

Diversity Committee Meeting Minutes

January 20, 2017, 10:00 am.
College of Education - Melby Center

In attendance:

- John Hardman - Educational Leadership & Research Methodology
- Dilys Schoorman - Curriculum, Culture, and Educational Inquiry
- Hanizah Zainuddin (by phone) - Curriculum, Culture, and Educational Inquiry
- Michael Zourdos (by phone) – Exercise Science and Health Promotion
- Rina Bousalis - Teaching and Learning
- Carol Tessel – Communication Sciences and Disorders
- Patty Kirsch – Office of Accreditation and Assessment

1. Welcome – John H. welcomed the committee back after the winter break.

Dr. Frankie Laanan provided an overview of an NSF grant, ADVANCE IT-Catalyst: Transforming Faculty Gender Diversity at FAU. Through a survey to be administered to all tenure and non-tenure track faculty, the grant's goals are:

- To develop systemic approaches to increase the representation and advancement of women in academic STEM careers;
- To develop innovative and sustainable ways to promote gender equity that involve both men and women in the STEM academic workplace; and
- To contribute to the research knowledge base on gender equity and the intersection of gender and other identities in STEM academic careers.

In the case of FAU, the survey will be directed at all faculty, not just those involved in STEM. The project will seek to engage the University in a comprehensive collaborative effort designed to ensure a high response rate to the survey. The Committee will be pleased to support this initiative.

2. Mission of the Diversity Committee

The Committee agreed that there is a need to revise and update the Diversity Committee's purpose and supporting documents (by laws in Policy Manual; Vision, and Purpose Statement). Dilys S. agreed to draft the rewording of the committee's documents, to be shared with all the members – not just those attending this meeting - for suggestions and adoption. Patty K. agreed to collect references to diversity in accreditation bodies (CAEP, CACREP, ASHA) to share with Dilys S.. John H. will discuss the revisions with the Dean before requesting that the issue be placed on the Faculty Assembly agenda for final approval and adoption.

Among the most important conclusions of the assembled members were:

- The Committee does not have the authority to conduct oversight of the College's recruitment and retention practices, or of the infusion of diversity in the curriculum. The bylaws should therefore confine the Committee's responsibilities to the

functions an advisory council.

- Because the Committee is one of the two standing committees of the College, faculty reps should not be considered simply as liaisons to their respective departments, but should have an active, ongoing presence in the departmental meeting agendas, when pertinent. Carol T. suggested that the committee conclude each meeting with a list of the items considered of sufficient importance for the members to take back and place on the next departmental agenda.
- The focus of the Committee's mission should be broadened to include all FAU stakeholders, not just students. This focus indicates the need for representatives of each stakeholder group to become members of the Committee (including students and staff).

3. Student Support Services

The committee will continue to bring support strategies to the attention of faculty that are considered of value to students who are struggling academically. These strategies can include the recommendation of experts/speakers to be invited to speak to College Steering Committee and departments, and the development of support resources on topics such as:

- Academic writing excellence for all students, though the Committee would emphasize struggling students. This could include writing tips for faculty, a list of writing resources at FAU (e.g. links to Writing Center, Writing Across the Curriculum)
- Accessibility services for students with different types of disabilities
- Other

These resources will be uploaded to the diversity website and circulated periodically to the faculty through the Dean's office.

4. SIP update

Along with the continued use of the SIP to identify and provide support to students who are struggling, it was agreed that the Office of Accreditation and Assessment will continue to generate the Diversity Data Report.

5. Diversity website

John H. will revise the list of contents to be included on the diversity website, and share with the Committee for final editing, adoption, and implementation. New topics to be added to existing list are:

Diversity Data

Accomplishments

Diversity Conferences

Related Sites

- FAU
- Florida

- National
- International

Diversity Initiatives

6. FAU Diversity Council update

The council will be meeting on January 27. John H. will update the committee at the February meeting, tentatively set for Friday 24th.

7. Other:

Next meeting is tentatively scheduled
Friday, February 24th, 2017, 10:00 – noon