

Minutes - PCOE Diversity Committee
October 27, 2014

Present: Luis Aguerrevere, Tony Estudillo, Brandon Fox, Jane Grayson, Jannah Nerren, Mary Catherine Ninõ Breen, Carolyn Stufft

Absent: Ali Hachem, Kelli Drenner, Nina Ellis-Hervey, Carl Pfaffenberg

1. Welcome, introductions.
2. Dr. Michelle Williams, from Elementary Education and Chair of the PCOE Recruitment Committee visited and shared the following:
 - The recruitment committee has worked on the following in the past:
 - New student convocation
 - Reviewed recruitment and retention data – last year set goals based on the data. One goal was to improve customer service.
 - Another goal was to look at why we lose students – they were going to create a survey.
 - NCATE committee met with recruitment committee – they were interested in faculty retention and recruitment.
 - Dr. Williams has served on the diversity committee before and they worked on recruitment of diverse faculty - had great discussion – talked about a book study, but it never actually happened.
 - She reported that in her experience, previous diversity committees looked at policy – wrote some examples of policy – did comparison of other universities.
 - The committee members visit some diverse groups - Stafford Community College South, etc.
 - The question was raised about what sort of support the recruitment committee gets - she said that they get recruitment materials (brochures, pens, transfer guides) not much financial – no travel money unless it is a long distance. OIT provides some assistance for promoting online programs.
 - Dr. Williams is open the PCOE Diversity Committee working with the PCOE Recruitment Committee and to a representative attending their meeting on Wednesday, October 29th, 10:00– Room 216 ECRC. Jannah Nerren will attend. Any others are welcome to join.
3. Comments / Discussion:
 - We need a central repository of information under the heading of diversity – note programs – identify faculty that are a part of diversity programming – caucuses, etc. Perhaps on the PCOE website –needs to be a comprehensive.

- Larger institutions have diversity liaisons within departments, particularly schools of education that work to sync with the university at large – we need to link with them and vice versa.
- We might consider working with Office of Multicultural Affairs and Osaro Airen to connect the academic and the student services side to this committee work – perhaps as an ad hoc – long-term if he could be involved – important vision for growth –
- A discussion centered on WHY some students choose SFA – Texas restructure of funding has caused us “recruit by flash.” We should look at our roots and our foundation, our strong background in academics, but examine ourselves more closely. Who are the authors of the materials we are using? Are there multiple perspectives at the table? When we get people who have chosen us over schools, how are we supporting that choice?
- We should focus on what we have and develop the legacy. Are we still seeing through a Eurocentric lens? Are we going to hit multiple layers in our efforts? (The voices, the programming, the academics.)
- It was suggested that one tangible goal for the committee could be to better document what we do – the right statistics – the right surveys.
- There was discussion and questions about how are we going to collect data from our current populations.
- Can we create an operational definition of diversity to guide our efforts? Some on the committee struggle with attempting to isolate variables.
- It was noted that with diverse students we bring in different curricular components.
- Dr. Aguerrevere shared an experience at another university where there were incentives to pursue research and scholarly activity around aspects of diversity– ORSP – identified the area that was missing and then offered the incentive to act.
- Dr. Brandon Fox shared two tables with demographic stats from NCES – he also shared some links to more nuanced data tables.
- Dr. Jannah Nerren shared slides from a PCOE NCATE presentation showing demographics on SFA, Nacogdoches, and East Texas.

4. Goals

The committee settled on the idea of developing a conceptual framework for diversity in the PCOE. This would encompass operational definition(s) and information repository / dissemination. Initially, this might take the form of an executive report identifying strengths, weaknesses, and opportunities in this area.

Action Steps prior to next meeting:

- 1. Each committee member will brainstorm a list of Strengths and Weaknesses in the area of diversity as it pertains to SFA faculty.**
- 2. Jannah Nerren will invite Osaro Airen, from the Office of Multicultural Affairs, to attend our next meeting and join in the discussion.**