

College of Education Diversity Committee

4/26/19

MINUTES

In attendance: Ayse Torres, Dilys Schoorman, Joe Waters, Carol Tessel, Hani Zainudden, Rangasamy Ramasamy

1. Policies and Procedures

It was proposed that the Diversity Committee bylaws be amended in the following ways:

Chair election

Current language: "The chair of this committee is elected bi-annually by the committee members."

New language: "The chair of this committee is elected biennially by the committee members."

Voting process

A new sentence to be added to the bylaws as follows (second paragraph, second sentence):

"Each department and OASS will have one representative designated as a voting member.

Where applicable, the undergraduate and graduate student representative(s) will also have one vote each."

Voting ability of committee chair

Discussion ensued about the appropriateness of the chair of the committee being able to vote.

It was agreed that being designated committee chair should not preclude a member from being their designated departmental voting member.

It was determined that the new language will be added to the existing bylaws, and at the first fall meeting committee members will vote on whether to adapt.

2. Election of Committee Chair

A motion was made nominating Dr. Dilys Schoorman assume the position of Chair, College of Education Diversity Committee. Discussion was held amongst committee members with Dr. Schoorman not present. A vote was taken and the nomination passed with all five members present voting yes. Dr. Schoorman assumes the position of Chair, College of Education Diversity Committee.

3. Recruitment for diversity among students – Guest Ruba Kanaan, J.D. (Office of Equity, Inclusion and Compliance)

Equity, Inclusion and Compliance – administers FAU's regulations and policies related to discrimination, harassment and sexual misconduct.

A conversation was held regarding the issues faced when tasked with recruiting and admitting diverse students into College of Education degree programs.

Discussion Highlights:

Funding

Support of recruitment efforts could include funds from the recruitment grant offered from FAU's Graduate College. Finding funding sources to recruit and retain diverse students is an important component of making an impact in terms of support. Enlisting other grant professionals in the COE may be part of the next steps in the process.

Modeling

It is important (and impacting) for programs to model diversity at the faculty level.

Recruitment

Important to discern between recruitment practices and admission practices as it pertains to outreach and decision making regarding in students becoming a part of degree programs. Targeted approaches to reaching out to diverse populations underrepresented in our programs is encouraged. Cast a wide net in recruitment – talk to wide ranging groups of students. Survey targeted communities and/or service areas to gauge interest in programs or services of need/interest. Center for IDEAS may be a good partner for future conversations.

Admissions

Admissions criteria should be determined with a lens which does not look at demographic criteria alone in decision making. It is encouraged that when determining admission standards to a degree program to use caution when setting specific criteria that aren't required. However, unique qualities that a candidate brings to a program could be recognized in the admissions decision-making if those qualities (e.g. bilingualism) are listed as preferred. Useable criteria should be applied to all applicants and the best qualified candidates should be selected regardless of demographic data. When Admissions process focuses on the merits of the candidates and the criteria specified for the program then you are on a good path. Processes (e.g. interviews, or opportunities for re-interviews) should be the same for all applicants as well.

4. Planning for 2019/20: What are our priorities?

TBD at next meeting date – Friday, August 30, 2019 10:00 – noon.