

**OSU Student Affairs Assessment Council
Minutes**

January 26, 2011

Attendance: Angela Baxter, Kim Scatton, Eric Hansen, Victor Santana-Melgoza, Tom Watts, Jo Alexander, Kent Sumner, Melissa Yamamoto, Doug Severs, Linda Reid, Tina Clawson, Eric Dunker, Laurie Bridges, Ann Robinson, Kami Hammersmith, Gus Martinez-Padilla, Jodi Nelson, Anne Lapour, Michele Ribeiro, Rebecca Sanderson, Andrea Coryell

Welcome & Announcements

Today is Victor's last meeting with the Assessment Council. We will miss his contributions to our work and also his good humor and wit. Best of luck Victor in your new position and location! They are getting a winner!

A farewell gathering and sent off will be held at Marketplace West on February 2, from 3:30-5:00. All Assessment Council members are welcomed!

Eric and Victor presentation on diversity learning outcomes and rubric use in UHDS
(provided handouts to the group)

Building Inclusive Communities Workshop-

- Social Justice Training but the workshops have been the main curriculum for creating awareness-
- Cultural Knowledge & Effectiveness Rubric-UHDS used this as a framework
- Outcomes developed before the rubric so we have tried to map the outcomes to the rubric. The next step is to revise the outcomes and try to align them with the rubric and the language
- How do we measure the student learning the aspects of the rubric, 1-3 at conversant stage & 4-5 at advanced stages on the rubric

Q & A

- Did you find any holes in the rubric? They had conversations and decided that they would postpone changing outcomes until fall but they saw opportunities for growth in the workshops.
- How valid are the results if this is self evaluation rather than someone outside evaluating- We didn't have any independent source but could do eventually- this requires some self reporting but are looking at outside evaluation- UHDS doesn't want to become the Cultural police- can have a higher standard of behavior for staff than students so they focus on these aspects when understanding behavior- still working on bringing everyone to a deeper understanding- none of the UHDS outcomes are behavior based specifically.
- UHDS has difficulty with individuals remembering what code they put on the first page- we have someone input this information and then provide the codes for the students- allows confidentiality- demographic information is collected separate in order to keep confidentiality-So some of our process needs to be improved but we are trying to introduce this and develop this as we learn more in order to bring people along.

- Question 2- definitely room to assess how students are moving in this curriculum- did the students get what UHDS is trying to teach? Much easier to track this-
- Are there any studies on incorporating what one learns into action- some students marked themselves higher than they are in the beginning then the end students marked lower and students were acknowledging that they now know what they didn't know

Managing difficult & courageous conversations- demonstrates where outcomes fall, where they would like them to go and opportunities for growth

- These are all input into student voice- Have been applying results

Q & A

- Are you tracking people that go to all the workshops- first group was pretty consistent, this cohort have not which makes it difficult to track throughout- but they are looking at the whole of the group
- Looking at the curriculum as a whole verses per session- their hope is that as a whole people have moved forward in these conversations
- Do you do evaluation of why people only go to one- looking at that now to figure this out before creating solutions- maybe they believe they know the first steps so they don't necessarily go to all sessions- last year it was only UHDS staff now it's opened up- working on more practicing the skills so that's part of this focus- also it is a big commitment to do for 8 months-
- Is there recognition- there is but not department wide but they are looking into it-
- Kind of reminds us of the AUI courses, may want to look into a correlation- UHDS is looking at this but it takes time to get it into curriculum, can be used for continued education of staff
- Could bring elements into staff meetings- working on this, part of the challenge because this is an ongoing conversation and we need to meet people where they are, how do we address resistance or any other issues that arise-
- Could there be front loading on this, having a month between sessions may give the individuals the ability to let things go much easier, a great goal would be to have a two day workshop and then some follow-up at longer interval
- We are trying to embed values into the core of the department- if you can create a link, a attachment between people's experiences then there is more ability to internalize the curriculum- saw that last year but aren't seeing it as much this time- if it could be part of performance evaluation it may help with it feeling more part of the job responsibility.
- Interesting to use this rubric to see how we do our work- focus on attitude and knowledge and struggle with skill building- racial akito is the skill building piece for UHDS and focuses on people of color, developing a "white" weekend which would focus on identity development and dominance, being an ally and systemic issues, - UHDS will do the pilot and will invite specific people who have a prerequisite knowledge and awareness-
- We need to develop a structure that supports this type of initiative within the division which we do not have right now- yes we are looking at this and trying to do this as well as create the opportunity for students to do this as well- if you developed this as an initiative it could fall under diversity and so there could be a support system- there seems to be a structure that supports developing a structure, many times there is recognition around needing structures long before the structure is developed or there is

a formalized structure such as a director that focuses on that topic, seems that OSU has struggled around diversity for many years but the only formalized structure seems to be NCBI- to have a structure where all those individual pieces can meet to create a common language and goals so that everyone can be on the same page, understanding and how to move forward without repetitive, reproduction and missing- we don't seem to have the place where everyone comes together with their various components of diversity advancement-

- Could we expand other isms into this as well-UHDS wants to acknowledge early on that they are looking at a wide understanding of diversity but recognized that race is still one of those top discussion needs- there are more identities that they would like to expand to other isms

Next Meeting:

- Vicki Wise, PSU Director of Assessment- will be here and wants to talk about how you get started with assessment- her goal is to create what we have- could she articulate her questions before she comes which could help us to provide what she needs- how do you get an assessment council going-

February 9, 2011
9-10:30
Hawley Conference Room