

## CMU 2010 FY08 Annual Report

Project Title: A Project to Explore Racial and Ethnic Diversity at CMU

Project Leader: Mary S. Senter

Project Number: 200805 Date of Report: 6/30/08

Refer to your *Outcome Evaluation Worksheet* to complete the information below. Insert additional rows if needed. Rows will automatically expand as you type. You are welcome to attach additional documents to supplement – but **not** substitute for - the information provided below.

Milestones		Status (Complete, in Progress, or Not started)	Date Measured	What are the next steps to achieving this outcome?
1	Design and Field Pre-test Survey for Undergraduate Students	Complete	February/March, 2007	Report of findings is available at Diversity 2010 web site: <a href="http://planning.cmich.edu/projects/FY08/200805-Senter.shtml">http://planning.cmich.edu/projects/FY08/200805-Senter.shtml</a>
2	Field on-campus over-sample of freshmen for pretest survey	Complete	March/April, 2007	Data will be analyzed once additional panels of this four-wave study are complete.
3	Design and field on-campus pretest survey for students of color	Complete	April/May, 2007	Report of findings is available at Diversity 2010 web site: <a href="http://planning.cmich.edu/projects/FY08/200805-Senter.shtml">http://planning.cmich.edu/projects/FY08/200805-Senter.shtml</a>
4	Analyze data and prepare reports on pretest survey and student of color survey	Complete	Summer, 2007	Report of findings is available at Diversity 2010 web site: <a href="http://planning.cmich.edu/projects/FY08/200805-Senter.shtml">http://planning.cmich.edu/projects/FY08/200805-Senter.shtml</a>
5	Comprehensive review of literature regarding diversity, associational life and campus life.	In Progress	June, 2008	Literature review is available at the Blackboard site established for Diversity 2010 team members. Additional entries will be added during Summer, 2008.

6	Design focus groups and individual interview protocols	Complete	March, 2008	Materials are available at the Blackboard site established for Diversity 2010 team members.
7	Conduct undergraduate focus groups (one each of Student-Athletes, Multicultural Advancement Scholars, Multicultural Residential Advisors, and Sorority-Fraternity members)	In Progress	Spring, 2008	Five focus groups have been completed—with two groups of Athletes and three groups of Multicultural Advancement Scholars. In addition, individual, one-on-one interviews have been conducted with undergraduate students of color. To date, 21 of those interviews have been transcribed.
8	Conduct one graduate student focus group	Not Started		Graduate student focus groups will take place during Fall, 2008
9	Conduct faculty focus groups (one with women, one with men)	Not Started		Faculty focus groups will take place during Fall, 2008
10	Prepare annotated bibliography of diversity/campus life literature.	In Progress		Review will be completed by the end of Fall, 2008
11	Faculty/staff reading and dialogue groups	Not started		This element of the project was eliminated when funding was cut.
12	Design and field on-campus follow-up interviews with sophomores	Complete	April, 2008	Data will be analyzed once additional panels of this four-wave study are complete.
13	Design and field Mount Pleasant community survey	Complete	March, 2008	Survey instrument was developed, and data were collected from approximately 520 residents of Isabella County.
14	Retreat	In Progress	August 14, 2008	Faculty and staff from across campus will be invited to the retreat. This event will be integrated with efforts to “kick off” the revised strategic plan for achieving diversity.
15	Conduct one focus group with staff and 10 semi-structured interviews with staff	In Progress		Staff have been invited to participate in one-on-one interviews. Interviewing has begun in June, 2008

