

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