Using Data and Stories to Advance Equity, Diversity, and Inclusion at the University of Minnesota

Thank you for joining us for an inaugural one-day Twin Cities campus conference. Providing insights on why data and stories matter to the work of advancing equity, diversity and inclusion decisions affecting students, faculty and staff, we will explore the content of currently available data from institutional research, where the data can be found, and how we might consider using it. As the University of Minnesota advances its work on equity, diversity, and inclusion data and stories become important tools influencing this work. The work of our institutional equity and diversity is organized around three strategic priorities:

- Increasing representational diversity
- Improving campus climate
- Leveraging strategic partnerships and initiatives

Many datasets are available at our institution including SERU, Grad SERU and the Employee Engagement survey results and those with the Office for Institutional Research (OIR). This conference will includes rapid-fire presentations by campus speakers and data experts over two sessions. We will end with a small group work session on data topics such as undergraduate students, graduate students, faculty, employee engagement, institutional data, and a large group discussion of next steps. The conference is free and open to all UMN faculty and staff, including those from system campuses.

Friday, November 17 402, 101 Walter Library

8:00 am check-in, 8:30 am - 2:30 pm sessions

Hosted by:

The Diversity Community of Practice Assessment Committee

Sponsored by:

CEHD
COLLEGE OF EDUCATION + HUMAN DEVELOPMENT
UNIVERSITY OF MINNESOTA

Office for Equity and Diversity
UNIVERSITY OF MINNESOTA

SCHOOL OF NURSING
UNIVERSITY OF MINNESOTA
Driven to Discover
### SCHEDULE

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00 am</td>
<td>Registration (402 Walter Library)</td>
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<tr>
<td>8:30 am</td>
<td>Welcome - <em>Michael Goh</em>, <em>Interim Vice President, Office for Equity and Diversity</em></td>
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<tr>
<td>8:35 am</td>
<td>Reflecting on Data and Diversity: Using Academic Institution Data Responsibly</td>
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<td><em>Claudia Neuhauser</em>, <em>Associate Vice President, Office for the Vice President of Research</em></td>
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<td><strong>SESSION 1</strong> DIVERSITY DATA STORIES: WHY DOES DIVERSITY DATA MATTER?</td>
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<tr>
<td></td>
<td>(Rapid fire stories of data and impacts related to diversity related decision-making from across UMTC)</td>
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<tr>
<td>8:50 am</td>
<td>Introduction to Session 1 - <em>Virajita Singh</em>, <em>Office for Equity and Diversity</em></td>
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<tr>
<td>8:55 am</td>
<td>HEEDing the Call of Data - <em>Teddie Potter</em>, <em>School of Nursing</em></td>
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<td>A Campus Divided, Uncovered - <em>Kate Dietrick</em>, <em>University Libraries</em></td>
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<td>Trans and Gender Nonconforming Communities: On in/visibility, transparency, and collecting data on us - <em>Melinda Lee</em>, <em>Gender and Sexuality Center for Queer and Translife</em></td>
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<td>9:16 am</td>
<td>Q &amp; A</td>
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<td>9:26 am</td>
<td>Internationalizing Campus Climate: An Exploration of International Student Data</td>
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<td><em>Barbara Kappler</em> and <em>Xi Yu</em>, <em>International Student and Scholar Services</em></td>
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<td>One of Many Possible Stories About Disability at the U - <em>Cynthia Fuller</em>, <em>Disability Resource Center</em></td>
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<td>Influencing Change with Data - an Inclusion Based Approach - <em>Kendric Moore</em>, <em>Office of Information Technology</em></td>
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<td>9:47 am</td>
<td>Q &amp; A</td>
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<td>9:57 am</td>
<td>Studies on Engagement of Underrepresented Minority STEM Students - <em>Anne Hornickel</em>, <em>North Star Stem Alliance</em></td>
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<td>GradSERU: What we’ve learned and how we take action - <em>Kristin Van Dorn</em>, <em>College of Education and Human Development</em></td>
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<td><strong>Campus Climate - What’s the temperature?</strong> - Ann Freeman &amp; Kendra Okposo, <em>Office for Equity and Diversity, Office of Equal Opportunity and Affirmative Action</em></td>
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<tr>
<td>10:18 am</td>
<td>Q &amp; A</td>
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<td>10:28 am</td>
<td>Small group reflection and discussion</td>
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<td>(What was revealed through the stories you heard in Session 1? What might it mean for you and your unit’s work in equity, diversity and inclusion? Share your observations and reflections with a few conference participants)</td>
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<tr>
<td>10:45 am</td>
<td>BREAK</td>
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SESSION 2   SNAPSHOTs AND INSIGHTS INTO U OF M’S DIVERSITY DATA
(Introduction to data on representative diversity and climate related to students, faculty and staff, where it is located and who can access it in a unit)

