

For immediate release:

On 4/26/24 the CIE met to discuss ideas for moving forward with initiatives in the coming academic year based on the feedback from departmental student surveys. We reviewed the ideas generated from departmental discussion combined with the broader goals CIE identified in 2023.

First, the committee discussed possible ways to improve resources for graduate students. Tess, the experimental grad student rep, updated the graduate student housing resource to send out to incoming graduate students. The committee decided that the department's graduate student leaders on the Graduate Student Board Psychology should be charged with keeping the housing resource updated. The CIE will share this resource with those students and the DCT/DET, asking them to send the resource to future incoming students. Related, information about options for health insurance should be sent to incoming and current students. Any other resources should be included as well, such as Bucky's food pantry. Allie offered to look into how to house all of this information on the departmental website that could be accessed with a login.

The CIE will recommend to the Department Chair to invite the Graduate Dean to a department meeting in the fall to discuss options for providing additional resources to graduate students. Increasing stipends is the first priority. Additional resources for graduate students will be explored (waiver of university fees). CIE will also join any efforts happening in the College of Arts and Sciences to increase stipends.

Second, the CIE discussed ideas for moving forward for 2024-25 based on dept feedback as it dovetails with the first two original goals we set a year ago. In reviewing these goals, CIE noted success in the improved transparency of ongoing committee work via sharing of meeting minutes and having regular agenda item in department meetings. The CIE also has initiated the equity and inclusion awards at the graduate level.

The second goal reviewed was the provision of training / opportunities for growth in areas of equity and inclusion. Based on student surveys/departmental discussion, the CIE will explore training opportunities for 2024-25 in areas of disability and providing accommodations in the classroom. One idea is to move forward with a possible disability panel discussion that involves the larger university community. Another idea is to invite Mary Little from Disability Services to our department meeting in the fall to discuss accommodations and we can identify challenges. Additional brief trainings could include Matt illustrating how to use D2L to make accommodations in quiz/exams, learning how to make docs / resources / websites accessible, and finding space for students needing accommodations.

Other ideas discussed for trainings were discussed: 1) Advertising opportunities that exist through the profession or at the university (for example, there is a culturally-informed research series that Jill will forward). These types of offerings could be included in a shared document that people could visit when they are looking for trainings. 2) CIE continuing to host one Proseminar per year. For this upcoming year we will explore possible speakers in the area of belonging/self-care and burnout – ideas generated by the department. 3) Integrating DEI into

CIE approved 5/6/24

curriculum. For instance, we could invite the CTE to host a workshop on high impact practices – that includes workshopping syllabi and course content.

In closing, the CIE thanked and said good bye to Kristin and Tess who are rotating off of the CIE as they are graduating/moving to internship.

Stacey said that she plans to draft the new diversity plan over the summer. Matt offered to review drafts. More revision can occur in Fall.

We decided to wait until Fall to make revisions to the diversity surveys for a Spring rollout.