16	Analyze data and prepare report on the freshmen and sophomore surveys	In progress		Data from freshmen and sophomore waves will be combined and data analysis will take place during late summer/early Fall, 2008
17	Analyze data and prepare report on focus groups and semi-structured interviews	In Progress		Data analysis will be completed in time for the August 14, 2008 retreat.
18	Analyze data and prepare report on Mount Pleasant community survey	In Progress		Data analysis will be completed in time for the August 14, 2008 retreat.
	<b>Outcomes</b>			
19	Presentations/Publications based on data collected	In Progress	June, 2008	Three presentations have been made at professional conferences. See attached spreadsheet for detail.
20	Undergraduate students involved in data collection and analysis	In Progress	June, 2008	Approximately 195 undergraduate students have been involved in data collection and analysis as members of sections of SOC 350 and PSC 280 (research methods). Further, 24 students completed individual interviews for the project as part of their assignments for COM 363 (principles of interviewing). Finally, approximately 10 undergraduate students have attended special training sessions, conducted by Dr. Lisa Patterson and Dr. Angela Haddad, to learn interviewing skills to conduct one-on-one interviews with students of color. One student completed COM 490 (Independent study) with Dr. Patterson, in which she analyzed the three interviews she completed.
21	McNair projects based on data	In Progress	June, 2008	One student completed a McNair project using project data in Summer, 2008 under Dr. Katherine Rosier's direction. Another student is beginning a McNair project with Dr. Angela Haddad.
22	Master's theses based on data	In Progress	June, 2008	Two graduate students in sociology are beginning thesis work using data from this project. Both have already completed Independent Study courses in preparation for their thesis work.

23	Presentations to the campus community about the climate for diversity	In Progress	June, 2008	Thirteen presentations have been made to faculty, staff, and student groups on campus. See attached spreadsheet for detail.
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**What are your plans for sustaining support for your project beyond the CMU 2010 funding period?**

We plan to conduct periodic data collection on these topics through our research methods courses in Sociology and Political Science (taught by Haddad, Owens, and Senter).

The Academic Senate has approved in principle the concept of Intergroup Dialogue Groups for undergraduate students. A team of CMU faculty/staff will attend a four-day workshop at the University of Michigan on this topic during July, 2008. The Provost is providing funds to offset workshop expenses. If the Dialogue Groups prove to be successful at CMU, the tuition dollars associated with them will sustain and institutionalize them on campus.

Finally, if we are successful in helping student organizations become more successful in their inclusiveness, then they will develop a larger and more diverse membership. This growth in membership will help sustain these associations and our diversity efforts as well.

**How can the ISPC assist you with those plans?**

ISPC has been helpful in publicizing the findings from our research studies. We would appreciate this kind of on-going support in the future.

<b>Presentations to the Campus Community about the Climate for Diversity</b>			
<b>Group</b>	<b>Date</b>	<b>Presenters</b>	<b>Topic of Presentation</b>
Mount Pleasant Area Diversity Group	9/20/2007	Senter, Patterson, Strachan	General discussion
Multicultural and Diversity Education Council	11/7/2007	Senter	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"
Residence Life Staff	11/27/2007	Senter, Patterson, Strachan	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"
Minority Assistants	12/2/2007	Senter, Patterson	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"
Academic Senate	12/4/2007	Senter	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"
Soup & Substance Presentation	12/6/2007	Senter	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"
Hate Crimes, Bias Incidents, and Campus Climate Panel	1/10/2008	Senter	"Students, Faculty, and Staff View the Climate for Racial/Ethnic Diversity at CMU"
College of Graduate Studies staff	1/11/2008	Senter	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"
Senior Staff	1/17/2008	Senter	"Students, Faculty, and Staff View the Climate for Racial/Ethnic Diversity at CMU"
Business Administration Faculty	2/22/2008	Senter	"Students, Faculty, and Staff View the Climate for Racial/Ethnic Diversity at CMU"
Coalition for Achieving Cultural Unity	2/26/2008	Senter	General discussion
Human Resources Staff	4/1/2008	Senter	"Students, Faculty, and Staff View the Climate for Racial/Ethnic Diversity at CMU"
Collective Action for Cultural Unity	4/16/2008	Senter	"Students' Views of the Climate for Racial/Ethnic Diversity at CMU"

<b>Professional Presentations Based on Data Collected</b>			
Association for Applied and Clinical Sociology, Ypsilanti	10/5/2007	Senter, Haddad	"Documenting Diversity and Serving Multiple Masters: A Project to Explore Racial and Ethnic Diversity at an Historically White University"
Michigan College Personnel Association, Mt. Pleasant	10/22/2007	Haddad, Owens, Patterson, Senter Strachan	"All Students Matter: Moving from Anecdote to Representative Data"
North Central Sociological Association, Cincinnati	3/29/2008	Senter, Haddad	"The Impact of Pre-Collegiate Experiences with Diversity on Student Satisfaction and Racism Perceptions"