10:55 am  Introduction to Session 2 - Virajita Singh, Office for Equity and Diversity
11:00 am  Institutional data - John Kellogg, Office of Institutional Research
11:15 am  Diversity Data Deep Dive: SERU Survey - Krista Soria, Office of Institutional Research
11:30 am  GradSERU data for diversity and campus climate efforts - Daniel Jones White, Office of Institutional Research
11:45 am  The University of Minnesota Employee Engagement Survey - Brandon Sullivan, Office of Human Resources
12:00 pm  Q & A

12:10 pm  Instructions for Sessions 3 & 4 - Virajita Singh, Office for Equity and Diversity
12:15 pm  LUNCH (101 Walter)

SESSION 3   SMALL GROUP: IDENTIFYING GAPS & NEEDS IN PRACTICAL USE OF DATA
(Work session with experts/ facilitators)

12:45 pm  Group 1: Graduate student data/ gradSERU - Daniel Jones White, Office of Institutional Research (101 Walter)
           Group 2: Undergraduate student data/SERU - Krista Soria, Office of Institutional Research (101 Walter)
           Group 3: Faculty data - Rebecca Ropers-Huilman & Ole Gram, Office for Vice Provost and Faculty Affairs (402 Walter)
           Group 4: Employee Engagement data - Brandon Sullivan & Jennifer Engler, Office of Human Resources (402 Walter)
           Group 5: Institutional Data - John Kellogg & Virajita Singh, Office of Institutional Research, Office for Equity and Diversity (402 Walter)

SESSION 4   LARGE GROUP: DEBRIEF FROM SESSION 3

1:45 pm  Where Do We Go From Here? Next Steps - Virajita Singh
2:25 pm  Thank you and Adjourn
SPEAKER/FACILITATOR BIOS (in presentation order)

**Michael Goh** began his tenure as Interim Vice President in the Office for Equity and Diversity (OED) on October 6, 2017. Prior to that, he served as OED’s Associate Vice Provost, and is also a Professor in the department of Organizational Leadership, Policy and Development in the College of Education and Human Development. He received his BA degree in psychology and sociology and MS in Counseling and Counselor Education from Indiana University, Bloomington and his PhD in Counseling and Student Personnel Psychology from the University of Minnesota. Dr. Goh was appointed as a multicultural teaching and learning fellow and a president’s distinguished faculty mentor at the U of M for his efforts in multicultural education and mentoring of underrepresented students of color to succeed in higher education. Combining his counseling psychology and intercultural competence training, Dr. Goh is an interdisciplinary intercultural scholar and educator who has applied an interculturalist or culturally intelligent framework to multicultural and international counseling psychology and teacher education.

**Claudia Neuhauser**, PhD, is Associate Vice President for Research and Director of Research Computing in the Office of the Vice President for Research. In her role as Director of Research Computing, she oversees the University of Minnesota Informatics Institute (UMII), the Minnesota Supercomputing Institute (MSI), and U-Spatial. UMII fosters and accelerates data-intensive research across all disciplines in the University and develops partnership with industry. Neuhauser’s research is at the interface of mathematics and biology, and focuses on the analysis of ecological and evolutionary models and the development of statistical methods in biomedical applications. She received her Diplom in mathematics from the Universität Heidelberg (Germany) in 1988, and a Ph.D. in mathematics from Cornell University in 1990. She is a fellow of the American Association for the Advancement of Science (AAAS) and a fellow of the American Mathematical Society (AMS).

