student member, and members were encouraged to reach out to interested students. **AP: Dr. Whitehead will contact a CHP student and B. Dermott will contact a student in EGH.**
 - c. Chair nominations: C. Toth nominated Dr. Troche to be the new chair. All committee members were in favor. Dr. Troche's two-year term will begin in July 2014.
2. Diversity action plan updates
 - a. Dr. Whitehead asked about follow-up interviews for faculty who have left UF. It was agreed that information gathered from departing faculty would inform retention strategies. The faculty retention working group includes: Dr. Troche, Dr. Whitehead, and Dr. Ali
 - b. Health Care Summer Institute: Working party includes B. Dermott and C. Ewing.
AP: Brigit will resend the shadowing opportunities form to the group and will work on finding a time for College presentations to students.
 - c. Gender balance: This action item has been set aside pending progress on other action items. The group discussed whether this action item should remain on the committee's agenda. It was agreed that gender imbalance can be addressed through existing recruitment efforts, especially by creating a welcoming environment for male and female students.
 - d. Training: It was agreed that creating FAQs for the website regarding diversity resources on campus would help faculty and staff navigate diversity / equity questions. **AP: Brigit and C. Ewing will work on FAQs for the website.** It was also suggested that committee members give presentations at their department

faculty meetings about the committee's activities once or twice a year. Finally, Brigit will present the Diversity website at the next the business manager and human resources staff meetings.

- e. Visitation programs for high school students: Working group members include: C. Toth, A. Naranjo, D. Collier, and M. Amaya
 - f. Cultural competence framework: C. Ewing noted that the Intro to PH course is being revised over the summer and there is room to add a diversity module. It was agreed that the committee needs to identify the material that should be covered in the module. Dr .Vaddiparti agreed to lead the working group. Other members include Dr. Ali, Dr. Blue, and M. Amaya. Cindy noted that Melody Shiffiano developed course materials related to cultural competence that might be useful in developing the module. **AP: Cindy will follow up with Melody.** A. Burne noted that the SLOs for SACs might be helpful in setting diversity objectives. **AP: Brigit will ask Katie Sharp to provide SACs SLOs and diversity criteria from accrediting bodies.** Deadline will be in two weeks. **AP: It was also agreed to invite Truly Hardemon to the meeting on June 9.**
3. Diversity Day. **AP: Brigit will look for a date in late October, taking into account the football schedule.** It was noted that October 18 is homecoming. Finally, it was agreed to use the Distinguished Scholar Lecture series as an opportunity to bring in a speaker, and noted that the date might be determined by the availability of the speaker. Committee members will start to identify potential speakers.