



# Missouri State<sup>™</sup>

U N I V E R S I T Y

## **Committee on Diversity Meeting Minutes**

September 5, 2018 | 1:00 p.m. | Carrington 312

### **I. Call to order**

Nate Quinn called to order the regular meeting of the EPP Committee on Diversity at 1:05 p.m. on September 5, 2018.

Present: Chris Craig, Andrew Homburg, Michelle Morgan, Sarah Nixon, Nate Quinn, Tuesda Roberts.

### **II. Approval of minutes**

April 11, 2018 minutes stand.

### **III. Updates**

#### 1. Dr. Chris Craig:

- a. This committee participates in the recruitment and support of diverse students via scholarships and other methods. This has helped with accreditation in the past. The EPP Recruitment Plan will be shared at EPPC this afternoon. (See attached.) CAEP requires an actual document that needs to be referenced in the report.
  - i. The recruitment plan is divided into five goals. The Committee on Diversity is part of Standard 3. Dr. Craig would like this committee to review and provide input.
  - ii. Dr. Keri Franklin and Dr. Ximena Uribe-Zarain have worked on the proficiencies (see attached) and have shown how it is being used in Taskstream. If modifications are needed it should come from this committee. The committee should review the document and provide input.
  - iii. Over the summer, there was a CIS meeting where a document was distributed listing key assessments. One of the key assessments listed was EDC 345. If EDC 345 is going to live in a document distributed by COE as a key assessment, maybe this committee could look at it and make a recommendation.

#### Discussion:

- Couldn't we look at community colleges that are more diverse and recruit students to MSU? The scholarship candidates interviewed this summer were already committed to attending MSU. We need to reach a broader demographic. The scholarship is not meeting the intended purpose.
- The Ozark Teacher Corp is trying to specifically recruit Hispanic students. They are a private organization. MSU has gotten the word out and has been able to provide support for three or four students. Dr. Craig will keep the committee apprised as the Corp would like our continued involvement.
- Dr. Tuesda Roberts served for the first time on the scholarship committee and noted that there was a very basic understanding of diversity on the part of the applicants. It might be a good idea to change the language of the criteria to include that applicants must have direct involvement in diversity organizations or the expectation of continuing in the kind of work they have been involved in. Possibly change the description of the scholarship itself. If we can strengthen it, we should. General Counsel can look it over. Dr. Roberts will review the scholarship and offer different language at the next meeting.
- We also need to reach a broader range of students. Targeting high school students is a possibility so they think ahead and get a sense of what is expected and skills that need to be developed. There may be external partnerships we can tap into. Dr. Roberts will contact Angie Miller at OTC.
- The concern is the process of how this takes place. Where does this land? Who is overseeing semester after semester? Consistency is needed so we can build upon it. A solid plan is needed.

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- We may consider inviting a representative from the recruitment office to visit with the committee and lay the groundwork for a change in the scholarship process.
  - A flyer could be created but we need to know how to identify students to get the flyer to them. Email is an option. Contacting community colleges is another option. The flyer could be emailed by admissions to reach a broad group of students or potential students.
  - Dr. Sarah Nixon and Dr. Michelle Morgan will begin the process of establishing contacts with community colleges. Dr. Quinn will reach out to Kansas City and St. Louis community colleges and then Crowder. Dr. Nixon will create a flyer and a plan for recruitment. Information should go out now with response due by November 1.
    - The application deadline is October 1. There is not enough time to change the language for the next scholarship application but we can make efforts to promote it. The flyer could be sent to contacts at community colleges so it can be distributed to education students.
2. EDC 345 as a key or unit assessment
- a. This has been discussed for years. In May 2017 the committee received a charge and got into the assessment part of EDC 345. It was discussed at various levels. The committee is aware of the issues and understands that RFT has responsibility over it. What does EPPC want to have happen?
    - i. It is a course assessment in COE and being used for CAEP data for the college but there has not been an explicit request for a unit assessment.

Discussion:

- What would we get out of it as a unit wide assessment that we aren't already getting as a course assessment?
- If it becomes a unit wide assessment it becomes a part of what we are doing to prepare out students to teach in a multitude of environments.
- There is potential concern for the governance process and how an assessment becomes a unit wide assessment.
- We do not know what is in the CAEP report but that is secondary to the fact that EPPC should be using this. This committee, or any committee, could recommend that this course be used as a unit wide assessment.
- One of the arguments of EDC 345 becoming a unit wide assessment is that it gives the unit more control over the course when it is used in other locations and what is acceptable. Dr. Roberts is happy to discuss the course with any department. It is not the intention to lock Dr. Roberts into having to go through EPPC to make changes.

The committee charges EPPC to investigate the negative repercussions of using EDC 345 as a unit wide assessment.

- EDC 345 is historically a unit wide course. It was developed for accreditation. Every program was required to carve out 3 credit hours to accommodate it.
  - There are ongoing conversations in COE as to how the data should be used. As the data populates it may be possible for ELE to pull data by program.
  - The course is referenced in the CAEP report. If this is for CAEP and we use it for CAEP then it should be a unit wide assessment.
3. Diversity Proficiencies
- a. Dr. Sarah Nixon and Dr. Nate Quinn will meet to review the suggested changes for the Diversity Proficiencies and bring a recommendation back to the next committee meeting.
4. The committee attendance has dwindled. There are no bylaws that govern the representation requirement. Recruitment is needed.

The meeting adjourned at 2:14 p.m.

Respectfully submitted by: Vicki Kramer