



## Woodring College of Education Diversity Committee Minutes

**November 02, 2012**

**8:30-10:00 – Miller Hall 158**

**Attendees:** Susan Cahill (staff), Marilyn Chu, Karen Dade, Kristen French, Sue Guenter-Schlesinger (EOO), Karen Hoelscher, Bridget Kelley, Tom Krabbenhoft (staff), Cheryl Mathison (staff), Kimberly McDaniel (staff), Trula Nicholas, Rosalie Romano (co-chair), Lynda Spaulding (co-chair), Maria Timmons-Flores, Molly Ware

**Regrets:** David Carroll, Gracielle Loree (staff), Elaine Mehary, Fabiola Mora, Victor Nolet, Kunle Ojikutu, Shar Sarte Prince (staff), Cyndie Shepard, Trish Skillman, Joan Ullin, Joy Wiggins

| Agenda Items               | Discussion  | Decision/Action/Who/<br>Date Due |
|----------------------------|---|----------------------------------|
| <b>Approval of Minutes</b> | The minutes were amended to include Susan Cahill excused from the previous meeting and a reference to the EDC was corrected.  | <b>Action:</b>                   |
| Budget update              | \$27,500 in funding expires this year.  | <b>Action:</b>                   |
| TEAAC Advising Proposal    | <p>Advising Action Project is proposed for funding of \$1,000 per Department (\$7,000 total with up to \$3000 total more funding available for centers who participate) that is linked to diversity initiative criteria with a special emphasis placed upon recruiting and advising. Discussion centered around the impact of all WCE on our students (current and potential) that the projects might include, such as staff.</p> <p>Kimberly shared how exit data has been shared historically which produced further discussion about confidentiality of comments received in the exit data collection process. Kimberly indicated that there would be data shortly showing the profiles of students we are losing.</p> <p>Pilot projects at the department level based upon existing data was supported by the committee as most likely to be a qualifying use of the funding available. Encouraging data driven decisions (requiring the review and sharing of the data) would be the goal.</p> <p>A final goal would be to create an evaluation plan at the end based upon the department data across the college if the evidence is compelling enough.</p> <p>Karen felt it was important for departments to look within their own programs before data is shared across departments.</p> | <b>Action:</b>                   |

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|  | <p>The inclusion of staff was a concern but Trula asked why faculty and staff could not collaborate together to insure confidentiality of the exit data. Cheryl asked how we would know more about what students think advising is and what their needs are from their perspective.</p> <p>Kimberly might be a resource for staff on developing questions.</p> <p>Proposals will be solicited and due January with final results do back in June to include a college wide sharing of results.</p> <p>Kimberly will share a list of reporting that is provided to chairs throughout the year to facilitate faculty requesting information from chairs. She commented on how the college exit survey might be modified.</p> | <p><b>MOTION:</b><br/>\$1,000 per department (\$7,000 with allowance for other departments/centers up to \$3000 total) to fund Advising Action Plans from Presidents Diversity Initiative.</p> <p><b>Approved unanimously.</b></p> <p>Marilyn, Kimberly and Rosalie volunteered to vet proposals.</p> <p><b>MOTION:</b><br/>A minimum of \$3,000 of additional funding is approved for proposals from outside departments (centers/committees/ staff/programs, etc.). Additional funding above this amount will be considered as funds are available.</p> <p><b>Approved unanimously.</b></p> |
| <p>Feedback on Social Justice position description</p> | <p>Kristin shared the proposed position description and solicited feedback from the committee.</p> <p>Housed in Secondary Ed Department as a partnership with Fairhaven. The minor is being reviewed by WCC today.</p> <p>Successful candidates will be strong in both social justice and education. Advising will be a significant aspect of the position. Concerns were expressed that Woodring might lose the position later to Fairhaven. Members were reassured that this was not an anticipated risk.</p> <p>Karen reminded members of the responsibility involved in considering a tenure track Assistant Professor who will need to work towards tenure versus a tenured Associate Professor position.</p>         | <p><b>Action:</b><br/>Provide feedback to Kristin on the position description by Thursday.</p> <p><b>Action:</b><br/>Members were encouraged to propose to Deans' (and Provost) once more that the search be conducted as an open rank search.</p>  |
| <p>Tom - SAC Update</p>                                | <p>Several college wide focus groups and a survey were conducted</p>   |   |

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|                                     | over the summer and fall quarters involving all staff (classified and exempt) around the feasibility of a Staff Advisory Council (SAC) and related proposed revisions to the proposed college By-Laws. A college wide staff survey was also conducted and results shared with staff. The proposal for a SAC was unanimously approved with 84% of all staff participating. Recommendations to the Dean would be forthcoming. | <b>Action:</b> |
| <b>Topic</b>                        |   | <b>Action:</b> |
| <b>Announcements and Updates</b>    |   |                |
| <b>Next Meeting and Adjournment</b> | The next meeting is scheduled for the first Friday of next month in MH 158 from 8:30am-9:50am   |                |

Approved 12/01/12