DSP Metric Meeting

2/13/2019

Meeting Began at 10:07 AM

Attendees:

Calvin Legassie

Judy Montoya

Karen Renner

April Peters

Priscilla Mills

Darrelle Martin

Lauren Copeland-Glenn

1. Overview and update of changes made to plan.
   1. Institutionalized Goal 1
   2. More information needed before we can work on priorities.
   3. There will be some similar language between faculty/staff and student sections.
   4. Goal 5 focuses on accountability and how we will present the plan to the campus.
   5. Plan is being worked on and will be presented for further vetting.
2. Recap of last meeting.
   1. There is a “bucket” of basic data that is already being collected which we can use to measure.
   2. The Roland’s College initiative provides a good example to model off of.
      1. Provides statistics to examine.
      2. Provides a good public declaration.
3. Revisit the “bucket” idea.
   1. The categories are: participation in diversity related events, money provided for diversity related events and offerings, surveys and courses.
   2. How do we define an event?
      1. Not things done in routine business, events are occasions that are special that focus on a population.
      2. Something we are not required to do.
      3. Something the larger community is invited to.
   3. Should we have questions to see if someone got something from an event.
      1. An exit survey/questionnaire asking them about their takeaways.
   4. Need to keep in mind how to measure and set our starting point and goals.
   5. Need to get a good snapshot for a baseline information about diversity events on campus.
      1. This will allow us to properly measure and set growth goals.
      2. STAC funded events will have some student records of attendance to events.
      3. Need to make the NAU site calendar accessible.
      4. Will allow us to compare to other institutions.
         1. There is some difficulty in comparisons in state due to Flagstaffs position.
         2. Might be better to just use a baseline and raw numbers.
            1. Focus on an increase.
      5. Need a way to look at diversity comparisons between faculty and students.
         1. Datasets should exist, if not the exact comparison.
   6. Look at the diversity courses being offered on campus.
      1. Some courses are not counted as diversity courses. Can see about engaging with the curriculum committee to have the non-counted courses included.
      2. Can use this as a baseline metric to measure growth.
4. How do we attract diverse candidates and students?
   1. Need to have a diverse campus.
   2. Issues with salaries not being livable in Flagstaff.
      1. Compared to peer institutes, not ASU and U of A.
      2. Good metrics to examine, but should also ask HR.
   3. How is cost of living affecting admission and retention.
5. Surveys
   1. The data from the student survey would work well together with data collected from a survey which focused on faculty and staff.
      1. Need to find something that covers both of those categories and is not extremely expensive.
      2. In-depth construction process for the surveys and several committees needed to go through.
         1. But can be based off the student surveys.
      3. Likely not possible to set up this spring or summer but maybe in the fall semester.
6. Money provided for events
   1. Have departments report how much they spent?
   2. When we have the exit form for attendance for events also include a section for how much money was spent on the event.
      1. Have a standardized form to allow for easy comparison and data management.
      2. Need to make sure there is accountability.
   3. Look at the effects of receiving a large grant.
   4. Look at the amount of diversity related contracts.
   5. Add a diversity reward to the faculty reward.
   6. Money spent making NAU accessible.
7. Number of offerings
   1. Measure where we are now, so we can work on increasing it.
   2. Courses, trainings, etc.
8. Need to have another survey after the event to get more information on the impact the event had on attendees (a few months after the event?).
   1. Several places around campus implement these types of surveys.
   2. Needs to be something simple to complete.
9. The survey “bucket”
   1. More qualitative data focused.
   2. Can include the larger surveys which are going out to students.
10. Raw Data
    1. IPEDS, Affirmative action plan, Tableau dashboard has lots of raw data.

Next meeting we will discuss what snapshot date we would like for the baseline.

Meeting Ended at 11:18 AM