

Agenda

Diversity and Social Justice Council Meeting

November 3, 2011

9:00am-10:00am

1. Introductions
2. Subcommittee Reports:
 - a. Campus climate
 - b. Academic Programming
 - c. University Programming
 - d. Institutional Viability
3. Discuss and Identify Goals/Outcomes for the Council
4. Other Issues of Concern.

Diversity and Social Justice Council Meeting

Connecticut Room

November 3, 2011

Absent: A. Beltran, K. Dugan, M. Fugere, J. Garewski, L. Price, D. Ugurlu

Introductions:

Dr. Matthews-Armstead reported on updates for Campus Climate and Academic Programming in the absence of the committee chairs. In addition to updates on the committees, Dr. Matthews-Armstead suggested brainstorming about measuring assessment for this year.

Dr. Pernal reported that he would provide an update regarding the Affirmative Action Plan submitted to the Commission on Human Rights and Opportunities.

Subcommittee Reports:

A. Campus Climate:

- Adjustments were made to the survey to shorten the length.
- A meeting with Kevin Gill is scheduled in regards to creating a pop-up portal for the survey.
- The faculty and staff survey will be distributed within this month.
- Student incentive: Express card \$50 denomination for a lottery drawing.
- Faculty/Staff incentive: – \$10 gift certificate at the Student Center.

B. Academic Programming:

- Faculty Development Book Club – There are approximately 32 staff and faculty participating in book club. The committee is in the process of scheduling a meeting to discuss feedback about the books. It was suggested that the data from the meeting be presented at the Wednesday Seminars in the spring. The purpose of the book club is to inspire faculty and staff for best practices and service.

C. Institutional Viability:

- The committee has been divided into two groups in order to complete its tasks.
- A questionnaire is being created for minority faculty. It will be distributed by Human Resources.
- Determine contributing programs many minority programs have contributed to and examine the characteristics.
- Dr. Gomez noted the surveys questions overlap each other.

Suggestion for consideration:

- Committee to access funds of Minority Mentoring Grant?
- Do we need to reinstate a minority social gathering group?
- Engage in mentorship program?

Trudy Hyatt provided a report to show where we are with student majors/retentions.

Dr. Free added that she has a report by percentage of student declared majors, juniors. The report is posted at Institutional Research website. A list is needed that has been broken down by minority students, African American students/graduation rates by major, breakdown by GPA and by race.

Use of Data:

- How to share information in a positive way?
- What can we do to improve excellence?
- Determine a way to improve and inspire all departments.

Dr. Pernal reported that Human Resources has a list that indicates minority faculty/staff employees. A question was raised if the minority employees will be concerned about their names being public as participants of the survey. In addition, should their names be protected?

The Council discussed how to use the data we have to help certain populations be the best they can be. For example, there are fourteen new music majors, ten black males. The committee expressed the importance for these students to understand the expectations of the program. The Advising Department is the key. It is important to obtain information from the student survey to determine the targeted population needs. It was suggested to get a report on all first generations and groups.

D. University Programming

Dr. Starr is working on a survey for student clubs and non-academic groups.

- Survey suggestions:
 - Research other University committees and calendars.
 - Other questions suggested:
 - What are the objectives?
 - Create solidarity- connectedness, factor of retention rates
 - Raise awareness of the group.
 - Determine what is the targeted population we are trying to reach?

Dr. Free raised concern about sending three surveys to the campus community and asking them to respond to all three. It was suggested not to send out a survey, but meet with club leaders for discussions or send the survey to them.

The Council agreed it is the right approach to combine and consolidate the survey.

Dr. Matthews-Armstead will cross reference the questions on the survey and send a draft to Council members before sending it out.

Discussion and Identify Goals and Outcomes for the Council

- Look at programming in a purposeful way.
- Diversity issues should be about outcomes.
- Report to committee on outcome:
 - Cluster by major, race, enrollment, retention
 - Project Compass program

Dr. Pernal reported the status of the Affirmative Action Plan. The annual report was filed with Commission on Human Rights and Opportunities. Jay Zhu, Institutional Research, does our report, and it was passed. Eastern was not cited for one weakness. This shows that we are on the right track. It was suggested to send a congratulations letter to Jay from the council.

Meeting Adjourned at 10:00 a.m.

Respectfully submitted,
Katherine A. Escobar.