



Woodring Equity and Diversity Committee *Minutes*

April 5, 2013

8:30-10:00 – Miller Hall 158

Attendees: Susan Cahill (staff), David Carroll, Marilyn Chu, Karen Dade, Kristen French, Sue Guenter-Schlesinger (EOO), Tom Krabbenhoft (staff), Gracielle Loree (staff), Kimberly McDaniel (staff), Rosalie Romano (co-chair), Cyndie Shepard, Lynda Spaulding (co-chair), Maria Timmons-Flores

Regrets: Bridget Kelley, Cheryl Mathison (staff), Elaine Mehary, Fabiola Mora, Trula Nicholas, Victor Nolet, Kunle Ojikutu, Shar Sarte Prince (staff), Trish Skillman, Joan Ullin, Molly Ware

Agenda Items	Discussion	Decision/Action/Who/ Date Due
Welcome and Introductions	Rosalie & Lynda	
Approval of Minutes	Minutes were approved.	Kimberly motioned to approve; seconded by Maria. Approved.
Recruitment & Retention position – WAC recommendations	<p>WAC questions:</p> <ol style="list-style-type: none"> 1. Full-time, permanent 11 or 12 mo. position? Karen indicated that the position likely should be a full time position. Members agreed. 2. Is position for R&R for Teacher Ed or for all of WCE? Members indicate they can see the position working with students across programs in the college. The graduate student position out of which the position has grown originally served the college, recognizing that the focus will likely be undergraduate Woodring programs. Members agreed that the position best serves the entire college. 3. Will position serve Outreach program? If so in what capacity? While the focus is likely to be predominantly main campus, if the position is identified as a connector or liaison between programs and students across the college, it would naturally include off campus programs, perhaps working with the Assistant Dean of Outreach Programs. Some members see the position as being a generalist advising professional vs. a technician. Sue suggested specificity in the position responsibilities while still maintaining a broad scope. This position can be the point person and representative seen on campus as the recruitment and retention expert at Woodring. Kristen suggested an organizational “advisory” committee that would surround the position with key supporters to assist in setting priorities. TEAC would likely be able to fulfill this function to support the position. EDC could restructure TEAC for this purpose. 	Karen, Rosalie will meet further to refine the position description.

<p>Martinez Foundation</p>	<p>Martinez Foundation – supports MIT students from diverse backgrounds. Ian Martinez and Karen Harris will be here April 17 from 1-2 PM. Opportunity for EDC and others WCE faculty, staff and students to demonstrate our commitment by attending meeting. The purpose of the visit is to find out more about Woodring College and to explore funding scholarships for underrepresented education majors.</p> <p>Some faculty suggested sharing current various ongoing Woodring approaches to building pipelines of cohorts of identified students.</p>	<p>Who can attend?</p> <p>Maria Timmons-Flores, Molly Ware, Rosalie Romano & Marilyn Chu</p>
<p>Inclusive Learning Environments - Transgender Students</p>	<p>EOO agreed to provide a workshop via CEED in May for all college faculty, teaching assistants and staff.</p>	
<p>Scholarship/ fundraising subcommittee</p>	<p>Presentation of proposal for vouchers and other use of Pres. Diversity Funds was made.</p> <p>The current proposal is to divide remaining Presidents Diversity Funds across college programs based upon head counts (11% to HSP and 89% to Education programs) to pay for upfront costs currently not covered as cost of tuition, such as background checks, application fees, transcripts, West-B and other admission tests, etc.</p> <p>Vouchers will be made available based upon identified student need. A discussion about student disclosure of financial need and access to financial aid information confirming these needs.</p> <p>Karen was pleased to report that Financial Aid is adjusting reporting to include fees as costs of attendance so they are included in total tuition cost for the purpose of financial aid calculating.</p> <p>Karen expressed concern about the cost of the TPA test beginning in the fall (@ \$300.00 per student) while Kimberly reported that complications have arisen from delays by the state in continuing the testing through the fall, presumably to address a small N. There is no source of funding although Karen reports efforts are underway to identify alternative funding sources.</p>	<p>Karen, Cyndie & Susan</p> <p>Motion: Maria moved to approve support in amount of \$10,000 to be used in proposed voucher system for students in need. Motion was seconded by Kristen. Approved unanimously.</p>
<p>EDC Pres. Diversity Initiative Budget</p> <p>TEAAC Advising Proposals</p>	<p>Budget</p> <p>Advising Proposals</p> <p>2K Human Services for student stipends</p> <ul style="list-style-type: none"> \$1,000 Bellingham \$500 Outreach sites \$500 Distance Learning <p>1K CCE</p> <ul style="list-style-type: none"> \$250 Contact management software system \$750 Graduate student stipend <p>1K R&R Specialist & C2C – Gracielle and Shar</p> <ul style="list-style-type: none"> \$ 75-\$90 stipends/waivers for students per map designed 	<p>Approved funding</p>

