

# College of Education Diversity Committee

12/13/19

## MINUTES

In attendance: Ayse Torres, Dilys Schoorman, Joe Waters, Carol Tessel, Hani Zainudden, Suzanne Lapp, Iris Minor, Maria Vasquez

### 1. Meeting minutes

October 18<sup>th</sup> minutes – Approved

November 22<sup>nd</sup> minutes – Approved (with update of attendees)

### 2. Diversity Survey

- a) EDLRM: unable to come to a consensus on whether or not to support survey moving forward. Concerns included paragraph 2 and potential reports which could involve professional repercussions. Questioned whether or not as a college we should be taking on the role of collecting this data. Recommended edits - changing Part 1 #7 to LGBTQ Friendly-Unfriendly (approved), and remove Question 1 part 4 (not approved).

T&L: Concerns of faculty echo those of EDLRM. Strongly recommend that the Dean assume responsibility for this survey and any outcomes from it (and not individuals in the college).

- b) Report on meeting with Dean: It was reported that the Dean has received several emails registering concerns regarding the survey. He recommends that we verify that our instrument is gathering quality data. Our task is to determine that the survey as a product is sound. He also recommended indicating how the data will be used. He volunteered to come to COE Faculty Assembly Steering Committee to discuss survey and to dispel concerns. Recommended that the committee create focus groups of students to test the survey and elicit feedback.

- c) Paragraphs 1&2: Faculty feedback indicates that paragraph one and the surveys purpose doesn't align its actual focus, and that paragraph two is concerning in general due to potential reports. Discussion ensued on how to revise these paragraphs based on this feedback. It was emphasized that a revision should accurately clarify the goal of the survey. Concerns have been raised about the content of paragraph two and that its inclusion could potentially lower the response rate. EDLRM raised the question as to whether or not it would be permissible to remove names from feedback received when compiling survey results. Committee discussed the potential of removing paragraph two entirely.

- d) Focus Groups: Dr. Dukes has volunteered to run a focus group to go through the survey for interpretations and clarity in early January. It was suggested to have multiple committee representatives participate. This would be completed prior to any survey

distribution, and ideally before the committee representatives and the Dean go to COE Faculty Assembly Steering Committee. Timeline for survey distribution (Social Justice Week) will likely have to be revised. Dilys will try to put together a plan for the focus groups – if committee members have students to volunteer for the focus groups, let Dilys know.

- e) Next Steps: Committee is asked to send in recommended survey revisions, specific wording, etc. to Dilys for editing – most notably the first three paragraphs. Committee needs to determine what to do with final data, but this may not be determinable until we see what data we receive. Committee will also need to make final decision on how survey will be disseminated (and specifically to whom), and who will have access to the data received, how will the data be summarized, and how will recommendations be suggested based on data, and who will go through findings and redact as appropriate. Thoughts on these topics will be for future discussions.

### **3. Next meeting**

January 17, 10:00 – 11:30 - Location TBD

*Proposed meeting dates for remainder of spring, 2020:*

February 21, 10:00 – 11:30

March 20, 10:00 – 11:30

April 24, 10:00 – 11:30

Adjourn