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
      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