

## March 15, 2024 | ARTF Meeting

Attendees: Lorette Oden, Jim LaPrad, Jeff Hamer, Carl Ervin, Kishor Kapale, Andrea Henderson

### Agenda:

- A. Review meeting minutes from March 1, 2024
  - a. Minutes are in the Google folder.
- B. IBHE Equity Plan Data Discussion Webinar - takeaways from the March 14 webinar
  - a. This is the inaugural plan. The IBHE does not have all of the state information available for the plans. They have shared a report, a later distributed version of the Big Picture. The Big Picture is in the ARTF Google Drive.
  - b. Not all institutions have received the Equity Plan framework. Not all institutions have the same access to requested institutional data.
  - c. Some institutions have tied their plan to their longer-range institutional plans. Because the Equity Plan is reviewed every year, they will note progress on their plan annually.
  - d. Over the summer the IBHE will review the plans from the universities and provide feedback.
  - e. The deadline remains May 31, 2024.
  - f. To help increase understanding of what data is requested, a dictionary of definitions will be sent to institutions
  - g. Instead of writing each diversity statement on campus, some institutions are writing the university statement followed by a list of offices that have a statement.
- C. Request for data - Updates
  - a. HR - (Andrea) No additional information to report.
  - b. Admissions - (Lorette & Carl met with Doug Freed on March 5)
    - i. Recruitment is the focus. Other offices take over once the students are on campus. Admissions is a member of the Chicago Public Schools (CPS) affiliated programs - Chicago Compact, Chicago Scholar, and Hope Chicago. WIU pays to be part of Chicago Scholars.
    - ii. Admission counselors are assigned territories across the state from which to recruit students. 3 are dedicated to Chicago and St. Louis.
    - iii. Last fall more than 50% of the incoming students were of the minoritized population. Will continue to target diverse students.
    - iv. There is no Admission Office DEI statement. The office relies on the overall WIU statement
    - v. Definitions
      - 1. Adult Student: Being over age 24 or independent
      - 2. Low-Income student: Pell eligible
      - 3. Local students are considered rural
  - c. Registrar - (Carl & Lorette met with Sarah Lawson on March 5)
    - i. Registrar's contact with students is limited. Connection is through mass email announcements about reapplying and when students are close to earning their degree
    - ii. Data on students can be obtained from Sue Thorman, IRP Info Technology Technical Associate, who will be a knowledgeable resource if

- Christopher Pynes, the new Director of IRP, does not know something the ARTF may need
- iii. The office is working with Justin Schuch to reinstate “Stop Out”. Stop Out will allow a person left WIU with 90 or more credit hours to come back to complete their degree
  - iv. Does not know of policies that create barriers to equity.
  - v. Definitions
    1. Rural Student: the definition is not yet available. Not always zip code. He will explore
    2. Low-Income student: Pell eligible
    3. Completion and Graduation: “completion” could mean receipt of a certification while “graduation” means receiving a degree.
- d. Institutional Research and Planning (Lorette & Carl met with Christopher Pynes on March 8)
- i. A review of the state legal statement (110 ILCS 205/9.16) listed on the IBHE Equity Plan Framework shows that women and a number of other identities are included in the list of the underrepresented.
  - ii. The Fact Book provides information on ethnicity, graduation, retention and so on. If something is needed that is not in the Fact Book please ask Christopher exactly what is needed
  - iii. Recommends contacting DPS for a spiral-bound copy of the Fact Book. They can create one at a cost for whoever wants one
  - iv. A Fact Books for a selected year can be found at <https://www.wiu.edu/irp/factbook.php>
  - v. Definitions
    1. Rural Student: the definition is not yet available. Not always zip code. He will explore
    2. Low-Income student: Pell eligible
    3. Students with disabilities would list those accommodated, not those with disabilities.
    4. Completion and graduation. Christopher was not certain however, he offered the idea that “completion” could mean how long it takes to complete a program or degree while “graduation” means receiving a degree.
- e. Climate Survey Results - Lorette stated that following the addition of acknowledgements to Drs. Jeremy Robinett and Craig Tollini for their work on the report and the correction of a date in the survey. It lists the survey having taken place in fall 2023 when it took place in spring 2023.
- f. WIU policies - dividing the assignments (No updates to report)
- i. <https://www.wiu.edu/policies/#D>
  - ii. Subcommittees encouraged to complete the review of the policies. One suggestion a subcommittee member provided is to offer additional structure. The member is completing a section and assigning others in the subcommittee specific sections to complete.
- g. Identify constituency groups to review the Plan - campus and community

- i. Town Halls will be organized to discuss the Equity Plan. The plan is to be shared well before the meeting so that folks will have time to review and generate feedback
    - h. Subcommittees - Updates - No additional information to report.
    - i. Announcements
      - i. Ibram X Kendi,
        - 1. The author of "How to be an Anti-Racist" will be on campus April 11th for a campus and community event. He will present to a police-centered group on April 12th.
        - 2. Prof. Julia Albaraccin led the state grant application for the campus and Chief Jeff Hamer led the grant for the city.
        - 3. Kendi will respond to questions raised by the audience. Questions will be generated ahead of time. ARTF members asked to generate questions to get answers that ARTF can use in its work
        - 4. Carl to create a document in the Google Drive for members to post questions they would like Ibram to address
        - 5. The contract restricts attendance to 300 max at the campus event
        - 6. The campus event on the 11th starts at 7pm in the Heritage Room
        - 7. The police event on the 12th starts at 9am in COFAC Recital Hall
      - ii. Potential conflicts with the events
        - 1. WIU School of Education and Macomb Middle School are hosting an Author Book Reading of the book "Stand" by Joel Estes from 4-5 p.m. Thursday, April 11 in Horriban Hall Theater, room 114. Dinner with the author will be held after the reading
        - 2. The Education Law Conference is scheduled for the 12th

D. Next Meeting - March 29, 2024 at 1:00pm in the MCC Boardroom and on Zoom