**Teddie Potter** PhD, RN has a rich practice history including over thirty years in home care. Dr. Potter has often been at the heart of paradigm shifts, including being one of the first home care nurses in her state, starting a specialized home care program for people living with HIV/AIDS, and helping start one of the first palliative care programs in the nation. Dr. Potter has been a nurse educator for over eighteen years. She has also shown a long-term commitment to diversity and inclusivity, studying factors that help diverse students succeed in nursing school and teaching healing traditions of our diverse community. Her current positions in the School of Nursing at the University of Minnesota are a natural extension of her interests and passions. She is Coordinator of the Doctor of Nursing Practice in Health Innovation and Leadership and Director of Inclusivity and Diversity. In 2015, she received the distinguished Josie R. Johnson Human Rights and Social Justice Award. Dr. Potter is Executive Editor for the *Interdisciplinary Journal of Partnership Studies*; a peer-reviewed, open-access, online journal promoting interdisciplinary collaboration as a solution for solving society’s grand challenges.

**Kate Dietrick** has been the Archivist of the Upper Midwest Jewish Archives at the University of Minnesota Libraries since March 2013. Previously she lived in New York where she worked as an archivist with the Whitney Museum of American Art and the Samuel H. Kress Foundation. She holds an MLIS from Pratt Institute with certificates in Archives and Museum Libraries, and a BA in History and Women’s Studies from Saint Olaf College.

**Melinda Lee** is the Assistant Director of the Gender and Sexuality Center for Queer and Trans Life. They are a first-generation student born and raised in Long Beach, CA. Currently, they’re studying for their Master of Public Policy at the Humphrey School of Public Affairs and slated to complete their degree in May 2018.

**Barbara Kappler** is Assistant Dean and Director of International Student and Scholar Services with Global Programs and Strategy Alliance and a member of the Graduate Faculty with the College of Education and Human Development at the University of Minnesota. Barbara has 25 years of experience in facilitating and teaching in intercultural communication, leading and managing programs, and conducting research. International Student and Scholar Services (ISSS) has a vision that the University of Minnesota be an inclusive and engaged international learning community. ISSS has a comprehensive approach to the services provided, offering academic and personal counseling as well as significant intercultural programming. ISSS oversees international undergraduate student recruitment, employment-based visas, non-immigrant visa advising, intercultural education, and international student engagement. Barbara enjoys writing and is co-editor of NAFSA’s 3rd edition of *Learning Across Cultures* and co-author of three guides for students, staff, and language instructors on *Maximizing Study Abroad*, as well as a book on communication styles. Her career at the University has been an exciting blend of program and leadership...
experiences, curriculum development, international communication research, teaching, and working with international students.

**Xi Yu** is Evaluation Specialist at the International Student and Scholar Services, at the University of Minnesota-Twin Cities. Xi conducts needs assessments, program evaluation and research on international student experience, engagement and success. Xi also supports the International Academic Enhancement Fee Committee by providing research evidence for decision-making and overseeing all fee-funded projects for their assessment and evaluation planning. She enjoys customizing data reports to fulfill stakeholder’s requirements and assisting our campus partners to prioritize their work informed by data facts.

**Cynthia Fuller** is an Associate Director for the Disability Resource Center (DRC), and works with the Student Access team. It is quite satisfying to be part the amazingly talented and industrious DRC and to collaborate with campus partners on Equity and Diversity work. In her free time Cynthia likes to laugh, exercise, make stuff, and explore the meaning of life with family and friends.

**Kendric Moore** is Human Resources Director for the Office of Information Technology at the University of Minnesota where he formulates effective and progressive human resources strategies aligned with IT’s mission, culture and priorities while ensuring plans are developed, aligned, and integrated for success. Kendric has a Master of Education in Human Resource Development from the University of Minnesota and a Bachelor of Science in Human Resource Management from Winona State University. Prior to joining the University Kendric served in human resources for one of Minnesota’s largest public school districts and a global manufacturer of innovative solutions for the thermal, solar and carbon fiber markets.

