

PRESIDENT'S COMMISSION ON DIVERSITY
Meeting Notes
December 13, 2005

Attendees: Rich Rutkowski, April Jensen, Adrian Santa Rosa, Amanda Schaefer, Diana Holz, Fred Mendoza, Jean Carmack, Josh Gerstman, Louise Hull, Mimi Jimmy, Veronica Garaycoa, Vik Bahl, Mark Mitsui, Ron Wheadon, Gary Koppang, Susan Davis, Jean Jewell

Guests: Gail Himes, Bill Belden, David Hyllegard & Shirley Quenga

Introductions

There was a round table introduction of everyone present.

Review of Minutes

Minutes were passed out for review.

Opening Activity

Diana led the opening activity and had everyone write down one thing about themselves. This activity somehow demonstrates that we may belong to a group simultaneously or represents a group that we can identify with, some may be unique.

Outreach Subcommittee Presentation and Q & A

Josh passed out their subcommittee's (Fred, Adrian and Mimi) summary report on Outreach and gave a brief overview. The subcommittee met on Nov. 16th, Nov. 30th and Dec. 7th and reviewed some data. Their first meeting was spent clarifying their task/charge and having a plan of action. They have a strong set of recommendations and would like to have a complete report by early spring. Although their focus was on Outreach, there is often an overlap in retention and that it really should be referred to as "reaching out" which is more active and targeted. If any strategies were to be developed for "reaching out," it needs to be tested prior to implementation. The subcommittee focused on students ages 16-25, as they are the highest percentage of students applying and registering.

Based on the data report that Mark provided the subcommittee, it shows that from fall 2002 to spring 2005, Green River had 25,885 total applicants, of which 16,452 (64%) were white and 9,431 (36%) were students of color. If 36% of students applying to GRCC are students of color, then outreach may be doing the job of getting those students to the door, but how do we convert more of those applications to actual registrations. Since the data report did include international students, the committee is waiting for an updated report that does not include international students.

Bill provided the subcommittee with a report for fall 2005 that showed applications, registrations, racial and age breakdown, and program of study that showed fairly consistent percentages between applications and registration rates. Mark also provided the subcommittee with a matrix of GRCC personnel that have contacts with high schools,

who their contact is, how often they are in contact, and the reason for contact, which was developed through April Jensen and Bill Belden's efforts with college staff.

The subcommittee also came up with a questionnaire and will be distributed to the clubs coordinator/student clubs as a way of pulling together some solid information and come up with recommendations and strategies to improve student enrollment and student success rates at GRCC. They plan to take these questionnaires to Highline to get a feedback on their reputation of GRCC within the next month.

Adrian stated that he passed out the questionnaires to GRCC's diversity club members; however, he does not have the responses available for the committee.

Veronica mentioned that Outreach should be reaching out to different communities, not only high schools and asked what our purpose is, what are we trying to accomplish, what major programs do we have to offer and who are our contacts, how frequent do we contact the high schools and what are the reasons.

Josh mentioned that with the assistance of Bill Belden and Deborah Hughes, we don't have a single cohesive marketing plan. We need to look at some kind of plan, make recommendations, implement diversity in this plan and work towards a centralized plan, making sure that what Outreach is doing now fits into this plan.

April gave thanks to Jean Carmack for putting together a 5 to 6 page long matrix of its relationship, marketing instructional/programmatic outreach housed under Enrollment Services and says that there is no budget to market individual programs.

Fred stated that the data has interesting statistics, showed summary of 36% students of color makes application to the college, our focus is what to do between the time they apply and how do we remain in contact with them.

Gail mentioned that we should have a specific plan and provide these students with information to be successful at GRCC especially people with disabilities.

Josh asked how detailed do we want to be, the outreach plan need to be specific and what are the specifics/components.

Gary thought the survey/questionnaire is instrumental, but not very specific in the identification, i.e. Arab-American. Jean Jewell stated that we need to open it up a bit more, get specific information. Josh would like to make it comfortable for the students.

Fred mentioned developing a marketing plan, short, essential information. We might ask, "What is your ethnicity?"

Rich stated that barriers to attendance might be an issue, for example, Financial Aid.

Josh mentioned that Bill has student callers who call every student that applied and has made changes to that process. They now have a script, and it is students calling students.

April stated that it'll be wise for David Hyllegard to look at this plan. Louise wanted to emphasize what Rich brought up and look at diversity recruitment, students of color, intersecting issues and if we look at color, include other major aspects, i.e. social class. Ron stated that in Professional Technical, gender is an issue.

Josh stated that we need to look at a plan and work with David and Fia. The college needs to know who these students are and obtain some information to improve student enrollment and student success at GRCC. Mark stated that we need seek students who aren't here. Social class/money is probably barriers among students who don't register at GRCC. Ron stated that we need to gather some basic information in reaching out to these groups and to know that we are being effective.

April stated that she would like to get permission from Highline prior to anyone conducting the questionnaire/survey with their students.

Vik asked just how much emphasis we have in the students who are here versus the students who are not here. If we are doing a questionnaire, we certainly need to do it efficiently, possibly having multiple choice questions.

Josh stated that we probably need a more in depth survey and will work with David and Fia. Adrian stated that the multiple choice questions will limit the student's response. David says it's pretty clear that the subcommittee wants to hand out the questionnaire to students but we need to think about the questions, statistics based on those answers, have some focus, application versus registration. The subcommittee needs to gather key questions for the survey. Josh will set up some time to meet and work with David and Fia. Mark stated that we may likely want to incorporate some of the multiple choice questions in the Returning/New Student Survey.

Applications/Assessment Data Report and Q & A

Veronica conducted an activity on behalf of Nancy Hertzell, Program Manager of the Assessment and Testing Center. Everyone was given a sample compass test on math and English and was given some time to work on it. It gave the committee an idea of what the students go through and how they feel during and after taking the test.

The Assessment and Testing Center policy were passed out among committee members for review. Mark gave a brief overview on the assessment waiver, retakes, and using compass as an exit test. Bill stated that you can't test out of an English class but you can challenge the English class which is up to the instructor.

Mark and Veronica presented the PowerPoint presentation on the Applications/Assessment Data Report. Diana stated that the compass test helps place students into the appropriate academic skill level and can see how successful it would be for the students in college whereas, some people are required to take classes to stay in their

jobs, so what does that mean to the elder population wanting to go to college. Diana also stated that we are accurately measuring what students are able or not able to do. Adrian stated that it may be harder for anyone coming from a different culture to comprehend English.

David's philosophy is more a comprehensive efficiency testing that would allow them to pursue their credits and by the time they graduate they will be proficient. Why not use testing at the end, by that time they would have completed their degree.

Louise is concern about the drop out rates. Some classes need prerequisites and without it we are setting up the students for failure. Prerequisites allow students to have a heads up.

Louise along with Jean mentioned that the academic standards committee doesn't want to do away with testing altogether, but if what we did today (sample compass test) is what the testing center administers, this is terrible.

Mark said that more discussion will follow on the first half of our next meeting. Please email questions, comments, concerns to him.

Gary Koppang, Interim Vice President of Human Development will be giving an overview of the 2005 Affirmative Action Plan.

Updates

Next meeting is January 10, 2006, 2-5 p.m., AD Boardroom

Meeting adjourned.