

COE Diversity Committee Meeting

November 6, 2015

Present: Melissa Mariani, Dilys Schoorman, Maysaa Barakat, Laura Snellgrove, Rina Bousalis, Carol Tessel, Joe Waters, John Hardman (cameo appearance by Jenny Bloom, as herself).

Update on University and College Initiatives:

- CAEP Continuous Improvement Plan (CIP)
 - CAEP accreditation finished, CAEP has approved except for a few AFIs
 - Dean Bristor appointed Hardman to the FAU Diversity Council in alignment with the University Strategic Plan. Initial goals are to ensure more diverse population of students and faculty, promote student success.
 - CIP to get real time data on student performance (credit hours per semester and semester GPA)
 - What do we mean by underserved populations?
 - Who is struggling the most?
 - Identify trends and patterns that can lead to effective support strategies
 - Identify those students that are struggling and design appropriate administrative and academic interventions
 - Elementary Ed and ESOL as pilot (100 students that received letter of eligibility and assigned advisor)
 - Hardman shared CIP Data Management system (PowerPoint)
 - Concerns: Pressure to stick to Flight Plan, how it effects the students, may have pushed bad advising, and may be creating more struggling students
- AACTE-Networked Improvement Community
 - Networks are one of the most effective support resources for students
 - Get Black and Hispanic males
 - Create a network of alumni who have been successful that can be mentors
 - Use Black and Hispanic GAs as mentors
- Problems with GK and FTCE
 - Use adjuncts that can do a test prep for the FTCE
 - What is the issue with FTCE –Writing? Look at program needs
- Create a student organization diversity club
 - CCEI has Sister Circle
 - AFI from CAEP –students don't feel confident, how do we build up their confidence?
 - Jenny Bloom 6 Ds of Appreciative Advising - Advising workshops Dec. 1 – (College of Engineering – 9 – 12, room TBD); Dec 8 (Jupiter campus – 9 – 12; SR 290)

- Find gaps in students' performance or progress through their program (e.g. students who have been declared eligible to be programmed and have not done so), and create simple, quick interventions
- Form 10 for GAs to work more hours
- Look at faculty diversity
 - Diverse perspectives
 - Structured debate and discussion among faculty members
 - Ability to build consensus
 - Friday after faculty assembly good time to try to get faculty together
 - List of faculty that are doing research on diversity
 - February 27th Schoorman bringing in a speaker, theme: Multicultural Education Florida or U.S.
- Organization for students N.A.M.E.?

Next Meeting: Melby Center, December 4th 9:30 a.m.

Additional Notes

We have agreed to explore/support the following:

- Dr. Christine Sleeter's visit to FAU on Saturday, 2/27/16. Possibly connect this to launching of the FAU branch of Dilys' multicultural organization (name please Dilys) (open to students and faculty). We will need to recruit faculty and students willing to take on whatever formal roles this organization requires; incorporate the group either as a student organization through FAU's Student Organizations; or create this as an open membership organization. I would suggest that Dilys takes the lead on this, if that's alright. If needed, John volunteers to discuss use of College of Engineering Auditorium with Dean Ilyas.
- Student Mentoring Initiative:
 - John to discuss with Dr. Deborah Floyd how we can allocate a few hours per month of our GAs to provide personal, social, and academic support to struggling students. The initial focus – in response to the NIC Retention Driver Strategic Goal – would be to support Black and Latino males, but could be open to all. John to report results to Emery Hyslop-Margison so that he can generate a report for AACTE (American Association of Colleges of Teacher Education).
 - Faculty can volunteer to mentor students. In both cases, the mentors should collect information on the reasons why students are struggling, strategies that mentors and mentees identify as the most common and effective, etc. John will circulate an initial draft for comment and amendment.
 - Test Prep Support: This could be a faculty or GA-driven initiative. This would include the creation or collection of test prep resources for the GK and FTCE exams. We

need to create a marketing strategy to get the word out.

- Faculty Colloquia: Create an open discussion forum for faculty and their (doctoral?) students to engage in sharing and debate of research focusing on a broad range of multicultural/diversity topics. We need to generate an inventory by program/department of current faculty research and student dissertation topics.