**Anne Hornnickel** has served as program director of the North Star STEM Alliance, Minnesota’s Louis Stokes Alliance for Minority Participation, since 2008. This partnership among 14 Minnesota colleges and universities and three community organizations works toward increasing the number of underrepresented minorities earning bachelor’s degrees in science, technology, engineering and mathematics (STEM). Anne has led the partnership through renewal funding cycles in 2011 and 2016. Prior to the University, Anne worked at St. Katherine University advancing women in STEM initiatives. Earlier in her career, she held creative and administrative positions in science museums promoting appreciation for and careers in STEM. She was awarded a Bush Fellowship in 2011-13 for advancing the development of STEM Networks in Minnesota. In 2015 *Insight into Diversity* magazine recognized her as one of the 100 Inspiring Women in STEM of that year.

**Kristin Van Dorn** serves as the Graduate Education Manager of Recruitment and Communications for the College of Education and Human Development. She is also a PhD student in the Department of Organizational Leadership, Policy, and Development. Her research interests include political affiliation in higher education, behavioral economics and decision-making in higher education, and research integrity. Kristin’s passion is to tell the stories of academics and their research, translating heady jargon into accessible and sometimes even moving prose. She also loves to build community and relationships on behalf of CEHD. Prior to working at the University of Minnesota, Kristin worked in nonprofit management developing ways to connect people to one another through the arts.

**Ann Freeman** is the Director of Campus Climate Initiatives in the Office for Equity and Diversity, a newly created position. Prior to that, Ann worked as a senior communications consultant in University Relations. Ann has spent the last three years leading work to improve campus climate on the Twin Cities campus, including the development of the Bias Response and Referral Network, where she serves as a staff lead.

**Kendra Okposo** is an Associate in the Office of Equal Opportunity and Affirmative Action at the University of Minnesota where she investigates employee and student misconduct. Kendra also teaches workshops at the University on race and privilege, and on emotional intelligence and mindfulness. Kendra serves as a staff lead on the Bias Response and Referral Network. Prior to working at the University, Kendra practiced employment law in New York City.

**John Kellogg**, Director of Institutional Research. Has worked at the University of Minnesota in the areas of Student Records, Data & Reporting Services, Planning and Analysis, Institutional Research and Reporting for 30 plus years. Subjects of interest include data modeling and student retention and graduation research.

**Dr. Krista M. Soria** works as an analyst with the Office of Institutional Research at the University of Minnesota, Twin Cities. Dr. Soria is interested in researching high-impact practices that promote undergraduates’ development and success, the experiences of first-generation and working-class students in higher education, and programmatic efforts to enhance college students’ leadership development, civic responsibility, and engagement in social change.
Dr. Soria has worked for more than a decade in higher education, serving as an admission advisor, TRIO education advisor, academic advisor, and adjunct faculty for the University of Minnesota, Hamline University, St. Mary’s University of Minnesota, St. Cloud State University, and the University of Alaska Anchorage. Dr. Soria has published over 30 peer-reviewed journal articles on a wide variety of topics in higher education, edited three books on college students’ community engagement and involvement on campus, and recently authored a volume on social class in higher education: “Welcoming Blue-Collar Scholars into the Ivory Tower: Developing Class-Conscious Strategies for Student Success.”

Daniel Jones-White is a Senior Analyst in the Office of Institutional Research (OIR). His experience working with campus constituents has reaffirmed the importance of quality data in facilitating critical conversations and strategic improvements at the University of Minnesota. His collaborative work on “Redefining Student Success” was awarded to the 2009 Charles F Elton Best Paper Award by the Association for Institutional Research. He currently serves as the Research & Development Director for the gradSERU Survey and is a Research Associate for the Center for Studies of Higher Education (CSHE) at the University of California Berkeley for the SERU-AAU/R1 research consortium, an academic and policy research partnership between CSHE and the University of Minnesota OIR. When is not submerged in survey design and data analysis, Daniel is actively promoting the gradSERU Survey and the SERU Consortium to research universities around the world. That, or he is driving his three children to soccer practice. He obtained his Ph.D. in Higher Education from the University of Minnesota’s Organizational Leadership and Policy Development program in 2014.

