

CoD Meeting Minutes

Wednesday November 15, 2017

Members Present: Kirsten Wilbur, Jennifer Utrata, Melvin Rouse, Stuart Smithers, & Michael Benitez

Note Taker: Melvin Rouse

- 1) Meeting called to order at 3:03pm
- 2) Wilbur motioned that previous meetings minutes be approved, Utrata seconded. Motion carried.
- 3) Wilbur read Sam Liao's report on Student Life —> Poppy Fry would like to work with CoD to develop programming
- 4) Benitez then updated the committee on BHERT activities:
 - a) 13 incidents to date. This is a lower incidence rate when compared to previous years, still exploring reasons why this is the case.
 - i) Sexual misconduct reports comprise large portion of BHERT incidence reports.
 - b) BHERT is in the process of gathering information —> Security Services program had very good student turnout, student voices are being shared to delineate what the issues are around security services.
 - c) Nov. 29th there will be a reprise of the introductory BHERT program —> i.e. what is BHERT, incident report summary, etc.
 - d) BHERT response protocol has been revised down to a 1-page summary to give broad information re: faculty response.
 - e) BHERT is developing programming for the spring semester.
- 5) Benitez then gave an update on DAC:
 - a) DAC is in the process of identifying campus members to undergo training for the staff/faculty professional development and enrichment conference (PDEC)
 - i) Dr. Michael Baran will be leading this year's workshop.
 - (1) "Don't guess my race" metric to reduce implicit bias, Jan 8th & 9th
 - ii) An invitation will be sent out to faculty (staff are required to attend, not faculty)
 - b) Campus Climate Survey Spring 2018 is under development!
 - i) Tasks/subcommittees will be formed under DAC to assess whether we are meeting goals listed under the diversity wing of the strategic plan.
- 6) The committee then moved on to a discussion around data from Ellen Peters re: admissions and diversity.

- a) Access scholars are very successful in comparison to other cohorts according to these data. However, the attrition rate for TPS students is a serious concern
 - i) It was noted by Benitez that we do not have infrastructure to support the needs of these students in particular.
 - ii) It was then queried, “what training do peer advisors have re: cultural competence and advising, etc”?
 - (1) Utrata and Smithers then asked what are faculty/peer advisers asking of students prior to registration? Are we setting them up for success or failure)?
 - iii) It was then remarked that these data were not publicized previously.
 - b) Wilbur then noted that the above discussion informs the CoD’s charge re: social diversity
 - c) Discussion then shifted to possibility of creating or weaving a current position into a new role focused solely on student success, particularly for our TPS students.
 - i) Re: faculty advisors and training for new advisors, it was queried whether we should consider this particular dimension in the training, i.e. should there be a separate training in cultural competency for advisors?
 - ii) Smithers’ then asked if POSSE faculty advisors get course release units given the workload? Essentially, no.
 - iii) Benitez noted that what may aid in this effort is a reframing of advising/mentoring AS teaching. Faculty buy-in may require a new cognitive framework.
- 7) Wilbur then moved to adjourn at 3:54pm, seconded by Smithers, the motion carried and the meeting was adjourned.