**Institutional Development for Equity and Access (IDEA)**

**MINUTES**

**DATE: March 15, 2012**

**TIME: 2:00 – 3:30 P.M.**

**LOCATION: Conference Room 409**

**Members Present:** Dave Belman, Karl Debro, Linda Kohler, Demetria Lawrence, Justin Nogarr, Ryan Pedersen, Jamila Stewart, Laura Subia, Sarah Udor, and Michael Yeong.

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| Item # | ***Topic/Activity*** | ***Notes*** |
|  | Agenda and Minutes approval | Approved. |
|  | Public Comment | None. |
|  | Interdisciplinary Prerequisites and Advisories | * Ryan reports that Curriculum Committee is looking at out of discipline pre-req’s to increase flexibility.
* Process exists but requires detailed content review and statistical validation which shows students are “highly unlikely to succeed” w/o passing pre-req.
* Curriculum Committee approved the change and forwarded to Academic Senate to require out of discipline pre-req’s to only require content review and no longer statistical validation.
* Concerns exist about the impact on equity and access, as students already have a hard time completing, let alone getting the classes, in the English and math sequences that could easily become out of discipline pre-req’s for many courses.
* It is suggested that IDEA ask that the issue be put back on the Academic Senate agenda again. The issue must also be taken to District Consultation, and we should draft a statement for both Acad. Senate and Consultation.
* Ryan and Karl will draft the statement and circulate it via email for feedback.
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|  | EEO Committee Charges | * EEO Committee has not met since last IDEA meeting.
* Professor from UOP may be invited to discuss cross-cultural communication styles with EEO and to possibly develop workshops for the campus.
* Next meeting is scheduled for 3/29 from 10am-12noon.
* Discussion of recommendations for EEO committee charges:
	+ Creative solutions to sustaining diversity at LMC during economic slow down
	+ Faculty Diversity Internship Program - internships to build resumes of employees of color (faculty and management)
	+ Regularly publish (annual) report on staff diversity
	+ Focus on hiring diverse employees funded by solid money (not soft/grant money)
	+ Gender and ethnicity – are women being offered management positions?
	+ Inclusion of questions in interviews and supplemental application questions that surface vision and values vis-avis equity and access
* EEO committee has a long list of responsibilities, and IDEA may simply want to suggest areas for deeper focus to SGC.
* This agenda item will come back in April where IDEA will need to decide on a final recommendation.
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|  | CUE Update | * IDEA/CUE Inquiry Team is looking at end of the transfer experience.
* Identified five milestones of unit accumulation over a 5 year period.
* There is a gap between students who accumulate 60 transferable units and students who become Transfer Ready.
* Inquiry Team is asking why and has explored multiple factors (English, math, GPA, and combinations).
* Math is overwhelmingly the single biggest factor.
* At March meeting the Inquiry Team defined possible areas of inquiry such as transcript review, involvement in programs, use of counseling services, and taking “it” to a departmental level.
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|  | Student Equity Plan Update | * SEP March 9th meeting summary was distributed and discussed.
	+ A copy of the summary can be requested from Jamila Stewart.
* The more graft funded work that we weave into the SEP, the more likely these programs will be institutionalized.
* Need access data from Ryan (ethnicity, gender, ability, etc.)
* Digital Divide has also been identified as a big problem. Such as a need for mobile applications for students who lack viable computer/internet access.
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|  | IDEA Co-Chair for Fall 2012 | Dave Belman’s term as co-chair will end in June. A new co-chair will need to be selected for 2012-2014. |
|  | Reports from Committees

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| Shared Governance Council | Curriculum |
| Student Senate | Developmental Education |
| Classified Senate | General Education |
| Academic Senate | PDAC |
| Institutional Planning | TLP |
| Distance Education | A-Gap Subcommittee |
| Enrollment Management |  |

 | Tabled. |

Note-taker: Karl Debro