

2018

Data Collection Inventory

Leading for Change Higher Education Diversity Consortium

Framingham State University Division of Inclusive Excellence and Community Engagement

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DATA COLLECTION INVENTORY

Your institution may collect data on students from a number of sources: student information and/or administrative systems, databases/spreadsheets housed in specific offices, institutional or departmental surveys, focus groups or interviews, attendance at events/card swipe systems, among others. The purpose of this worksheet is to identify currently available data on students of color as well as additional data that should be collected in order to move forward racial equity and justice on your campus. The entire campus team will begin working on this inventory in the September meeting; members of the Actionable Data group will finish it in the October campus meeting and post it on the OneDrive site in the Data Collection Inventory folder by **October 21, 2018** (*this can be found in the October folder on the OneDrive site*).

OBJECTIVE 1: Identify data on students of color that are currently available to your team.						
	Name of data element, data source, or research on students of color	How and when is the data collected?	Where is the data housed? (Student Information System, department, website, etc.)	Who is responsible for analyzing the data?	What does the data tell you about the experiences and/or success of students of color?	With whom is the data shared and when?
Example:	2017 Male Student of Color Focus Group Study	Three focus groups with students of color were held in the fall 2017 by a team of researchers including IR, faculty, and OID staff.	The focus group report is available on the IR and OID websites.	The focus group research team analyzed the focus group transcriptions.	Students of color indicated that they feel welcome on campus but that there are steps the institution can take to further promote diversity, welcoming environment, and success for students of color, including: mentoring programs, intrusive advising, and faculty/staff trainings.	Once the report was complete, the results were shared with senior staff and the retention task force.
Example:	Retention and graduation rates for students of color	Cohort retention and graduation rates are available each October. IR calculates these rates.	Retention and graduation rates are available in the Factbook, on the IR website.	IR	Students of color retain and graduate at lower rates than their white peers. In particular, low-income students of color and low-income male students have the lowest retention rates.	Retention and graduation rates are shared with the retention committee and senior staff in October and reports are available on the website.

	Retention and graduation rates for students of color	Retention and graduation rates are available each October. The Office of Institutional calculates these rates.	Overall retention and graduation rates are available on the Office of Institutional Research website.	IR	<p>First-time full-time students of color retain and graduate at lower rates than first-time full-time white students.</p> <p>Male first-time full-time students of color graduate at lower rates than white male students.</p> <p>Female first-time full-time students of color graduate at lower rates than white female students.</p>	Retention and graduation rates are shared with University stakeholders and overall retention and graduation rates are shared on the website in October.
	Students of Color Population	This information is available each October.	This data is maintained by the Office of Institutional Research.	IR	The number of first-time full-time students of color has increased steadily since 2005. Between 2005 and 2016 the population of students of color has increased from 62 to 272.	This information is available in October.
	2017 Students of Color Focus Group Study	One focus group for students of color was held in fall 2017 as part of the response to several incidents of racially biased actions/ behaviors that occurred in FSU residence halls. The focus groups were conducted by a diversity consultant.	The data is maintained by Office of Diversity, Inclusion and Community Engagement.	The data was analyzed by the diversity consultant.	<p>When analyzing the focus group data multiple themes emerged:</p> <p>Students of color enjoy the FSU campus and the sense of community or “family”.</p> <p>Students of color indicated that the racist incidents that occurred on campus caused them to feel anger, uncertainty, and unsafe. Students also commented on the lack of cultural awareness on campus and a loss of trust in leadership and authority on campus.</p> <p>Student of color indicated they would like to see more faculty of color and input on decisions that affect them.</p>	The data will be shared with the rollout of the results of the campus climate survey.

	2018 Staff of Color Focus Group Study	One focus group for staff of color was held in spring 2018 as part of the response to several incidents of racially biased actions/ behaviors that occurred in FSU residence halls. The focus groups were conducted by a diversity consultant.	The data is maintained by Office of Diversity, Inclusion and Community Engagement.	The data was analyzed by the diversity consultant.	<p>When analyzing the focus group data multiple themes emerged:</p> <p>Staff of color:</p> <p>Have positive views of working at FSU however are concerned about the current campus climate.</p> <p>Shared their distress and frustration on both a professional and personal level with the racist incidents that occurred on campus.</p> <p>Indicated they were not satisfied with the university's response to the racial incidents.</p> <p>Shared their experiences with receiving racially biased comments and examples of microaggressions on campus.</p> <p>Believe they are held to different work performance standards than their white colleagues particularly women of color.</p> <p>Would like more opportunity to interact with students of color. Along with gaining clarity about taking time to attend events and trainings related to multiculturalism.</p> <p>Requested that leadership acknowledge the extent of the</p>	The data will be shared with the rollout of the results of the campus climate survey.

					existence of many forms of racial bias within the administrative offices and beyond. Also, they would like to resume meeting regularly as an Employee Resource Group.	
	2018 Faculty of Color Focus Group Study	One focus group for faculty of color was held in spring 2018 as part of the response to several incidents of racially biased actions/ behaviors that occurred in FSU residence halls. The focus groups were conducted by a diversity consultant.	The data is maintained by Office of Diversity, Inclusion and Community Engagement.	The data was analyzed by the diversity consultant.	<p>When analyzing the focus group data multiple themes emerged:</p> <p>Faculty of color enjoy teaching at FSU and value their interactions with students.</p> <p>Faculty of color indicated they are expected to teach multicultural courses while completing requirements for tenure.</p> <p>Faculty of color indicated they are often asked to speak on behalf of their race in department meetings. Asked to serve on committees however it is not clear if their participation will count toward tenure.</p> <p>Faculty of color commented on the campus environment and shared their experiences when dealing with microaggressions on campus.</p> <p>Faculty of color were commented that current training about race is geared toward helping white people and not on what people of color need to discuss.</p> <p>Faculty of color expressed concern for the well-being of</p>	The data will be shared with the rollout of the results of the campus climate survey.