Brandon Sullivan directs Leadership and Talent Development (LTD) within the Office of Human Resources. LTD provides leadership and organizational development programs based in research and best practices and tailored to the needs of the University’s faculty and staff. LTD programs increase leadership capacity and skills critical to lead at the University and to meet University, college, and departmental goals. A primary focus for LTD is on faculty leadership development. Its year-long College Leads program, which helps prepare faculty for future leadership roles, is unique in the Big 10. Other key focus areas for LTD include supervisory development and employee engagement, which entails survey research and analysis, as well as developing tools, educating supervisors, and providing consultation to support engagement and productivity in research, teaching, and service. In addition to directing Leadership and Talent Development, Brandon also teaches graduate courses on leadership, organizational behavior, and well-being in the workplace. He is a Senior Lecturer in the Work and Organizations Department in the Carlson School of Management and an Instructor and member of the graduate faculty in the Earl E. Bakken Center for Spirituality and Healing in the Academic Health Center. He is also an affiliate faculty member in the Department of Organizational Leadership, Policy, and Development in the College of Education and Human Development.

Rebecca Ropers-Huilman began her work as Vice Provost for Faculty and Academic Affairs in January of 2016. In this role, she is primarily responsible for promotion and tenure processes, faculty and academic leadership development, new faculty orientation, faculty recognition and reviews, and supporting and maximizing the potential of faculty in their scholarly contributions especially as aligned with the strategic plan. Additionally, she is broadly and collaboratively responsible for promoting an environment in which a diverse faculty are recruited and supported as they enrich the ability of the University to fulfill its mission. Ropers-Huilman brings to this role experience as a faculty member studying equity and change in higher education for twenty years, leading the Women's and Gender Studies Program at Louisiana State University and of the Department of Organizational Leadership, Policy, and Development at the University of Minnesota, directing a Women’s Center, and editing the international journal Feminist Formations. Additionally, she served in faculty governance, including as chair of the faculty governance executive body at the University from 2014-15. In spring of 2014, she was Fulbright-Klagenfurt Visiting Professor in Higher Education Research in Vienna, studying how gender mainstreaming policy was enacted or resisted in Austrian universities and throughout the European Higher Education Area. She has published four books and more than 50 scholarly works related to equity, diversity, and change in higher education and has advised 40 doctoral students to completion. Drawing on her scholarship and professional experience, Ropers-Huilman grounds her scholarship and leadership in an understanding of the social role of higher education in creating inclusive and engaged communities.

Ole Gram works on key policies and initiatives including development and review of policies related to evaluation of teaching, outside professional commitments, promotion and tenure processes, responses to faculty issues, faculty leaves, salary equity, faculty awards, and faculty and department head/chair professional development in concert with the Big Ten Academic Alliance. He joined the Office of the Vice Provost for Faculty and Academic Affairs in 2010 and has more than 15 years of professional experience in higher education administration including work in areas related to graduate and undergraduate education. Prior to joining the Provost's Office, he was as a faculty
member at Miami University of Ohio, and has worked in the College of Liberal Arts (UMN), and on the transformation of Northrop Auditorium on the Twin Cities Campus.

Jennifer Engler manages the Employee Engagement survey project and other organizational assessment and development initiatives to create a thriving workplace culture. Before joining the Leadership and Talent Development team, Jennifer served as Assistant Dean of Students and Director of Student Services in the College of Education and Human Development since 2010 and held positions at the University since 1999. Engler earned a doctorate and MA in Clinical Psychology from Indiana University of Pennsylvania and her BA in psychology from Macalester College.

