

Rollins College

Rollins Scholarship Online

Diversity Council

All College Committees and Initiatives

3-9-2021

Minutes, Diversity Council Meeting, Tuesday, March 9, 2021

Diversity Council

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DC Meeting Minutes
March 9th, 2021
1-2 pm (WebEx)

In attendance: Sarah Laake, Katrina Jenkins, Miranda Jung, Stephanie Kincaid, Megan Kohr, Teasa Mays, Robert Whetstone, Emily Block, Samantha Vega, Marianne DiQuattro, Nourhan Mesba, Samantha Douguet, Jenifer Ruby, Patricia Tome, Josephine Balzac, Stephanie Gonzalez Guittar, David Zajchowski

1. Minutes Approval

- a. February minutes approved.

2. Announcements and Reminders

- a. Diversity Infusion Grants Awarded (see Megan's PP for details)
 - 3 Diversity Infusion Grants Recipients
 - 5 submissions total, overall quality submissions
 - Ethnographic, Interactive Ant-Racist Theater Project
 - Disability Empowerment Week with Dr. Sarah Parsole and Elisabeth Smith
 - Lighting Up Conscious Vice: Dramaturgy and Design with Dr. Marianne DiQuattro and Jordan Lewis
- b. Upcoming: Presidential Award for Diversity and Inclusion Nominations
 - Faculty, staff and/or student eligible
 - Role cannot solely entail diversity work, but leads efforts across campus
 - Must not have won this award in the past 5 years
 - Link to our website submission: <https://www.rollins.edu/diversity/diversity-inclusion-award/>
 - Nomination deadline is March 31
- c. Next meeting is our final regular business meeting of the term
 - March 30 meeting will be our last regular meeting
 - April 20 meeting will be open to last years' Infusion Grants Recipients to speak about their final projects

3. Report from Racial Justice Task Force (Stephanie Gonzalez Guittar)

- a. Were partnering with Social Impact Hub to work on the Center of design model to address next steps
- b. Met today (3/9) to see where at and took away 5-6 actions
 - One of these is to increase the awareness of the Diversity Council (i.e. monthly email, list resources/our names, hold open meetings for students)
 - Meeting again next week to break down these suggestions and how to be more visible to students

4. Bias in Student Evaluations of Faculty Whitepaper (refer to Stephanie's email for report and PP)

- a. Work the Faculty Affairs Committee has been focused on and this is the final report
- b. Up for discussion at CLA Faculty this Thursday (3/11)
- c. Course Instructor Evaluation = CIE

- d. Our CIE survey is developed in house
- e. Report broken down (3 parts):
 - Review of literature on bias of student evaluations
 - Overwhelming evidence from literature that student evaluations are biased
Authors recommend against the use of student evaluations AT ALL in performance evaluations
 - Internal study at Rollins College
 - Found “very small differences” in the numerical scores between male/female, white non-Hispanic/faculty from minority groups
 - But large differences were found -> i.e. “male faculty are more knowledgeable” and “white faculty are more effective”
 - Recommendations
 - Allow faculty to add comments in response to each CIE
 - Change name of CIW to “Student perception of the course and instruction”
 - Faculty should view a tutorial on CIEs
 - The CIE should be one part of a larger component
 - We shouldn’t rank faculty relative to each other, since scores are already skewed
 - Look at the student comment data
- f. DC thoughts/comments in response
 - Cannot rate fairly if majority of faculty are white
 - These scores do not feature the amount of labor that female and minority faculty put in to reach this 5.0 standard, compared to white faculty
 - Folks at like the Endeavor Center should be evaluating the level of teaching, not on 22-25 year olds
 - What is the ratio of white faculty to minority? These two different sample sizes may skew this report
 - If teaching a small class, just one bad score can lower your overall score on the 5.0 scale
 - We are not entertainers, but that is how you get a 5.0 on how this scale is created
 - Keeping the CIE as a sole indicator is lazy on the college
 - The way students speak about the female faculty at Rollins is not positive, at all
 - Rollins puts a ton of weight on these to determine tenure and that is not fair
 - These students comments can be offensive, emotionally -> CIEs are pathways for bias and abuse
 - These are submitted by student anonymously, so how can faculty be expected to respond back line by line when they have no idea who submitted the review
 - Students submitted to academic honor council – how does that impact their CIE, especially if the faculty member is female or a minority -> should they even be allowed to fill out a CIE?
 - Nancy Chick created the site below that may assist on this topic -
<https://liverollins.sharepoint.com/sites/EndeavorCenter/SitePages/Tools-for-Evaluating-Teaching.aspx?CT=1615315308209&OR=OWA-NT&CID=97291e0d-ce5f-bcf9-69ee-f1a60b98c23f>

g. Next Steps?

- DC prepares a statement in response that provide generally feedback of our response and our responses
- All are also encouraged to share your feedback during the Faculty meeting on Thursday

Next Meeting Date and Time: March 30th from 1:00-2:00 PM