SEW Meeting Minutes

5/1/18

Attendees:

Patrick Morriss, Carolyn Holcraft, April Henderson, Pauline Brown, Bill Ziegenhorn, Jiang Liang, Susie Huerta, Adrienne Hypolite, Laura Gamez, Andre Meggerson

Announcements:

Re-running of the Black Minds Matter is currently happening on Fridays. Contact Carolyn Holcroft for more information.

Math Equity Coordinator:

The position came about through analyzing program review and recognizing that the things the math department want to do can’t be done with out putting some specific effort into the coordination of a work plan. The equity coordinator position received release time offset by the basic skills workgroup for one course reassigned time for winter quarter.

A work plan was created that included a math department mission statement. The equity coordinator invited each full time faculty to have a 1:1 “normed” discussion. The big victory came from adopting norms for the math department which include:

Emphasize possibility

Become conscious of your own biases

Speak your truth

Speak for yourself; don’t claim to speak for others without authorization

Listen to other’s truths

Trust others; earn others trust

Allow and claim first drafts

Ask what did you learn

Make decision-making deliberative

Monitor norms

Review and modify norms as necessary

The norms expire at the end of spring quarter to be revisited for re-adoption or evaluation. Patrick would like to add a norm about remaining engaged in the conversation. Patrick also shared some data with the group showing success rates for disproportionately impacted groups and where those success gaps are occurring across campus and within his division and department.

Discussion occurred around the use of the idea of best practices versus effective practices and how do we move success forward by sharing with our colleagues what works in a way that’s not prescriptive. If there is some kind of model that can be suggested for other departments, Patrick would be happy to speak with other departments about the process and how it was created.

Program Review:

Carolyn is bringing back the discussion regarding program review and SEW’s suggested changes to the program review prompt that would elicit analysis and discussion about the equity question. The previous issue: departments were identifying that a gap existed but struggled with making any decisions about what to do about those gaps. Carolyn created a list of options and opportunities for departments to understand/figure out how to start addressing the problem and how to start doing something about it. SEW reviewed this list and approved the suggestions to be forwarded to the Program Review Committee (PRC).

The other thing that came about from a revision of the prompt has been fewer responses that put the onus of course success solely on the student. Provided suggestions also led to more resource requests tied to ideas the departments wanted to explore around improving equity.

Still not sure what will happen moving forward with PRC because of the governance redesign.

Brainstorm for spring quarter:

What works with SEW? What would we like to see endure? Do we need to reevaluate who we are? Who do we want to be and how do we want to focus our goals?

The conversation has been P\postponed to next meeting.