Virajita Singh is Assistant Vice Provost in the Office of Equity and Diversity at the University of Minnesota, where she brings her expertise in design thinking, public interest design, and partnership studies to catalyze and support equity and diversity work of colleges and other academic units across the University. Her portfolio includes, one, coordinating the Diversity Community of Practice, a grassroots University of Minnesota Twin Cities group of staff, faculty and administrators across the Twin Cities Campus working to advance equity and diversity and, two, leading the College MADE (Multicultural Access, Diversity and Excellence) a college-focused initiative that partners with colleges and uses institutional data to set goals and make progress. Trained as an architect, Virajita is also Senior Research Fellow and faculty in the College of Design where she leads the Design for Community Resilience program she founded at the Center for Sustainable Building Research, which provides sustainable design assistance to greater Minnesota communities. From 2011 to 2015 she began and led Design Thinking @ College of Design at the University of Minnesota, a collaborative group that taps the creative potential of individuals and organizations across sectors to innovate in fulfilling their mission using the emerging field of design thinking. Her current academic work is focused on exploring the applied intersections of cultural transformation theory, partnership models, and design thinking as a strategy particularly as it applies to higher education context.

ACKNOWLEDGEMENTS

Our special thanks to the follow groups and individuals for support in planning and delivery of this event:

Diversity Community of Practice (DCoP)

Diversity Community of Practice (DCoP) Assessment Committee

Nubia Esparza, Sr Academic Advisor, Law School Administration
Amelie Hyams, Program and Communications Manager, OED
Naty Lopez, Assistant Dean, Dentistry Academic and Student Affair
Joel Mixon, Senior Academic Advisor — HHH Administration
Penny Momon, Student Services Prgm Spec 1, CSOM MBA Programs
Renee Pardello. Assistant Dean, MNEXT Administration
Sasanehasaeh Pyawasay, Coordinator, CSENG Administration
Virajita Singh, Assistant Vice Provost, OED

Diversity Community of Practice (DCoP) Programming Committee

Amelie Hyams, Program and Communications Manager, OED
Naim Madyun, Associate Dean, CEHD Administration
Victor Massaglia, Student Services Program Specialist 1, School of Public Health
Teddie Potter. Clinical Associate Professor, Director of Inclusivity and Diversity
Virajita Singh, Assistant Vice Provost, Equity and Diversity

Diversity Community of Practice (DCoP) Communications Committee

Darren Hoff, Human Resources Manager 2, College of Pharmacy
Amelie Hyams, Program and Communications Manager, OED
L' Aurelle Johnson, Assistant Professor, College of Pharmacy
Nora Hayes, Senior Communications Consultant, Office of Human Resources
Jack McTigue, Video Consultant, OIT - End User Support
Virajita Singh, Assistant Vice Provost, OED

Volunteers

Laura Dammer Hess, Faculty member, Center For Health Interprofessional Programs (Chip)
Nubia Esparza, Sr Academic Advisor, Law School
Amelie Hyams, Program and Communications Manager, OED
Nora Hayes, Senior Communications Consultant, Office of Human Resources
Naty Lopez, Assistant Dean, Dentistry Academic and Student Affairs
Naim Madyun, Associate Dean, CEHD Administration
Victor Massaglia, Student Services Program Specialist 1, School of Public Health
Joel Mixon, Senior Academic Advisor — HHH Administration
Renee Pardello, Assistant Dean, MNEXT Administration
Teddie Potter, Clinical Associate Professor, Director of Inclusivity and Diversity
Virajita Singh, Assistant Vice Provost, OED
Jordan Westland, Intern, Human Resource Development
SESSION 1 (12:45 pm - 1:45 pm) REFLECTION & NOTES

- What was revealed through the stories you heard in Session 1?
- What might it mean for you and your unit’s work in equity, diversity and inclusion?
- Share your observations and reflections with a few conference participants.
SESSION 3 (12:45 pm - 1:45 pm) WORKSHEET (Please hand this sheet to volunteers at end of session for scanning and documentation)

Small Group Session you’re attending: __________ Name and Unit (optional):________________

1. What gaps and needs do you see in our institution around data on this session’s topic?

2. What barriers do you (and your unit) encounter in practically working with data around equity, diversity, and inclusion?

3. Are there solutions you might suggest to address these barriers?

4. What are your key takeaways from this session?