

Minutes

21 March 2019; 1:00-2:30 pm
826

Attendees: Cindy Danford, Kenyan Bonner, Pam Connelly, Christine Jackson, Ellen Ansell, Emilie Transue (Recorder), Meg Mayer-Costa, UTimes
Guest: Nathan Urban

1. Call to Order 1:05
2. New Business/ Guest: Nathan Urban re: GRE
 - a. What is the value and costs of using the GRE for individual programs?
 - b. Discussion of bias & academic predictability as related to GRE:
 - i. Racial, gender, class
 - ii. Test-to-test predictability
 - iii. Financial costs for preparation and test taking
 - c. Other important measures of success
 - d. Draft letter reviewed, target for end-of-the-semester (audience: graduate program directors and associate deans)
 - i. Standardize testing for graduate program is not a university requirement; discretion of individual programs
 - ii. If elect to use GRE: be aware of guidelines and how scores are recommended to be used
 1. Recommend against using "cutoff" scores
 - iii. Engage faculty in discussions in use of GRE and adoption of best practices
 - iv. Suggest to consider process for financial hardship waivers
 - v. Comments:
 1. Including formal examples of committee and group discussions
 2. Including administrative support and ongoing discussions
 3. Potential messaging of including or not including GRE as requirements
 - a. How programs can create meaningful language on this issue
 4. Citation of bulleted studies
 - e. Longevity of discussion
 - i. Next year's Graduate Studies Retreat? UCGS?
 - ii. Assessment & Follow up
 1. Data gathering within and cross-programs for evaluating this topic
 2. Are there other measures that are equally predictive within each program?
 - iii. Part of initiative to increase diversity of applicant pool and student population
 - f. Next Steps
 - i. **Submit comments for DRAFT version of Nathan Urban's letter**
 1. **Will be emailed to committee**
 2. **Submit EIADAC comments by April 1st**
 - ii. **Taking results of survey to Faculty (April 9th at 3pm) & Graduate Student Assembly**
 1. Nathan Urban potential collaboration
 - iii. Scope of use for Professional and Masters programs
3. Approval of the minutes February- official **approval delayed for next month** for quorum

4. Discussion about process for faculty & staff appointment to EIADAC Committee
 - a. What is the election & appointment process?
 - i. **Cindy to follow up with Lori**
 - b. Lack of diversity for attendees within the committee: professional specialization, student, gender, racial, disability etc.
 - i. Potential bylaw change: diversity criteria?
 1. **Next meeting: review bylaws**
5. Ongoing Business: Updates
 - a. Update: Accessibility Committee reviewing University Technology Accessibility Policy and Procedure & Non-discrimination Committee reviewing Non-Discrimination Equal Opportunity and Affirmative Action Policy and Procedure (07-01-03) – Pam Connelly
 - i. Charters available, committee meeting, University public comment to open, then to Council of Deans, then to EIADAC, then faculty assembly (May 7th?), then senate council and Chancellor’s Office
 1. **Pam determining length of comment period and whether edits are cumulative or iterative**
 - a. will use to determine scheduling for EIADAC
 - b. Directory of Diversity related University groups – Emilie Transue
 - i. **Still in progress**, will be connecting with Cross Cultural Leadership Development to merge undergraduate and graduate groups
6. Announcements/Events: Up and Coming events & report of past events
 - a. March 27th: Campus Free Speech Plenary, 12-3pm. Keynote: Dr. Sigal Ben-Porath
 - b. Upcoming April CCLD & Student Affairs Series on Intersection of Hate & Religion
 - c. March 28th Health Disparities Poster Competition
 - d. The Faculty and Staff Development Program FSDP) (Human Resources) – Diversity and Inclusion Certificate program – Registration: April – June
 - e. Tuesday April 30th Supporting Transgender Community Members Training
 - i. pi.tt/persad
7. Next Meetings: 1:00-2:30 pm, CL Room 826

April 4th or 11th or 18th? – Cindy to hear from Pam, and ask Lori poll to determine which date is more convenient

May 16
 June—pending need?
 Off July/August
 Restart in September 19
 October 17
 November 21
 December 12
8. Faculty Assembly next meetings April 9th, May 7th

Meeting Adjourned at 2:16pm