

## **Florida Educational Equity Act Report**

**July 2016 – June 2015**

### **College of Liberal Arts and Sciences**

## **I. Equal Opportunity Compliance**

We strive to have all areas of operation focus on diversity and inclusion. As we implement our recent Strategic Plan, CLAS is paying particular attention to those areas in which we can increase and enhance the diversity and inclusiveness of our college.

## **II. Equity Accountabilities**

CLAS continues to assess our undergraduate and graduate populations specifically to track increases or decreases in and the success of underrepresented minority students and gender disparities.

In August 2016 CLAS graduate coordinators met with the Associate Dean responsible for graduate matters and were tasked with enhancing recruitment and retention of underrepresented minorities in our graduate programs.

## **III. Diversity in Services**

### **Academic Advising Center**

The CLAS Academic Advising Center is one of the first points of contact for CLAS students at UF. The Center is committed not only to providing academic advising but specifically to providing advising that recognizes and appreciates the individual differences of students. The Advising Center provides individual sessions to assist students in addressing transition issues, improving study skills, and / or provide program specific information.

### **CLAS Teaching Center**

The CLAS Teaching Center provides tutoring both by appointment or on a drop in basis so that students can achieve academic success.

## **IV. New Initiatives**

### **Diversity Steering Committee**

CLAS's Associate Dean responsible for Diversity and Inclusion, Mary Watt, worked with the AAC & U (American Association of College and Universities) planning committee for its 2017 National Conference on Diversity, Learning and Student Success. As an attendee at the conference she was able to connect and communicate with other institutions to explore best practices in recruitment, hiring and retention.

Additionally, the newly formed CLAS Diversity and Inclusion Steering committee has sent some of its members to national workshops to learn educate themselves on best practices as the committee prepares its own best practices document.

The Committee and the associated Liaison Program will provide strategic support aimed at ensuring that faculty hiring and mentoring reflect our commitment to the principle that a faculty of diverse experiences and backgrounds will enhance the quality of the College and UF.

CLAS's commitment to diversity is also demonstrated in its charge to search committees that urges them to create diverse and inclusive candidate pools. The college has encouraged search committees to bring a larger than typical number of candidates for on-campus interviews with a the specific aim of increasing the number of unrepresented minority hires we can make.

CLAS is highly conscious of the need for a diverse faculty and the concern of underrepresented minority students. Consequently, representatives from the Office of the Dean have met with student groups to hear their concerns regarding greater faculty diversity.

### **Study Abroad**

The CLAS Associate Dean for Diversity and Inclusion has also been meeting regularly with UF International Center's Director of Study Abroad Services to devise a strategy by which to

increase participation by and access to underrepresented minority students in study abroad programs.

## **V. Accolades**

None to report.