



## Woodring College of Education Equity and Diversity Committee (EDC) Minutes

October 5, 2012

**8:30-10:00 – Miller Hall 258**

**Attendees:**

David Carroll, Marilyn Chu, Karen Dade, Kristen French, Sue Guenter-Schlesinger (EOO), Tom Krabbenhoft (staff), Gracielle Loree (staff), Cheryl Mathison (staff), Kimberly McDaniels (staff), Fabiola Mora (staff), Trula Nicholas, Rosalie Romano (co-chair), Lynda Spaulding (co-chair and staff), Maria Timmons-Flores, Molly Ware, Joy Wiggins

**Regrets:** Susan Cahill, Karen Hoelscher, Lorraine Kasprisin, Bridget Kelley, Elaine Mehary, Victor Nolet, Kunle Ojikutu, Shar Sarte Prince (staff), Cyndie Shepard, Trish Skillman, Joan Ullin

**Guests:** Francisco Rios

Agenda Items	Discussion	Decision/Action/Who/ Date Due
<b>Topic</b>	Introductions and thank you to outgoing chairs, Molly and Maria. Welcome to new member, Kimberly McDaniel.	<b>Action:</b>
Review of Accomplishments over previous year(s)	<p><a href="#"><u>A handout of the accomplishments from the previous year was reviewed.</u></a> Continuous process of improvement to improve the work of the EDC into the mainstream in order to impact strategic decisions in the college e.g. hiring practices, job descriptions, linkages from within and without the college.</p> <p>Focus upon finding ways to work smarter rather than harder about strategic decisions to further the work of the committee and its impact upon the college and broader communities</p>	<b>Action:</b>
Dean's Challenges to Committee	<p>The dean began by acknowledging the work of the outgoing and incoming chairs and committee members. He then touched briefly on the following topics:</p> <p>The importance of looking at what narratives there are regarding diversity. (ex. WCE is difficult to get into") and how these narratives result in diminished diversity of applicants.</p> <p>Identifying institutional/structural barriers. "We've always done it this way."</p> <p>Are there cultural values or world views that negatively impact our work? "We don't "see" color at Woodring."</p> <p>A focus on recruitment of diverse faculty needs to expand to the recruitment of diverse staff.</p> <p>Attention to off campus programs; vibrant and important programs off campus should also be a part of our efforts here in diversity. Strategic attention to diversity efforts at off campus programs. Additional resources may be available</p>	<p><b>Action:</b></p> <p>In what ways can we change these narratives to encourage potential candidates particularly from underrepresented populations?</p> <p>How can we identify these barriers?</p> <p>How can we recruit diverse staff in all our programs both on campus and off campus?</p> <p>How do we include off campus programs in our work?</p>

	<p>through outreach to support those efforts.</p> <p>There will be five searches throughout the college.  2 – Human Services  1 – CCE  1 – Director of Nursing  1 – Joint appointment with Fairhaven</p> <p>The dean reported that a memo was sent by him to department chairs encouraging the inclusion and involvement of the EDC with search committees.</p> <p>The dean brought up the fact that there are three professional staff who are on one year positions, including the “Diversity Recruitment and Retention Specialist”. Should this position (and the others) be recommended to be institutionalized as permanent positions? If so, what changes to the scope and direction of the position(s) might be needed?</p> <p>The Dean shared a communication around cultural competence and the classroom from Rep. Santos.  <a href="http://www.tvw.org/index.php?option=com_tvwplayer&amp;eventID=2012100076A#start=5592&amp;stop=7784">http://www.tvw.org/index.php?option=com_tvwplayer&amp;eventID=2012100076A#start=5592&amp;stop=7784</a></p> <p>Maria encouraged the dean to send the memo to the entire college since it is part of the national standards.</p> <p>The dean asked the committee to let him know how the dean’s office can further support the work of the committee.</p> <p>Bringing the Woodring Advisory Committee together with the EDC may be beneficial in partnering on imbuing cultural competence and diversity practices deeper throughout the college.</p> <p>There was discussion about the value of duplicating the Woodring EDC across the campus since there is currently no university level EDC committee nor EDC’s known to exist in other colleges. The Woodring EDC could be used as a source of mentors across the university. EOO has been supportive of this concept at the university level for some time whenever the topic has arisen in the past at the university level.</p> <p>The Associate Dean shared a positive experience at the Iowa State University that resulted in the development of a mandate university wide around cultural competence and curriculum.</p> <p>Kristin agrees that we are at a critical point where a number of initiatives and resources are now available to strategically be brought into focus at the President’s Cabinet level.</p> <p>Sue (EOO) shared that there is now a large amount of rich university climate data recently collected for student and</p>	<p>Volunteers needed for 5 searches. (What are policies for staffing search committees? Who can be a member of the committees?)</p> <p>Appointment of a subcommittee to review R&amp;R specialist position and job description.</p> <p>Dean requests members to review the Strategic Plan and the role of EDC in that. (Subcommittee to address this.)</p> <p>Molly or Maria?</p> <p>SAC – request for money to conduct a climate survey. Should SAC make determination and make recommendations to EDC?</p> <p>Data needs to inform us. Subcommittee to determine</p>
--	---	--

	<p>faculty populations. New data will also be collected on staff climate in November at the university level. These strands will be available to support data driven decision making.</p>	
<b>Advising</b>	<p>Marilyn and David shared about their work on dispersing the work of the EDC throughout other committees</p> <p>Evidence gathering, reflection, action.</p> <p>Last spring a conversation was begun on implementing the department action plans previously presented last year. All but one department is ready to move ahead. A decision is now needed on how to move forward strategically in November, keeping in mind departments work on other initiatives. There is concern that the project may have been too large in scope and perhaps an approach to break action plans into smaller pieces supported by Presidents Diversity Initiate Funds is a way to go. This would mean the projects would move forward Jan-Jun rather than Oct-Jun.</p> <p>Paying attention to policy may prove valuable in institutionalizing principles.</p> <p>Are there protocols that if institutionalized in the college would support the transfer of information throughout the pipeline (Program/Department/College/University/Community Colleges/High School Advisors)?</p> <p>The college assessment office has longitudinal data available (quantitative and qualitative) on advising in Elementary Education programs. The data has previously been distributed to departments.</p> <p>There are connections that exist and can be strengthened between TPA and advising that can be further informed by the assessment office.</p> <p>Gracielle suggested attention be given to establishing clear expectations and definitions for both faculty and students around the issue of what advising is and establishing clear outcomes that are agreed to by students and faculty. Cases studies about differences between academic advising and student outreach services.</p>	<p><b>Action:</b> VOTE on TEAC proposal includes all departments. Who else should be included?</p>
<b>Approval of Minutes</b>	<p>Minutes from the previous meeting were to be distributed electronically for comment and approval.</p>	<p><b>Action:</b> Sent</p>
<b>Next Meeting and Adjournment</b>	<p><b>The next meeting is scheduled for Friday, November 2, 2012 in MH 158.</b></p>	