

November 16th, 2016 Committee on Diversity (COD) Meeting

Present: Chad Gunderson, Grace Livingston, Kirsten Wilbur, Sheryl Zylstra, Stuart Smithers, Amanda Diaz (Student Representative), Jennifer Neighbors (Guest from Professional Standards Committee)

Note Taker: Chad Gunderson

Meeting Convened at 8:00AM

- 1) 9/28/16 and 10/12/16 Meeting Minutes Approved
- 2) Jennifer Neighbors from the Professional Standards Committee (PSC) informed the COD about the current state of changes to evaluations with context given to the COD's charge to educate students about bias in course evaluations.
 - I. The PSC is currently making changes to team taught evaluations.
 - II. The PSC has just begun the conversation about bias in evaluations which has included discussion about:
 - a) Reducing the value associated with them in promotions.
 - b) Changing the language of the evaluation.
 - c) New language for directions about how to read evaluations.
 - d) New ways to introduce the forms to students instead of the current method of having administrative assistants administer them.
 - III. Amanda Diaz noted that if a student is absent during evaluation day, they do not have an opportunity to evaluate the course.
- 3) After Jennifer's update, the COD decided to work with the PSC to help draft introductory language for the administration of evaluations.
 - I. Grace Livingston spoke about how the COD's charge regarding bias in evaluations needs to be a "faculty first" educational response that then students are brought into.
 - II. Discussion emphasized the importance of creating an awareness of bias and trying to increase and encourage an objective viewpoint.
 - III. It was also noted that the KNOW requirement is particularly related to this issue.
- 4) The COD will work with the PSC as they make changes to evaluations by looking at the language and giving input. The COD will gather literature, resources, and create a specific place to access them. Emphasis was also put on finding ways to include students in this process and ways to bring this issue to the public by having workshops or other types of forums. Grace Livingston noted the importance of the most recent Climate Survey with particular attention to student responses regarding their experience with the bias of faculty in the classroom.
- 5) Jennifer Neighbors will connect the COD with the faculty member on the PSC that is in charge of documenting the changes that the PSC is making to evaluations and also let the COD know what resources are being used to inform those changes.

Meeting Adjourned 9:00am