

PCOE Diversity Committee
April 5, 2018
Summary Notes

Present: Yuleinys Castillo, Derek Cegelka, Flora Farago, Raul Prezas, Amanda Rudolph, Christina Sinclair, Brian Uriegas, and Tingting Xu.

Unable to attend: Veronica Beavers, Sarah Drake, Jim Ewing, and Mary Hawkins

Dr. Sinclair began the meeting by asking each member to introduce themselves to new member, Raul Prezas.

Approval of summary notes

- Notes were unanimously approved with no changes.

Diversity related discussion topics for Chat & Chew/Dessert meeting in each department

- A sample list of Chat & Chew/Dessert topics was reviewed and discussed for possible distribution via Qualtrics to their own faculty.
- Dr. Farago advocated putting faculty and staff together and holding a separate training for administrators.
- Dr. Castillo wondered how administrators would learn about diversity if they didn't attend such trainings.
- Dr. Farago suggested adding diversity to new faculty orientation.
- Dr. Prezas brought up asking his department chair what should be included in faculty diversity development.
- Dr. Sinclair mentioned training faculty and staff first and then deciding who to train next.
- The committee discussed what major categories should be used to group the topics.
- Dr. Rudolph indicated just student and workplace categories were needed.
- Dr. Xu suggested changing "students of color" to "people of color."
- Dr. Rudolph drew a sample diagram showing major categories with possible topics on the dry erase board and stressed "the cleaner, the better."
- The group agreed the topics would come from the PCOE Diversity Statement regarding what faculty, staff, and students would demonstrate related to diversity.
- The group agreed upon a format that would ask their faculty to rank the topics.
- Dr. Xu suggested that, when the Qualtrics survey is sent to faculty, have the faculty rank the diversity statement terms in order to produce focused topics.
- Dr. Sinclair agreed to send another draft list of topics to the committee.

Diversity goal and FARs

- Dr. Sinclair reviewed the FAR portion of the handout addressing the follow-up actions identified as a result of feedback from the 2017 PCOE Diversity Committee Survey.

- The committee agreed to wording a paragraph very similar to it and considered sharing it with the PCOE Leadership Council to get the council's thoughts and ideas to possibly endorse it.
- Dr. Rudolph felt it should instead go before the College Council whose next meeting would be Monday, April 9.
- Dr. Prezas mentioned adding "gender identity."
- With regard to promotion and tenure, Dr. Farago suggested for now making diversity a FAR goal and then later including it in teaching and service.
- Dr. Rudolph stressed that CAEP visits focus highly on diversity.
- Dr. Sinclair agreed to send a revised paragraph to the committee before April 9 and to contact the College Council to get the FAR paragraph on the agenda.
- She said she would also attend the council's April 9 meeting and asked other committee members to attend if at all possible.
- Dr. Rudolph replied she would and Dr. Uriegas said he would possibly be there.

Student survey work/discussion

- Dr. Rudolph remembered a diversity survey that the committee once created and sent to students to encourage them to purchase Livetext.
- She stated she would contact Joe Strahl, PCOE Technology and Data Manager, to retrieve it in hopes of using it again.

Next Steps

- Dr. Sinclair asked when the committee would like to have its next meeting.
- Though it was agreed that late April would work for most, she agreed to send a Doodle poll to pinpoint a date near the end of the month.