APPROVED MINUTES
ADVISORY COMMITTEE ON DIVERSITY
April 27, 2005

Present: Pat Covey, Barbara Broome, Isabel Brown, Diane Dixon-Works, April Dupree-Taylor, David Johnson, Jeanne Maes, Harvey White

Excused: Keith Ayers, Hattie Myles, Shelton Perry

Guests: Pam Henderson, Bob Shearer, Jean Tucker

1. Dr. Covey welcomed Ms. Pam Henderson, Director of Human Resources, to the University.

2. Dr. Covey informed the committee that the Recommendations and Annual Report have been forwarded to the President and is also available on the web at http://www.southalabama.edu/academicaffairs/diversitycommittee.html.

3. Dr. Shearer reported that President Moulton and the USA Advisory Committee on Diversity was commended by the Alabama Black Caucus for the work being done at the University.

4. Pam Henderson shared with the committee her background and experience with diversity and said that she plans to “listen and learn” the first few months she is here to build relationships with all areas of the University. She agreed with the committee that all colleges should have cultural sensitivity training. Several handouts were distributed to the committee members to assist in answering various questions that may arise in the workplace:

   Culture = Behavioral Software
   Ten Dimensions of Culture
   Workforce Diversity
   Primary and Secondary Dimensions of Diversity

5. There was discussion regarding faculty/staff development in multi-cultural/diversity issues. Some points of interest were:

   • Different areas/departments should be approached with different strategies.
   • Use on-line testing/survey. Medical students are required to take a cultural diversity test.
   • Have the marketing students develop focus groups.

Discussion of this issue will continue at a later meeting.