

College Diversity Committee
2014-2015 Final Report

Members of the 2014-2015 College Diversity Committee (CDC) were Jann MacInnes (Chair and FPC liaison) and John Super HDOSE; Penny Cox and Ashley MacSuga-Gage from SESPECS; Crystal Timmons and Vicki Vescio from STL; Nancy Waldron, Dean's Representative; and Michael Bowie, Ex-officio Member.

The CDC met eight times during the 2014-2015 academic year:

- September 30, 2014, 10:00 a.m. to 11:30 a.m.
- October 28, 2014, 9:00 a.m. to 10:30 a.m.
- November 18, 2014, 9:00 a.m. to 10:30 a.m.
- December 9, 2014, 9:00 a.m. to 10:30 a.m.
- January 29, 2015, 9:00 a.m. to 10:30 a.m.
- February 24, 2015, 9:00 a.m. to 10:30 a.m.
- March 31, 2015, 9:00 a.m. to 10:30 a.m.
- April 14, 2015, 9:00 a.m. to 10:30 a.m.

This year was a very productive year for the CDC. The main goal and focus of this year's committee was to promote awareness of diversity among all faculty by examining the hiring and retention rate for faculty of color within the College of Education. The committee's focus was consistent with the recommendation of previous years' committees to "Institute a COE orchestrated effort to improve diversity and climate at all levels aligned with the strategic plan." Major accomplishments related to this year's goal include:

- Review of the diversity composition of the COE faculty over the past five years.
- Review of the diversity composition of the final candidates for positions within the COE during the past five years.
- Examination of the best practices instituted by comparable top AAU universities with percentage of minority in tenure-track positions greater than 25 percent.
- Construction and implementation of an on-line survey of non-tenure-track faculty that departed the COE within the past five years. The purpose of the survey was to collect information about the reasons faculty leave the College of Education at the University of Florida.
- Creation of an Executive Summary with data compiled over the past two years, that includes recommendations and action items related to the hiring and retention of faculty of color. With the completion of this document the committee completed three key goals from the 2013-2014 final report.

The current committee would like to see next year's CDC continue to work towards increasing the recruitment and retention of minority faculty in the COE. Suggestions for next year's committee are stated in the chart below.

Key Goal	Key Tasks connected to the goal	Suggested date for completion of tasks
Present the Executive Summary to the FPC	Submit the Executive Summary to the FPC Agenda Committee for consideration by the FPC	December, 2015
Explore expanding the definition of diversity beyond race and ethnicity.	College-wide conversations about how the COE defines and looks at diversity.	April, 2016
Consider supplemental materials, such as videos, books, to support diversity in the COE.	To be determined by the 2015-2016 Diversity Committee	April, 2016
Create a tool kit for Search Committees to use to aid in the hiring of minority faculty.	To be determined by the 2015-2016 Diversity Committee	April, 2016

Respectfully submitted on April 22, 2015 by Jann MacInnes, CDC Chair