

## Minutes of January 12, 2012

### College of Education Diversity Committee

Members present: Steven Liu, Tambra Jackson, Joe Flora, Julie Rotholz, Panos Doutis, and Beth Costello. The Dean was also present.

Update on Scheduling for the remainder of semester: Of those present, it was determined that the following dates and times are workable for committee members:

Wednesdays, the 2<sup>nd</sup> and 4<sup>th</sup> of every month, at 12:00, beginning on January 25.

Other dates: Feb 8, Feb 22, March 14, March 28, April 11, and April 25. Our last meeting will be May 9.

Julie booked Room 272 since this room has the technology that we'll need to revise the Diversity Plan.

Tambra presented on the proposals that have been received so far for the Diversity Forum on February 10. Five proposals have been received thus far. The diversity committee will generate a list of faculty that we'd like to invite, then send out invitations after sharing the list with the ITE forum coordinators.

Given the layout of 701 Whaley, a moderator will be assigned to each panel and presenters will share their work briefly. The majority of each presentation will be discussion-based. Roundtables will be used to facilitate conversation. 10 – 12 people can sit at each table to discuss areas of interest. Members of the COE Diversity Committee should be present to be introduced first thing in the morning. Some discussion ensued about the feasibility of inviting faculty from Women's Studies. It was decided that given space limitations, this initial forum will be limited to College of Education faculty, staff, and students. The Dean said that he can support additional funding if more food is needed.

Tambra stressed the importance of showcasing faculty who are not usually recognized for doing diversity work. For example, Kara Brown and Doyle could be invited, as well as Christine DeStephano and her work on literacy work. Also, all departments should be represented. EDLP: Doyle and Peter, Foundations: Michelle Jay. Matt Irvin from Ed. Psych to present on rural education. Craig Kridel would also be a valued presenter. Panos will ask for volunteers from P.E. Jim Carper would also bring a unique perspective, as would Bill Brown or other faculty from Special Education. Tambra reminded the group that the forum focuses on research, teaching and service, so the invited presenters can focus on any one of the three. Individual invitations will be issued. We'd like to hear back from potential presenters by next Wednesday.

Review of Diversity Plan: Tambra went over the assigned sections of the Diversity Plan for the college. Dean Watson stressed that we establish targets and specific goals, both to assess our success and to ensure that we have adequate funding for each initiative. We need to think long term, as well as share the document and the responsibility with each department. Dean Watson brought up the importance of being clear specifically regarding curricular issues, community partnerships, and diversity. We should have realistic numbers and benchmarks associated with each goal.

Discussion ensued regarding the importance of transparency in performance reviews. The role of the Steering Committee will be central as we move forward with the Diversity Plan, particularly regarding faculty evaluation. In short, the process needs to be both intentional and transparent. Thus, the work that we will do in this committee is foundational for college policy.

In terms of faculty governance, the faculty needs to be clear about what's within their purview and what is not. The Dean reported that communication isn't always clear about what limitations are regarding faculty governance given state laws or privacy issues. The Dean also stated that he needs input from committees in making decisions. Joe noted that there must be accompanying accountability in such governance issues as APR. For this last section of the Diversity Plan, we need to note that we have four departments but there must be transparency and consistency particularly regarding the issues mentioned above.

For the next meeting, we will begin with Beth's draft of her section. Each faculty member will have their section reviewed over the course of the semester.

Tambra then led a de-briefing of the college-wide meeting. The importance of "working across the aisle" was noted if we are to have the desired effects on influencing education in this state.

The meeting was adjourned at 1:37.

Respectfully submitted by  
Julie Rotholz, Secretary of the Day.