

Minutes, October 17, 2019 Meeting of the CJC Faculty Senate, Gator Vision Conference Room

The meeting was called to order at 3:00 p.m.

In attendance: Fisher, Roberts, Wanta, Walsh-Childers, Chen: Absent: Bylund, Ferguson, Kiouisis.

The minutes of the last meeting were approved.

Wanta reported he is working with Ferguson to organize the 2020 college committee elections.

Walsh-Childers reported she is working with the central administration to organize the 2020 administrator evaluations by faculty.

Dean Tom Kelleher reported on the impact of GRE scores on admission of students of color to our doctoral and masters programs, and shared the documents prepared by his team to support his analysis.

He revealed that the longitudinal data on graduate admissions is incomplete and does not allow for a completely accurate determination of how effective our minority admissions efforts have been.

He also said certain restrictions on the collection of applicant data by race inhibit the ability of the college to collect similar data.

It is his assessment that lower GRE scores are not directly impacting whether students of color are admitted to our program. However, the summary data for Fall 2019 admissions indicates that only 29% of the black students who applied were admitted, compared to 69% of Hispanics, 60% of whites and 47% of Asians.

He speculated that the low number of applications from Black and Latino students may be impacted by their perception of their inability to be admitted to graduate programs in our college, and further constrained by lack of funding for these groups.

He observed that Asians and Asian -Americans are over-represented in applications and in admissions to our graduate program, compared to their relative presence in the population of the state of Florida and the U.S.

Kelleher said he welcomed proactive activity by faculty to identify minority applicants and advocate for them in the admissions process.

He also welcomed our chief diversity officer, Joanna Hernandez, to prepare a plan to support increased minority graduate student recruitment and retention.

Senate members suggested that the college invest resources in recruiting visits to Historically Black Colleges and Universities, as well as make deliberate efforts to recruit minority faculty members from those universities and others to our program. Senate members also suggested that a specific person be charged with the task of increasing the recruitment and enrollment of Latino and Black graduate students. This person would visit minority affinity professional organizations to enlist them in our recruitment efforts, including NBJ, NAHJ, ADColor, ColorCom, as well as professional, predominantly white scholarly organizations, such as NCA and AEJMC.

Kelleher reported briefly on a peer mentoring program that has been implemented by graduate students and asserted it has been well received by students.

He also shared documents that showed which faculty courses have been cancelled for low enrollment and assured the senate that department chairs will discuss appropriate alternate assignments for faculty whose courses are cancelled for low enrollment (less than 5) or other program changes.

Senators suggested that the graduate division develop a boot camp for minority students, similar to the one for international students, to increase minority student retention.

Senators also suggested outreach to schools, to interest students early on in pursuing college training for careers in communication.

The senate meeting was adjourned at 4:00 p.m.

(Recorded by Michael Leslie, Faculty Senate Chair)