



BOARD OF TRUSTEES

Academic and Student Affairs Committee

February 17, 2022

Minutes

Loughman Living Room, Scanlon Hall

And via Zoom in accordance with Massachusetts Gov. Charlie Baker's Executive Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, § 20 dated March 12, 2020.

A live stream of the meeting for public viewing also took place on YouTube.

MEMBERS PRESENT: Committee Chair Dr. Gloria Williams, Secretary Chloe Sanfacon, and Trustees William Reichelt and Dr. Robert Martin

MEMBERS PARTICIPATING REMOTELY: Vice Chair Madeline Landrau

MEMBERS EXCUSED: Trustee Lydia Martinez-Alvarez

TRUSTEE GUESTS PRESENT: Trustees Melissa Alvarado and Ali Salehi

Dr. Linda Thompson, President of Westfield State University, was also present.

The meeting was called to order at 9:38 AM by Committee Chair Dr. Gloria Williams. It was announced that the meeting was being livestreamed and recorded and a roll call was taken of the committee members and guests participating as listed above.

MOTION made by Trustee Martin, seconded by Trustee Reichelt, to approve the minutes of the December 16, 2021 meeting.

There being no discussion, ROLL CALL VOTE taken:

Trustee Landrau	Yes
Trustee Martin	Yes
Trustee Reichelt	Yes
Trustee Sanfacon	Yes
Trustee Williams	Yes

Motion passed unanimously.

President's Remarks. President Thompson reported that she requested the associate deans to join cabinet once a month to increase synergies. The deans are developing relationships with community colleges and are leading the state in developing early college programs, which she asked them to expand, together with more off-campus type of programming.

Justice, Equity, Diversity and Inclusion (JEDI). A point-in-time analysis for Westfield State in JEDI categories is being shared. Performance metrics will be brought back to the committee in April or May and a more concrete version will be implemented over the summer. Residential and commuter data will be shared at the full Board meeting in April and the June meeting will focus on retention and the outcome of the mission statement review and recommendation.

Overview, Sociology of Race and Ethnicity. There is a social, historical, and political process of how race is defined. The White House Office of Management and Budget sets the federal standards on how race and ethnicity information is collected.

Undergraduate and Graduate Race and Ethnicity Data Review Five-Year Summary. Levels of enrollment per major and ethnicity were shared. Some majors have smaller enrollment so percentages would be higher. Race and ethnicity within majors were compared to the overall student population for fall 2021. This new information has been sent to department chairs.

- Undergraduate full-time, five-year summary categorized differently for trends showed raw numbers and percentages of the total student body. This information came from IPED data. President Thompson stated she was concerned with African Americans in liberal studies majors. It was stated most do not come in as liberal studies majors but see they can graduate quicker and get into the workplace. This is an opportunity to take them into more general liberal studies programs and transition them into other majors and be more intent on recruiting more diverse students in the education major.
- We do a better job recruiting part-time undergraduate students of color. Employment and finances are big issues for them.
- There was an increase in the student population for both graduate full-time and part-time five-year summary.
- The summary of student data showed that all categories have some students from diverse backgrounds. We need an institutional plan to be intentional in recruiting students of color and to develop cohorts to go into certain majors. Tie in the early college program to eliminate the fear of STEM in attracting students of all colors into these programs and demonstrate to them the potential of a liberal arts salary compared to a data sciences salary.

Full-time Faculty and Staff Race and Ethnicity Data Review. We have been consistent in retaining faculty and staff of color in the last three years, with faculty of color at 22.2% of all faculty. In the past five years, there were three faculty of color lost by retirement or move. There has been a decrease in part-time faculty of color. Female faculty and students outnumber males, which is consistent across the country.

Data Governance. The College Transparency Act will require the University to collect more data to be shared with the IRS for the Bureau of Labor to map out post-graduate success in careers. We need to have a conversation about being a data-informed institution and whether that means we need to break down ethnicities more to plan for grants and programming. The Department of Higher Education (DHE) is requesting more modern tools in strategic initiatives on improving analytic capacity and will help provide resources for that.

Living the JEDI. A chief diversity officer search is currently in process with applications being reviewed starting February 28. The position will remain open until filled. The University needs to create a mission of what diversity means. The JEDI office will review the structure and how campus divisions will work together under the chief diversity officer. Expectations of the first 12-to-24 months were shared.

Becoming a Minority Serving Institution. The criteria for becoming a Hispanic Serving Institution (HSI) were shared. Twenty-five percent of full-time students need to be Hispanic/Latino and half need to be Pell eligible

or eligible for financial assistance in order to apply to receive the federal designation. As of fall 2021, our full-time undergraduate Hispanic/Latino population was 9.97%. Part of the conversation is that HSI designation is one of seven types of minority serving institutions (MSI) and we need to see where we fall in all these categories. The conversation needs to be held in the future of whether we want to see ourselves as a “minority serving institution” or an “equity-oriented institution.”

JEDI – Current Programming. We are highly engaged in the Board of Higher Education (BHE) equity agenda on the state level. We also have the responsibility to teach our students diverse ideas. There are 60 events on and off campus each year through educational and student support services. A diversity module was shown which showed upcoming JEDI events and faculty publications.

JEDI – Future. A plan will be formulated to attract more students of color. Trustee Salehi requested in the future to give statistics for female faculty of color. The timetable for the start date for the chief diversity officer is July 1 and the goals are high.

There being no further business, **MOTION** made by Trustee Martin, seconded by Trustee Sanfacon, to adjourn.

There being no discussion, ROLL CALL VOTE taken:

Trustee Landrau	Yes
Trustee Martin	Yes
Trustee Reichelt	Yes
Trustee Sanfacon	Yes
Trustee Williams	Yes

Motion passed unanimously.

Meeting adjourned at 11:03 AM.

Attachments presented at this meeting:

- a. Draft Minutes of December 16, 2021 Meeting
- b. Cover page and overview of session
- c. Power Point Presentation
- d. 4B_A_Undergraduate_Race_EthnicityData_WithinMajor_Fall2021
- e. 4B_B_Undergraduate_Race_EthnicityData_ByMajor_Fall2021
- f. 4B_C_Graduate_Race_EthnicityData_ByMajor_Fall2021
- g. 4B_D_Undergraduate_Graduate_Race_EthnicityData_FiveYear_Summary
- h. 4C_A_Faculty_Race_EthnicityData
- i. 4C_B_Faculty_Gener_Data
- j. 4D_FacultyandStaff_Race_EthnicityData