

9-21-2018

Meeting minutes : 2018 : 09 : 21

University of South Florida St. Petersburg. Chancellor's Advisory Council on Issues of Diversity and Inclusive Community.

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CADIC Meeting 09/21/18

Attendees: Michelle Madden, Denelta Adderly-Henry, Maria Caban-Garcia, Go Davis, Milton White, Jamie McHale, Anita Saghal, Patricia Pettijohn, Deanna Bullard, Marketa Teal, Kemesha Gabbidon, Christine Apple

- Welcome / Intros
 - Attendees offered self-introductions

- Purpose of Committee
 - Attendees reviewed committee charter at <https://www.usfsp.edu/diversity-and-inclusion/mission-and-charge/> and discussed necessary updates:
 - The committee is not currently adhered to group composition as reflected online (i.e. no students currently on committee)
 - Attendees discussed student representation and will explore opportunities with student government
 - Alternate recommendation: Collaborate with the Office of Multicultural Affairs for potential student leadership/committee inclusion
 - Need to adjust some elements: no longer an A&P Council
 - Committee feels that the chair position should not need to be an appointment – The role of chair of this committee should default to Chief Diversity Officer
 - Other thoughts/recommendations:
 - Maintain: One faculty member from each college and one from library
 - Need to determine who the official members are: i.e. is there a formal chancellor appointment?
 - Website does not reflect that committee also includes community representative
 - Consider term length for student appointment
 - Committee recommends 2 years
 - Committee needs to refine purpose and charge – but does not need a different committee composition
 - If student representative is not a member of student government, committee recommends that SG president attends the first meeting of every year to understand committee charge & be prepared to offer support related to student matters
 - Rolling structure (if any) should include at least 3-year terms
 - If an appointed member wishes to step down, that member should appoint new member
 - Tenured faculty are important voices on this committee
 - Different lengths of service to USFSP among committee representatives is advantageous

- Definitions / Meanings
 - Diversity & Inclusion Plan Glossary of Terms
 - There are no reference points for terms utilized in plan – need to know what source was consulted for terms & definitions being used
 - Census Bureau definition of minority: Anyone who is not single race white and not Hispanic

- Committee proposes considering removal of the term minority – does not clarify and term can be seen as offensive to many
 - Consider “committee adoption” as official source for definitions
- Diversity Postdoc Initiative - review and revise listing
 - Background: post-doc search last year failed – funds were carried over to current year
 - Current search:
 - (3) candidates selected
 - (2) officially interviewed (candidate A and candidate B)
 - CADIC unanimously supported and recommended candidate A for hiring
 - employment invitation has been extended A, but not yet accepted
 - Request was submitted to move forward with candidate B pending result of candidate A offer
 - Committee discussed and ultimately supports extension to candidate B
 - Committee reviewed elements of post-doc initiative related to clarifying the goal of program:
 - Programs original intent was to increase racial/ethnic diversity as traditional modes of hiring have not successfully increased diversity profile of institution
 - Post-doc initiative charter needs to be refined to:
 - better articulate program goal
 - specifically define which racial/ethnic groups are sought
 - provide reference points for terms/classifications
 - Increase awareness and understanding among USFSP faculty & staff
 - Program nuance was discussed in that some areas of study will have limited candidates that fit diversity profiles
 - Continuing the post-doc initiative:
 - Program future was discussed:
 - Program was initially established using non-recurring funds
 - Leadership is currently reviewing funds to determine if recurring funds can be established to continue program
 - Funding this program is considered high-priority given pre-eminence, but consolidation efforts may impact structure
- Emerging Scholars Program:
 - An update was provided related to the Emerging Scholars Program – a financial award program awarded to invited students from Pinellas County Schools with outstanding leadership potential students:
 - Currently have 3 students on program
 - Current students are being paired with mentor on campus as part of award agreement
 - Mentor aspect of program needs to be further developed
 - 4th student anticipated to start in spring (paperwork pending)
 - Committee is asked to participate in review of award language: Committee chair will circulate award letter for review and request for feedback on terms that need to be better defined

- Committee discussed purpose of scholarship and agreed it is meant to increase racial/ethnic profile of students, while attracting students with high probability to succeed under mentor aspect of program
- Committee recommends collaborating with the Compass team where appropriate to support emerging scholar students
- Dr. Martin Luther King Jr Endowment Fund - call for ideas
 - Committee was provided with an update on an opportunity to support committee charge through an endowment fund gifted to USFSP by the City of St. Pete
 - \$1,000 annual allotment
 - Due to lack of fund usage in recent years, the committee currently has up to \$10,000 that may be used this year
 - \$ is not classified for scholarship – rather needs to be used for programming, events, etc around an MLK theme
 - **ACTION ITEM:** Committee members are asked to think of creative ideas to utilize funds that will serve committee goals
 - Committee recommends making this endowment fund one that can be specifically allocated for gifts made to the university
- Implementing the Diversity and Inclusion Action Plan - ideas/actions
 - The committee was asked to start thinking of ways to begin implementation of the formally adopted Diversity & Inclusion Action Plan
 - Board and community members have inquired about progress
 - Committee discussed related baseline data & continuing data needs:
 - Management data should be split, not lumped together
 - Data should be broken down by:
 - College
 - Programs within the college
 - 1 person = 1 count (do not count someone in two categories)
 - Committee discussed different ways to classify staff and agrees job code would be most effective data classification
 - Student data needs include:
 - How many students admitted/accepted/attended
 - Retention data
 - Broken down by:
 - Race
 - Male/female
 - Freshman/Sophomore or Junior/senior
 - Per program
 - FTIC vs. transfer
 - UG/Grad
 - Discussions prompted voicing of future concern: need to maintain campus specific data post-consolidation
 - Home campus code needs to added into data so that student data can be tracked
 - Data systems needs to be built to continuously support data needs related to diversity plan

- Campus Climate Survey – discussion
 - Executing a Campus Climate Survey is under discussion by campus leadership
 - Concept recommended by the first cohort of the Study Circles on Race and Bias
 - Concept was raised during a BOT discussion
 - Considering audience – i.e. student only
 - The committee voiced concern as to whether we have mechanisms/resources to address issues identified in a climate survey
 - Committee recommended focus groups as an alternative to a full survey
 - Committee discussed importance of framing a survey if done – do not frame as campus climate survey, but rather frame as an organizational effectiveness review
 - **ACTION ITEM:** Committee to submit formal thoughts on a climate survey to be filed for university cabinet review and consideration

- Other Items
 - Committee expressed concern that the composition of university photos are not representative of diversity & inclusion