**DSP METRICS MEETING**

1/16/2019

**Meeting Began at 3:44 pm**

Meeting Attendance:

Lauren Copeland-Glenn

April Peters

Judy Montoya

Priscilla Mills

Stephanie Van Ness

Calvin Legassie

Samuel Hemsley

Nick Rathbone

1. Student survey is going to be administered in February
   1. Will have incentives - $50 target gift cards.
   2. EMSA and Marketing are going to help with the marketing of the survey
   3. In June, the analyzed and benchmarked data will be provided.
   4. Modules have been selected, half the survey is diversity and inclusion and the other half is Title IX type data. We have 6-9 modules to choose from. Will focus on the main area of diversity and inclusion.
   5. General agreement over the path chosen.
   6. We get three questions we can make unique to NAU, one question will be about disability and the other two will be decided on by EMSA.
   7. Identifying or confidential information will be redacted from answers.
   8. Survey is ready to go, has gone through IRB.
   9. Will have plenty of opportunities for students to take the survey.
2. IPEDS, the Integrated Postsecondary Education Data System, has a good collection of data that has been requested previously in our meetings.
3. University Strategic Planning group has made some strides for metrics for the university plan.
   1. Look at University Planning group data
      1. We can build on that once we see what their metrics are, some of these metrics will be discussed on Leadership day on Friday.
      2. Decide whether we should use national data or not.
4. We should look at metrics other than demographics
   1. How many symposia, how well attended, how many unique attendees, etc.
      1. Be able to set goals for number operated and goals for participation.
   2. Look at the number of courses being offered centered around diversity
   3. Look at how budget is allocated.
5. Goal 1
   1. Need metrics to make sure the general cultural competence goal is being met, not for each bullet point.
   2. Find out what our current state and current metrics are.
   3. Look to have a training similar to what we are already discussing to gauge knowledge of common understanding (bullet point one under 3.1).
      1. Need to decide how we would judge retention of the knowledge after the exam?
         1. Possibly use staff/faculty annual evaluations.
            1. Expand/adjust the questions asking about living up to the university policies/plan/beliefs.

Questions need to be worded so that we can properly pull out the data.

* + - * 1. Would help get traction as it is already an existing system and would not be high cost.
      1. Use diversity training so we know that people are engaging with these ideas.
      2. Need to decide how best to train the campus community on the common language to have meaningful discussions of the goals, as the issues at hand are complex.
      3. Identify what we define as diverse so that we are able to determine if people are participating in groups such as the diversity commissions.

1. The Draft DSP for Leadership Day provides a better layout to allow us to create needed metrics.
2. Look at Staff mentoring
   1. SPAC has staff mentoring program.
   2. Need to be wary about making this more of a burden on faculty of color.
   3. Will provide a resource to individuals to ask questions and/or discuss problems.
3. Categorize metrics into “buckets” that would be easier to look at.
   1. Participation in diversity related events
   2. Money provided for diversity related events and offerings (support)
   3. Number of offerings
   4. Surveys from diversity related events to determine what people learned
      1. Work on some standard questions to allow us to get the same data coming out, allowing easier analysis.
      2. Allows us to understand what step in the process the data is coming from.
   5. Allows us to have a better system to present the information to Administration.
   6. Has overlap with other work being done which would allow for easier adoption.
   7. Allows for identification of successful groups as well, possibly allowing for better allocation of resources.

Doodle Poll for new meeting times will be sent out soon.

Link with IPEDS information and the more recent DSP draft will be sent out.

**Meeting Ended at 4:50 pm.**