PHHP Diversity Ad Hoc Committee
Meeting Summary
August 12, 2013

Attendees: Ali, Afsar; Burne, Andrea; Noel-Thomas, Shalewa; Moderie, Brian; Naranjo, Arlene; Perri, Michael; Toth, Cindy; Vaddiparti, Krishna; Whitehead, Nicole

1. At 9:03, the August Diversity Committee began with a recap of Previous Diversity Meeting and acknowledgement of the Draft status of section 1.8 in the CEPH report to review.

2. Review of draft CEPH document 1.8/ Targets for Students Faculty and Staff (Brian)

   **Student Targets**
   - Diversity Targets for Hispanics and Blacks/African Americans were approved by the committee.
   - Dean Perri noted that the college of Pharmacy had some difficulty in attracting a greater percentage of self-identified Hispanic student population, because of cultural issues relating to relocating to UF. It was noted that this population base generally attends colleges/universities in south Florida, but that the College of Public Health and Health Professions believes continued outreach is important for the College.
   - In addition, the committee addressed the Student Diversity Benchmark to the BOG – Florida State Population is heavily influenced by the South Florida student population.

   **Faculty Targets**
   - Diversity Targets for Hispanics and Blacks/African Americans were approved by the committee.
   - It was noted that increasing the faculty identified as ‘Hispanic’ from 4.4% to the target of 6.3% may be a difficult, but important as trends in the student body’s demographic makeup justifies a more aggressive target. Specific strategies will be identified in the ongoing scope of work of the committee.

   **Staff Targets**
   - Diversity Targets for Hispanics and Blacks/African Americans were approved by the committee.
   - The Committee addressed a discrepancy in the report in table 1.8.a.2 and Table 1.8.e.1 in 2012-13 Staff makeup that will be corrected prior to submission to CEPH.

   **Cultural Competence**
   - On page 12 of the CEPH draft 1.8.a.ix final paragraph, the committee suggested further discussion of evaluating faculty and staff on cultural competence, and recommended rewording the document.
• .....’However, as diversity and cultural competence are core values for the College, how
to address faculty and staff issues and/or difficulties with respect to these areas need to
be continually assessed in an accurate and useful manner.

Approval of Draft document to CEPH

• Upon the correction of edits discussed by the committee, the committee agreed to the
content and direction of the CEPH diversity section.

3. Next items (Addressed by Cindy Toth)
   • The committee acknowledged the Diversity and Cultural Competence survey results and
   will further discuss action items (i.e. Cultural Competence workshops) at its next
   meeting.
   • It was agreed upon that the diversity committee may want to explore differences in
   gender within the college in the future.
   • Dr. Perri acknowledged the committee for an excellent work product. The committee
   recognized Brigit Dermott for her significant research and editorial effort in preparing
   the self-study.

4. 9:42 Meeting Adjourned