Diversity Advisory Workgroup

Meeting Minutes

September 22, 2009

Attended: Cornejo, Cesar; Fletcher, Amy; Green, Fanni (Chair); Kluksdahl, Scott; Lee, Barton; Lee, Sang-Hie; McGee, Chuck (represented Irineo Cabreros); Parks, John; Joseph, Reginald

Architecture Surveys

Meeting was called to order at 1:10 PM by Fanni Green, Chair of the Diversity Advisory Workgroup (DAW). Reginald Joseph volunteered to be the recording secretary, and all members of the DAW introduced themselves and shared something in their lives that they wanted everyone to know.

The minutes from the last meeting could not be found; therefore, the group could not review it.

Fanni Green started an open discussion regarding College of The Arts’ “Diversity Climate Survey” report for Architecture’s “faculty members” and “administrators, staff, and OPS workers.” Fanni stated that she noticed there were only 8 faculty members and 2 staff that responded to the Climate Surveys. Sang-Hie Lee stated that the number of participants for both surveys were small; she suggested DAW focus on the “Recommendation” section that the surveys provided. Barton Lee then explained how faculty members and staff interacted in the Architecture program. Also, he stated that improvements are being made to bring about more interactions between everyone in the School of Architecture and Community Design.

Fanni and Barton spoke about and agreed that the surveys were sent out on April 17th. Both also stated that the surveys were extended into May to assure responses from all workers in Architecture. After looking over the surveys, Fanni stated that there were similarities between the 2008 surveys and the Architecture 2009 surveys in regards to recommendations. The similarities are provided below.

- The need for Professional Development
- The need for recruitment and retention of minority faculty and staff
- The need for faculty mentoring
- The need for leadership that reflects diversity

Sang-Hie suggested that DAW’s goals and strategic plans be part of our “mission and vision.” She also stated that more connections and partnerships are needed in the Tampa Bay area to promote diversity. Reggie Joseph asked, “How do we solve the problem?” Fanni explained that DAW’s position is to not try to solve problems but to ask questions and make suggestions. Sang-Hie concurred with Fanni and suggested that DAW sends all concerns regarding recommendations from Architecture’s faculty and staff to the College Faculty Advisory Council.
Sang-Hie and Scott Kluksdahl volunteered to summarize the recommendations from the Architecture surveys. Scott stated that he will submit the first draft to Sang-Hie by September 23. Fanni wishes to see the first draft by Monday, September 28. After the content analysis of the qualitative data of faculty and Staff comments in the survey, DAW wishes to send them to the entire College faculty.

**Diversity Workshop Questionnaire**

Fanni asked Chuck McGee to give his opinion regarding the Diversity workshop. Chuck believed that the workshop was successful; however, Fanni did not believe that the presenters were well prepared to handle CoTA’s large group, even though she enjoyed the workshop. She did, however, believe the presenters made a good effort and appreciated faculty and staff participation. Scott, Reggie, and John Parks agreed that the workshop was a good ice breaker; they also agreed that education concerning diversity issues and society’s prejudices is needed for faculty members and all units.

Members of DAW spoke about their experience of being in a specific workshop group. Some members stated they were uncomfortable with the workshop group in which they participated. They would have preferred participating in other groups, but they were not allowed. Also, Fanni asked Sang-Hie to express her experience. Sang-Hie stated that she observed the diversity was broad and vivid, and yet she felt the unity in diversity. In addition, she got a better understanding of the "Atheist" group and have grown to respect them. In the future, she would like to see faculty members and units combined during workshops so that everyone gets the same experience.

**Suggestions**

Fanni suggested having a social gathering for faculty members and units this semester. John concurred. Barton and Fanni mentioned December 5th through 11th may be feasible. All DAW members voted for the social. However, a specific time has not yet been selected. Irineo Cabreros’ idea of a potluck social—mentioned at the last meeting—was accepted by DAW members, although Irineo was not present.

**Actions**

Fanni is giving a lecture called “*Faculty Development and Diversity Issues*” on **Tuesday, October 6**, at **3:00 PM** in **FAH 110**.

Also, Fanni recommended that DAW members attend the **USF Diversity meeting** on **Thursday, September 24**, at **8:30 AM to 10:00 AM** in the **Alumni Board Room**.

The next meeting for DAW will take place **November 17th**, at **3:00 PM to 4:30 PM, FAH 110**.