

**CMU 2010
FY09 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: 6/22/09

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?
	PRIOR TO 2010 FUNDING			
1	Design and Field Pre-test Survey for Undergraduate Students	Complete	Feb/March, 2007	Report of findings is available at Diversity 2010 web site: http://planning.cmich.edu/projects/FY08/200805-Senter.shtml
2	Field on-campus over-sample of freshmen for pretest survey	Complete	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, 2007	Report of findings is available at Diversity 2010 web site: http://planning.cmich.edu/projects/FY08/200805-Senter.shtml
	YEAR ONE			
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: http://planning.cmich.edu/projects/FY08/200805-Senter.shtml

5	Comprehensive review of literature regarding diversity, associational life and campus life.	Complete	January, 2009	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)	Four completed	May, 2008	Four focus groups have been completed—with women Athletes and with Multicultural Advancement Scholars.
8	Conduct one graduate student focus group	Not Started (see note)		
9	Conduct faculty focus groups (one with women, one with men)	Not Started (see note)		
10	Prepare annotated bibliography of diversity/campus life literature.	Complete	November, 2008	Review will be completed by the end of Fall, 2008
11	Faculty/staff reading and dialogue groups	In Progress		While this element of the project was eliminated when funding was cut, Ulana Klymyshyn has begun a Book Club for Diversity Champions at CMU. To date, the group has read and discussed one book.
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	Complete	August 14, 2008	Faculty and staff from across campus participated in the retreat. This event was integrated with efforts to “kick off” the revised strategic plan for achieving diversity.

	YEAR TWO			
1	Conduct one focus group with staff and 10 semi-structured interviews with staff	Complete	Summer, 2009	Interviews with 27 staff have been completed. All interviews have been transcribed. Analysis of the data is being completed during Summer, 2009.
2	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, 2009
3	Analyze data and prepare report on focus groups and semi-structured interviews	Complete	May, 2009	One paper, authored by Lisa Patterson Phillips, based on the analysis of the student interview data has been completed. It is available at: http://planning.cmich.edu/projects/FY08/200805-Senter.shtml An additional report of findings from the student data will be completed by the end of Summer, 2009.
4	Analyze data and prepare report on Mount Pleasant community survey	Complete	December, 2008	Report of findings is available at: http://planning.cmich.edu/projects/FY08/200805-Senter.shtml
5	Develop reliable measures to assess the quality of associational life on campus.	In Progress		A draft questionnaire for the Presidents of Registered Student Organizations is being prepared during Summer, 2009.
6	Faculty/staff reading and dialogue groups	In Progress		While this element of the project was eliminated when funding was cut, Ulana Klymyshyn has begun a Book Club for Diversity Champions at CMU. To date, the group has read and discussed one book.
7	Conduct undergraduate focus groups (one each of Student-Athletes, Multicultural Advancement Scholars, Multicultural Residential Advisors, and Sorority-Fraternity members)	Four completed	May, 2008	Four focus groups have been completed—with women Athletes and with Multicultural Advancement Scholars.
8	Conduct one graduate student focus group	Not Started (see note)		

9	Conduct faculty focus groups (one with women, one with men)	Not Started (see note)		
10	Design and field on-campus follow-up interviews with juniors	Complete	April, 2009	The data from the junior wave of this panel study will be merged with the freshman and sophomore waves during Summer, 2009.
11	Implement measures to assess the quality of associational life on campus.	Not started		The plan is to administer the questionnaire for the Presidents of Registered Student Organizations during Fall, 2009.
12	Conduct 10 semi-structured interview with 10 individuals selected through a nonrandom process from: faculty, undergraduate students, graduate students	Complete	Spring/Summer, 2009	Interviews with 28 faculty have been completed. All interviews have been transcribed. Analysis of the data is being completed during Summer, 2009.
13	Retreat	In Progress	August 18, 2009	This retreat will be sponsored jointly with the Office of Institutional Diversity.
	OUTCOMES FOR YEAR TWO			
1	Presentations/Publications based on data collected	In Progress	June, 2009	One presentation was made at a professional conferences—the Southern Political Science Association.
2	Undergraduate students involved in data collection and analysis	In Progress	June, 2009	The Center for Applied Research and Rural Studies (CARRS) employs undergraduate students as telephone interviewers: approximately 14 students were involved in this year's projects. CARRS employs three Honors students as research assistants. Further, one undergraduate student is completing an Honors thesis from these data with Dr. Senter. One graduate student in Political Science has also helped with the project, under Dr. Strachan's direction.

3	SCREE presentations by students based on data.	In progress	June, 2009	One McNair student's project was honored as one of the five best presentations at the Spring, 2009 SCREE (see below). One Honor's student presented her research at the Spring, 2009 SCREE.
4	McNair projects based on data	In Progress	June, 2009	One student completed a McNair project using project data in Summer, 2008 under Dr. Haddad's direction. Another student is working on a McNair project with Dr. Haddad during Summer, 2009.
5	Master's theses based on data	In Progress	June, 2009	One graduate student in sociology is completing a Master's thesis using these data (Dr. Haddad is committee chair and Dr. Senter is a committee member).
6	Presentations to the campus community about the climate for diversity	In Progress	June, 2009	Presentations: Diversity Retreat for Campus Faculty/Staff (August, 2008) Mount Pleasant Area Diversity Group (September, 2008) Diversity training workshop for Isabella County employees (September, 2008) CMU's ARAMARK staff (November 2008) Isabella County's Human Rights Commission (November, 2008).

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 Owens, and Senter).

The Academic Senate has approved the concept of Intergroup Dialogue Groups for undergraduate students, and funding is now available through 2010 funding to Dr. Green. A team of CMU faculty/staff (including Haddad and Senter) attended a four-day workshop at the University of Michigan on this topic during July, 2008, and a faculty/staff group is working on implementation during Summer, 2009. 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.

NOTE:

CMU staff members were very hesitant to take part in the one-on-one interviews. They were concerned about confidentiality issues. It was difficult to schedule one-on-one interviews with faculty, given the numerous competing claims on faculty time. Given these difficulties, the research team has decided that it will be impossible to conduct focus groups with CMU faculty or staff. Scheduling such focus groups would be highly problematic, and, experience now suggests that, faculty/staff might not feel comfortable discussing the climate for diversity at CMU in such a group setting.

In addition, we must regretfully report that we as a research team (and CMU as an institution) has lost two of the five research team members. Our two faculty of color, Dr. Patterson Phillips and Dr. Haddad, have left CMU for other professional opportunities. We have delayed the focus groups with graduate students unless and until we find a facilitator of color with appropriate interests and training to conduct them.