

Cultural Diversity Committee Meeting: Minutes

March 26, 2014, 2:00 PM

Langdale Hall, Troy Moore Library 9th Floor

Attendees: Lynda Brown-Wright, Judith Emerson, Chaneta Forts, Diane Belcher, Mourad Dakhli, Yali Zhao, Tai Wang, Marian Meyers, Harry Dangel, Felly Chiteng Kot, Monica Diaz (chair).

Absentees: Doug Covey, Darryl Holloman, Heather Hensley, Tanya Washington, Shif Gurmu, Nedda Ahmed, Valerie Fennell, Sarah Pallas, Carrie Manning, Elisabeth Burgess, Miles Irving, Fernando Doria, Janelle Kerlin, Peggy Albers

Minutes: Brenda Francois Kinchen

1. The minutes from the February meeting were approved
2. Discussion of SEI motions

Dr. Monica Diaz - reported that SEI conducted a second study after we had the original one conducted by the office of institutional research. Felly talked about it in December and he is here to answer questions. Issues raised questions about upper level courses, instead of the core curriculum. One professor was represented in several courses. SEI used a different criteria, looking at upper level courses, trying to compare courses taught by both male and females, both minority and non-minority professors. Yet we didn't get the results we wanted. Questions were raised, why you think 38% is non-significant. The way the evaluation is setup, doesn't give information we are looking. All agree there is a problem with student evaluation.

Felly Chiteng Kot, Research Associate— reported ran analysis for each individual course. Courses taught by non-minority, 52% didn't, 38% showed significant, non-minority rated higher. There was no difference between genders. We know nothing about the people that are completing the evaluations. In general most courses didn't show any meaningful difference. We can't tell if there is a racial ethnic bias among students.

Dr. Monica Diaz - asked them to only look at global question 17 when evaluating faculty. We have agreed that it is the instrument that is the problem.

Harry Dangel, Emeritus – reported he represents Emeritus Faculty. He also works in center for instructional innovation. We value teaching, we want to reward folks who do it well, and help those who are struggling. We should provide feedback to instructors, who received lower than standard in department, inform them they must do better. The Faculty Handbook states that evaluation of faculty has as its primary purpose to provide feedback to faculty so they may improve their instruction. We have not kept current. This year the College of Education eliminated global item #18. Recently, they revised their student evaluation form. The third motion talked about rather than just using the mean, we should provide with the mean, the interpolator median. He is asking this committee and Faculty Affairs to look at second motion, if that global item is below average. The final one, if you teach in a particular format, (example: online class) there should be different questions that we ask for online classes, because the nature of instruction is different from face to face setting. According to the Faculty Handbook, each department can have their own items.

Dr. Monica Diaz – We should be going to the Senate with Faculty Affairs. This is only a recommendation. Have the programmer change the instrument of each college.

Motion passed by the committee that we present these changes to the senate in next meeting.

Adjourned: 3:00 pm.