

CADIC Meeting Agenda
March 20, 2015
10 am - Noon

Agenda:

1. Continue discussing data on recruitment
2. Review System-wide diversity audit
3. Connecting with USFT Office of Diversity (Jose Hernandez and staff)
4. Review website in preparation for meeting with Patrick (<http://www1.usfsp.edu/diversity/>)
5. Title IX – Do we have recommendations? Title IX committee participation?
6. Pride Parade (May meeting?)

Updates:

1. Chancellor scheduled to attend at the following times:
4/17/15 11-11:30
5/15/15 11-12pm
2. Patrick scheduled to attend on 4/17/15 10am
3. Have not received recruitment document
4. Have not received feedback on audit template from Chancellor

Minutes:

In attendance: Anita Sahgal, Patricia Pettijohn, Michiko Clutter, Erika Campbell, Psalms Mack, Marketa Teal, Jose Hernandez, Maria Caban-Garcia

1. Updates from Jose Hernandez
 - a. Diversity Audit will act as baseline for university. Data will help develop diversity plans, diversity mission statement, and diversity council
 - b. Recruitment data for the system will be compiled this summer
 - c. Tampa's deputy Title IX coordinator is responsible for training employees, auditing cases, and preparing system-wide processes
 - d. Recommended we speak with the Chancellor about appointing representatives to the system-wide councils
 - e. Diversity summit at USFT April 20, 2015
2. CADIC can play important role in implementing initiatives on campus based on diversity audit data: see what is missing from the data; how it aligns with the strategic plan; follow up surveys
3. Members discussed the need for better communication around diversity-related issues and we as a council can create partnerships with faculty/staff on promotion and integration of diversity-related events
4. Members discussed the importance of shifting our conversation from recruitment and access to one of retention and success. Examine our resources investment in a holistic manner and at multiple levels to keep students who want to be here.
5. Jose suggested our Council identify challenges for under-represented students (social, academic, financial) and offer sustainable solutions to the Chancellor

6. Action Items for CADIC:
 - a. Identify challenges and solutions for student retention
 - b. Review current website and send recommendations to Anita by April 10th which will be presented to Patrick for our next meeting
 - c. Create list of recommendations for system representation
 - d. Create list of potential academic partners at USFSP to support future Diversity lecture series
 - e. Examine websites of Peer institutions (Psalms)
 - f. Continue to request relevant data

7. Points of Discussion with Chancellor:
 - a. Support recommendations for system representation
 - b. Support the creation of a diversity link on the main web page
 - c. Support continue surveys to support initial audit
 - d. Present update on Strategic plan related to diversity recruitment/retention/mentoring
 - e. Discuss council membership (adding new system reps?)
 - f. Consider a climate survey