

Meeting Minutes from Strategic Planning Committee - Diversity

March 14, 2014

Action items are highlighted in **yellow**

Attendance is maintained in a separate database and available upon request

I. Introduction

Today's agenda contains several reports.

The agenda is ambitious from a time perspective,

Reports are to focus on various topics, while including general information/data and as related to areas of strength and opportunity for improvement.

These reports address the following areas:

- Religious Life
- International Students
- NTID
- Institutional Data
- AALANA faculty Data
- LGT communities

Intent of these reports is to immerse the TF in data, and identify: strengths; opportunities for improvement; and key issues. This information will be used to determine where the TF data/direction falls in alignment with other task forces.

Subsequent strategy:

Split the Diversity TF into groups to identify the aligned areas within the Framework.

II. Report Summaries

Highlight of report summaries are listed below. Full reports are uploaded to the Diversity Task Force Wiki.

A. Religious Life

Reporting: Dr. Jeff Hering, Director of the Interfaith Center

Strengths

As a hub for religious worship, the center's purpose has evolved into a broader calling that focuses on a multiplicity of religious faiths. Examples of religious groups/faiths include:

CRU, Gospel Fellowship, Hindu religion, Jewish community, Evangelical Christian Fellow, Muslim faith, and Zen Buddhists.

The director also works with Campus Life to recognize other new religious clubs and provide them space (e.g., Mormons, Baha'is).

The different groups foster spiritual freedom.

800 students serviced a week through speakers, retreats, mentoring, and development of student leaderships

Opportunities for Improvement

Chaplains of these various faiths do not work for RIT, but have staggered hours/commitments.

Practical time limits of chaplains does not permit their campus affiliation.

Diminishing resources cannot easily fund a diverse group of external voluntary religious leaders.

B. International students

Reporting: Jeffrey Cox, Director of International Student Affairs

Strengths

Growth of international students at RIT placed the campus at the top 5 nationally ranked universities with over 800,000 students.

Enrollment trends demonstrate that the greatest number of students is from China, India and Saudi Arabia.

International students are engaged and active across the Institute.

Service and programs are provided by RIT International Students.

Also involved in the international activities.

Engagement can also be the hockey teams.

Opportunities for Improvement

Campus resources need to keep up with needs of international students

Physical plant of the campus for example needs to accommodate the increasing needs of Muslim students for absolute sinks.

Cultural acceptance and cross-cultural communications skills for all staff and faculty need to be continually enhanced and developed.

International food choices may need to increase across the campus.

C. NTID Faculty/Staff Data

Reporting: Tommy Sarchet, Associate Director of NTID's Pre-College Education Network (P-CEN)

Opportunities for Improvement

Challenge is that the small college numbers make analysis difficult

Differences in percentages of AALANA/female faculty/staff as compared to diversity ratios among students.

Slides demonstrating 'Hires' and 'Departures' show a deficit in the replacement rate, thus exacerbating the problems.

It seems that NTID has never been able to hire at the high points of the populations, again exacerbating the problem.

Note: some of the data is flawed, demonstrating redundancy or duplicate representation of AALANA faculty and staff, making an accurate count truly difficult to ascertain.

Sign language is a unique factor that may affect hiring practices; this remains undetermined at the time.

Strengths

NTID is making efforts to recruit and hire from these groups.

However, questions exist around who is offered positions around the openings.

D. Student Data

Reporting: Dr. David Wick, Director of Assessment and Research Assessment, Office of Diversity and Inclusion

Data was presented regarding student demographic compositions regarding race and gender as related to first year retention, and graduation and persistence rates.

Due to the sensitive and confidential nature of this data, it is not summarized in these minutes.

III. Closing details

Next week's reports will continue, in the same order as listed above.

The meeting next week is in the Stern Board Room at Noon and extended 30 more minutes, until 1:30PM.