



Self-Study Core Team Minutes
21 March 2012
9:00 am – 11:00 am
A202 Kerr Administration Building

Attendees: Angelo Gomez, Brian Bay, Elizabeth Thomas, Jennifer Almquist, Larry Roper, John Edwards, Susan Capalbo, Tony Wilcox

- I. Discuss progress of subcommittees
 - a. Campus Climate/Data Collection
 - Both the President’s Commission on the Status of Women and the Diversity Council of the Faculty Senate have also expressed interest in conducting a climate survey. John has met with representatives of both groups.
 - The Office of Student Affairs Research and Evaluation may also be available to provide assessment expertise and assistance.
 - Daryl Smith’s visit raised questions about whether an assessment as detailed as was previously completed is necessary. Instead, the group is considering creating a Likert scale pertaining to climate focusing on three key questions:
 - How satisfied are you/would you come here again?
 - Would you recommend OSU to a friend?
 - How is the university doing with regard to equity, inclusion, and diversity?
 - A suggestion was made to also include a question along the lines of, “How important is it to you that OSU says it is committed to equity, inclusion, and diversity?”
 - Members of the Diversity Council are also working on possible additional questions, but the goal is to keep the number of questions to a minimum.
 - It is also important to make sure that the terms are adequately defined so that respondents have a shared understanding of what is meant by equity, inclusion, and diversity.
 - Relevant demographic questions would also be posed, but we will need to decide what information will be the most interesting and useful.
 - Additional considerations:
 - The timing for the survey is still in question, but the group is looking at possibly spring or early fall.
 - The questionnaire would be offered online and possibly via hard copy, as well.
 - There would be an effort to oversample any group with a low n-value
 - b. Best Practices
 - The group started with the best practices review created by PCOSW’s graduate assistant and then looked in more detail at programs and processes that seemed interesting. They have created a refined list that aligns with the “dimensions of diversity” framework.

- In order to develop suggestions about what might work at OSU the group will combine their research about models at other universities with what forum participants have identified as important.
 - The group is aware of not wanting their work to simply be a study of what did or did not work at other universities without awareness of their particular context, history, and culture. They also want to make recommendations that make sense at OSU.
 - For promising strategies identified at other universities, it was suggested that the group could do additional research about how effective they have been.
- c. Institutional Data
- This group's initial conversation focused primarily on the collection of data related to the university climate. They will continue to work on developing recommendations for the collection of institutional data.
- d. Vision
- This group created the narrative that has been a focus of the forum conversations. Once all of the input from the discussions has been compiled the group will reconvene to revise the document.
- II. Discuss preliminary report
- a. Outline for the preliminary report:
- Preface
 - Charge
 - Thinking Group summary
 - Table of Contents
 - Executive Summary
 - Recommendations (Summary)
 - Introduction and Overview
 - What the self-study can hope to accomplish
 - Two-pronged approach
 - Work by subcommittees
 - Conversations through focus groups
 - Subcommittee findings (*see format below*)
 - Vision
 - Best Practices/Dimensions-of-Diversity Framework (combined with Existing structures/programs/processes at OSU)
 - Campus climate/data collection
 - Institutional data
 - Focus group findings
 - Methods/Participant demographics
 - Results
 - Discussion and Recommendations (Full)
 - Conclusion and Next Steps
 - Appendices
- b. Format for subcommittee sections (see V. below)
- c. Timeline
- The charge indicated that the preliminary report would be completed at the end of the winter term with the external review occurring during spring term. To do the self-study well, the committee would like to extend the completion of a polished draft to the end of April. The goal is still to try to bring external consultants to campus toward the end of spring term with the final report being completed over the summer.
- III. Review progress with focus groups and discuss next steps

- Thus far, over 200 participants have been reached through open forums and invited discussions. Several additional conversations will occur early during spring term.
- IV. Confirm external review process
- The purpose of the external review will not be to review a specific program; rather, the external consultants will be looking at the self-study team's concept of the future for equity, inclusion, and diversity at OSU and the plan to get there.
 - It is anticipated that the external consultants will talk with key stakeholders in any place where capacity is needed in order to effectuate the proposed plan (e.g., President, Provost, Academic Affairs, Institutional Research, Executive Committee, etc.).
 - The group discussed inviting Daryl Smith to return to OSU to serve as the lead with up to two more reviewers from among the following possibilities:
 - NSF (or other funding agency)
 - Someone with knowledge of land grant institutions
 - NASULGC
- V. Prepare for next meeting
- a. Draft of subcommittee reports
- Before the next meeting on April 11th each subgroup will work on a draft of their section of the report following this format:
 - i. Introduction/brief description of subcommittee focus
 - ii. Baseline information/starting point
 - iii. Findings
- b. Each subcommittee will also start working on suggestions for possible recommendations.

11 April 2012

1:00 – 3:00 pm

DAS Conference Room (A202 Kerr)

1:00 pm

Present subcommittee reports

Review focus group discussion findings

Begin working on recommendations

Decide next steps

3:00 pm

Adjourn