USF/CoTA Diversity Work Group Committee  
Meeting Minutes  
February 18, 2009


Ms. Green (Fanni) asked that everyone include Karen Talamantez in workgroup correspondence.  
(karent@admin.usf.edu)

The February 5th USF Diversity Summit, addressing the subject of mentorship, was attended and reported on by several workgroup members. Issues included: mentoring and retention of minority faculty and staff, mentorship training, benefits of such programs, definitions of mentorship, targeted mentorship (i.e., tenure and promotion protocol) and building/maintaining of trust. The possibility of creating mentoring guidelines along the lines of CAS booklet was raised as was the reminder that, when mismanaged, mentoring might serve to normalize diverse perspectives.

Minutes of the last meeting were reviewed and received.

Old Business

College website
Fanni appointed Mr. Joseph (Reginald) and Ms. Howard (Sarah) to write a few paragraphs for the College website covering the outcome of the Climate Survey, the goals defined by DEO’s assessment of the survey and the workgroup’s plans for the 2009 calendar year (through December). The draft will be sent to Ms. Talamantez (DEO) and Ms. Green for review/revisions. A proposed final draft will be circulated amongst the workgroup members for comment. The completed version will be forwarded to Associate Dean Barton Lee, who will instruct to Nina Contreras (the College webmaster) to post the document for informational review by CoTA- All. Projected completion of this task is before or by spring break, March 16th.

Inclusion of Architecture
The workgroup discussed how to include The School of Architecture and Community Design as it was not part of the College when the climate survey was conducted. It was determined that the survey in its current form, given the respondents’ ability to make comments, would be adequate to address the issues including the critical area of women in Architecture. Ms. Talamantez volunteered to explore folding in Architecture’s results. She also indicated there would be the possibility of providing a breakdown of survey results for all College units without exposing individual responses. Late March-early April was chosen as the timeframe for administering the survey in Architecture.

New Business
Fanni began a discussion on identifying possible workshops for defining diversity. It was decided that each unit should determine its own format (emails, unit-wide meetings, committee meetings, workshops, etc.) for the purpose of determining:

1. Where units are now in terms of diversity in
   • faculty-staff-students, programming and curricula
1a. Where units hope to be in three to five years.
2. What mentoring the units offer now and what they would like to offer,
   • looking at how their current practices affect retention
NOTE: Ms. Talamantez will gather mentoring information/examples for the workgroup to review and share

3. How curricula and programming can be diversified
3a. and how to improve critical thinking in the area of diversity.

Fanni suggested that we, the workgroup members, bring these questions to our units, that we initiate discussion that we serve as the point persons for collecting the information from the staff and faculty in the units. The question arose, ‘what would be the point of taking these questions to the units?’ Green reminded the workgroup that the foundational thrust of its work is to address the CoTA’s efforts in retaining faculty (and staff) of color. Barton Lee urged the workgroup to keep its efforts tied to the results of the survey, saying that these questions, if taken back to the units, may address present practice and cultivate future goals.

Ms. Talamantez suggested the workgroup look at existing recruitment processes/ best practices. Barton Lee said that making connections at conferences, etc. has become part of our process but may need to be encouraged and improved.

The workgroup did not identify a time frame by which to implement and complete this task. Ms. Green suggested that workgroup members consider the task further and that she call for responses, via email, within 1 – 2 weeks. The workgroup agreed.

The meeting was adjourned.

The next meeting will be scheduled for either the last Wednesday in March or the first Wednesday in April.

Submitted by Susan Shannon