

## College of Education Diversity Committee

12/04/15

### MINUTES

Present: Rina Bousalis, Andres Leon, Maysaa Barakat, Kayla Elliott, Dilys Schoorman, Barbara Ridener, Laura Snellgrove, Jillian Powers

#### **Continuous Improvement Plan (CIP)**

At an Appreciative Advising workshop this week, John discovered that FAU Student Advising Services (Joe Murray, Director) has its own Data Management System to track students in real time. Andres, Laura, and John will be meeting with Joe Murray on Monday, 12/07/15, to discuss common interests and approaches to student data, and existing FAU student advising strategies.

It was suggested that it is important to reduce fragmentation of our systems and to improve communication between FAU systems and academic programs. This will be brought up at the meeting.

Andres Leon shared the current state of the CIP Data Management System (DMS). Andres has had to reconcile two ethnicity fields to ensure greater accuracy (Ethnicity and Hispanic). The committee decided that we should not contact students to increase accuracy of self-reporting when we know that their ethnicity has been entered incorrectly.

#### **Actions:**

- Instead of contacting individual students, it was agreed that we should use general system emails to encourage students to update their personal profile.
- The Committee needs to define ethnicity in contrast to the (inappropriate) FAU definition, which in reality refers to race.
- We need to check databases to verify student status (declared major, eligible, programmed)
- We need to verify the correct student numbers in each program for purposes of the CIP.
- Andres' and Laura's to contrast their individual 'databases' to check for gaps and inconsistencies.

#### **Advising**

Rina: When should faculty be involved in advising students? Two levels: Staff advising for all general matters, and faculty advising for academic issues. Actual systems and support strategies still have to be created. This issue will be explored at the meeting with Joe Murray in Advising Services.

#### **Networked Improvement Community (NIC)**

Kayla: Importance of networks in her own success, in college and going back to high school. She emphasized the value of developing communities of trust, and of creating opportunities for 'random conversations' of support to which many students don't have access.

Dilys mentioned the sister circle that Traci Baxley facilitates, and that it is important to clarify that the Graduate College will be supportive of allowing graduate and research assistants to provide peer support to struggling students. It would be important to recruit minority support staff, and to create culturally responsive social media platforms and campaigns.

Barbara highlighted the importance of early recruiting of transfer students going for their AA in order to get them into teaching.

### ***Strategies to attract mentors***

Jillian: Establish incentives for people to participate in mentoring or peer support initiatives. Offer certificates for credit in exchange for participation. Provide opportunities for groups of students to get together to discuss general issues and topics.

Barbara et al: Develop partnerships with school districts to recruit minority candidates into the College's programs. Explore funding support/stipends for minority students (e.g. GoodFIT, 2+2 program).

### **Speaker Series**

Dr. Christine Sleeter presentation Saturday 2/27/16, 3:00 pm (BU 120) – Topic: *Multicultural Education: An Imperative, not an Option.*

### **Actions Items:**

1. Kayla to take lead on student mentoring network
2. Dilys to explore incorporation of FAU multicultural student club/organization
3. John to explore interest of SDPBC to partner in efforts to recruit of black and Hispanic males into TL, CCEI, ELRM, ESE, other departments.

**Next meeting – Friday, January 22, 2016, 10:00 am**