

PERKINS COLLEGE OF EDUCATION
DIVERSITY COMMITTEE

Minutes of the Meeting
October 29, 2015; 11:00 am – 12:00 pm
281 McKibben Building

Present: Dr. Gina Causin, Ms. Sarah Drake (via Skype), Dr. Brandon Fox, Dr. Ali Hachem, Ms. Heather Munro, Dr. Osaro Airen (Presiding Officer), Dr. Heather Samuelson, & Dr. Tingting Xu.

I. Review of the Minutes of the Previous Meeting

- Munro suggested adding Nacogdoches County in the minutes. Nacogdoches City is diverse but not countywide. Causin moved to approve the minutes as amended. Unanimously approved.

II. Recruitment of Diverse Faculty

- Development of a list of venues for posting searches in order to increase the diversity of the pool of applicants.
 - The table was open to discuss where to post SFA job opportunities for diverse faculty. Some suggestions were: journal of black education (Airen); ARA, ENCORE, NAFAH, NABE, TABIHE, Pacific (Fox); Latino Higher Ed; HigherJobs.com, Chronicle of Higher Ed (Xu); Hospitality Tourism Organizations, ICE (Causin); American Council Association (Airen); Nutrition/Practice Groups (Drake).
 - Fox suggested that one thing to do is to look at jobs available at SFA. Job announcements do not align with job seekers preferences. We need to rethink our postings and revisit our curriculum and see how holistic the curriculum.
 - Airen added that diversity in the job postings is kind of institutional.
 - In addition, Munro stated that for the position opening in human services, the pool was very limited to white women based on the job requirements.
 - Open Discussion:
 - i. Fox: one that is not well-received; diverse applicants do not have enough experience; not pre-requisite to push people away; restrictions – theoretical, experiential background; structurally cannot force faculty.
 - ii. Xu: I agree; a lot of students from China do not have teaching and professional experiences; certain years of experiences. Make a balance, qualified candidates. What's the purpose?
 - iii. Airen: Revisit language, scale down so much; black PhDs numbers are small; look at the other aspects that they bring to the program. Result will be more diverse faculty will apply. Diverse faculty motivates students of color. False to assume that if one has a graduate degree is misleading. To increase diversity, need to be mandated, required. Mentoring, support – retention. Do diversity seminar for faculty and staff; diversity required class.

- iv. Ali: My fear is, we can hire multicultural faculty but the environment is not comfortable for them. Create a discussion; share experience related to issue; framework – best practices, curriculum. Start from the people who will do the work. Think big. Revisiting curriculum; literature review to get best practices; check college initiatives; other universities take a holistic plan, create a discussion. Ask the department what's in the curriculum. If diversity can be framed well – sustains retention.
- v. Causin: Goes back to the culture of the organization/university.
- vi. Come up with the framework:
 1. Posting on such sites
 2. Recommend to post
 3. Diversity
 4. Focus on sharing best practices

- Timeline is critical
 - List of venue for the college.
 - i. Compiling list
 - ii. Check with HR
 - iii. Climate Survey
 - iv. Framework
 - Need to inform HR and check the policy regarding posting.
 - Send the links of the sources for posting to Airen.

III. Climate Survey

- Fox suggested checking the University of Minnesota Duluth for an existing survey available.
- Airen wants to include the following objective: What are the experiences of faculty of color?
- Causin suggested to ask HR for exit survey data but not certain about its veracity.
- Munro reiterated that the climate survey must include disabilities, LGBTQ not only ethnicity and race.
- A pilot survey must be sent to all faculty in the college of education.
- Fox said that we need to be more creative and strategic. Learn what is legitimate. Find a way to bring voices with sense of confidence and protection so a legitimate data will be brought out. In addition, the group may need references from former university employees. Need to know if there is a good model.
- Airen said that A&M did a climate survey for students who left the university. Westchester University had a climate survey all the time.
- Fox indicated that the committee needs to have some form of draft that includes part of the framework in the spring semester. Then develop the framework.
- Survey will be made public.
- Fox will send survey draft to Airen. Airen will look at the survey and give the go ahead.
- TIMELINE:
 - December 2015 – First draft

- January & February 2016 – Second draft of the survey will be shown to the diversity committee
- April 2016 – Copy of the survey will be shown to the college
- By end of year 2016, a full data will be in hand.

IV. Other Items for Discussion

- Diversity Conference
 - Open to others. Others include Tyler, Dallas, etc.

Adjourn: 12:05 pm.