

For Immediate Release:

The CIE met on 5/5/23, which is its last meeting of the 2022-23 academic year and until Fall 2023. Two-thirds of membership was present.

Because the departmental faculty have voted to approve the CIE bylaws, the next step is to determine a schedule for rotating off of the committee. It was suggested that the April 28, 2023 date be used as a new official starting point for the terms. That would mean that faculty members would begin rotating off in 2026. Allie has suggested a rotation schedule that we will firm up after hearing from faculty members of CIE about their individual preferences. If any faculty member of CIE wants to rotate off sooner than 2026, please email Stacey.

After reviewing and discussing the three nominees for the undergraduate rep to CIE position, the committee voted to invite Nat Vaughn to join. Stacey will notify all nominees.

Stacey gave an update that Dr. Wyatt who will be leading a training for the department in the Fall (September 26th at noon) has agreed to also lead an hour-long discussion with graduate students only about professional development issues. The specific time has not yet been established but may be the hour directly following her departmental training. The graduate student reps to CIE will be discussing possible ideas of focus at a planning meeting in August.

Stacey gave updates on the options for initiating the DEI spotlight award. After considering the benefits and drawbacks of the two approaches (within department versus through foundation), it was decided to move forward with two awards within the department. The CIE can make changes at a later time if it makes sense to move the award to the foundation.

Tess offered to create a housing resource for incoming graduate students combining the information that has been collected already from clinical and experimental graduate students. This will be part of a larger welcome packet (in development) offered to graduate students. Also in this packet will be a list of campus and community resources. Allie is in conversation with Jesse Wang about drawing from Clemmer's resource.

Matt gave an update on his investigation into whether individual faculty members could choose to add questions to SAIs to gauge DEI. Responses he has received from contacts across campus is that this issue will be discussed at Faculty Senate. It is unclear whether individual SAIs can be changed, and it may be that all SAIs would have to change if additional questions are added. Therefore, it is unclear whether SAIs will be an option for tracking student perceptions of instructors surrounding DEI in the future.

Thus far, 13 clinical and 5 experimental students have taken the diversity surveys. Stacey will send out another invitation to clinical students in hopes of getting at least 50% to take it (which would mean about 20 total).

The bulk of the meeting was spent continuing to work on strategic planning. Discussion led to additional changes to the stated goals that are intended to impact the three main areas of recruitment/retention of faculty/students, education of students, and climate. Though this table is still in development and will continue to be edited based on input from faculty and students as well as further CIE discussion, the CIE will share this draft with the department in its quest to be transparent about progress. The intent is not to ask for specific feedback at this point of development, but faculty and students are certainly welcome to provide comments/suggestions to the CIE. Stacey will include the draft table of goals and impacts with the press release about today's meeting.