

Diversity & Inclusion Town Hall – UVA Dept. of Psychology
Minutes of February 19, 2018 Meeting – 3:30 p.m.

Bethany Teachman opened the meeting and stated that today's meeting will be less well attended than usual due to a concurrent meeting of the Steering Committee. She then led the assembled group through discussion of the following agenda items:

- 1) Update on New Diversity & Inclusion committee structure
 - a. Both the graduate students and the faculty have decided to merge their committees so that there will now be one graduate student committee and one faculty committee.
 - b. Within each committee, one member will be assigned as the point person for gender/sexuality, one for race/ethnicity and one for emerging issues/new challenges.
 - c. One member of the graduate student committee will also sit on the faculty committee to provide student input and to enhance communication between the committees.
- 2) Bethany provided a report from the faculty committee, of which she is the chair.
 - a. The committee is currently working to create a new mission statement.
 - b. Lee Llewellyn is the gender/sexuality representative; Melvin Wilson is the race/ethnicity representative; and Noelle Hurd is the emerging issues/new challenges representative.
 - c. The committee is discussing how to identify priorities for emerging issues.
- 3) Jason provided a brief update on the student committee which has not met yet.
 - a. The committee plans to discuss the feedback on the prospective student visit day and the diversity brunch and needed improvements for the future.
 - b. The student committee will be choosing a new name, creating a new mission statement and deciding on a representative who will sit on the faculty committee.
- 4) Bethany provided a brief update on the Pan-university Climate Survey plans.
 - a. A President's Task Force was formed after the events of August 11-12, 2017 and part of their efforts include this survey.
 - b. This survey will be a large initiative with three separate versions for students, faculty and staff. It will involve all community members, including undergraduates, graduate students, the Wise campus, medical school, etc. An outside firm has been hired to administer it.
 - c. It is expected to be a long survey, requiring about 30 minutes to complete. Ways to incentivize participation are under discussion.
 - d. The main issue will be how to release the findings to departments, since the goal is to protect confidentiality and release information in a way that it will not be identifiable, which could be difficult in small departments.

- e. The survey should provide good information on climate issues like harassment, but it will not tell us much about the success of unique department initiatives.
 - f. The question for us is does the Psychology department want to do a survey of our own or should we wait? Is there an urgency to any questions we want to ask?
 - i. There was agreement that we should wait until at least next fall so that we can see the results of the Pan-university study and use these to direct a department survey.
 - ii. We will have a better idea what issues we want to target with a department survey when we see the findings of this survey.
 - iii. There was consensus that our department should contribute to the Pan-university survey to make it as strong as possible.
 - iv. The Well-being committee did a survey last semester which focused on the stress experience of graduate students. We do not want to over-survey our community.
- 5) Diversity and Inclusion Website revamp
- a. Jason stated that work continues on the Diversity and Inclusion tab. The goal is to enhance the current categories and to add a Spotlight on Diversity to showcase diversity research.
 - b. It has been good to see the progression. Applicants have commented that this tab has encouraged them to apply to UVA.
- 6) Plans for next Diversifying Psychology Visit Day
- a. Currently, applications are being reviewed.
 - b. Around fifty applications were received. We will accept between 11-14, depending on whether applicants are flying or driving and how far the funding will stretch.
 - c. A campus tour will be added to this year's Visit Day based on feedback from previous years.
- 7) Check-In
- a. Summer RA recruitment for the Leadership Alliance Program
 - i. Attendees were asked to consider whether their labs could mentor someone as part of this program.
 - ii. Bethany asked whether expectations should be the same across the department or decided by each lab?
 - iii. It was suggested that the department should decide whether this is to be a true Research Assistant position, working in the lab the entire time, or whether it is to be more of a fellowship, to include professional development and GRE prep as well as time to work on an individual project. -
 - iv. If individual projects are to be offered, with presentations at the end of the summer, then participants should be provided with an idea of

projects they could choose and there should be built-in mini presentations midway through the summer.

- v. Each participant should be paired with a graduate student who will be present with them in the lab all the time.
- vi. Janelle Billingsley has participated in both RA and Fellowship opportunities and will meet with Bethany to share her insight.

b. Analyses of items added to Student's Teacher Evaluations

- i. Fred is working on pulling out data. It is not as easy as it would seem, due to nesting of data. We will have results for the next Town Hall meeting.

c. Next Diversifying Scholarship Conference

- i. Jamie Albright was not able to be here today.
- ii. Planning will start soon, and people may sign up to be a part of the planning committee.
- iii. The date is anticipated to be between Oct. 20 and Nov. 20, 2018. If anyone knows of major conferences or events in our field that are being held in that time frame, they should let Bethany know.

8) Presentation of data on Psychology Department Graduate Admissions from 2009-2017 obtained from Institutional Assessment and Studies with IRB approval

- a. Jason presented data saying that there are two waves, i.e., from 2003-2009 and from 2010-2017. Current analysis is just from the latter wave, which has cleaner coding
- b. It is important to keep in mind that international students were coded differently than US students and are not identified by race. Also, gender is only binary with male or female being the only choices offered.
- c. Our goal is to see who applied, how many were from underrepresented groups and how this has changed over time.
- d. Jason showed graphs for applicants by gender, citizenship, and race/ethnicity.
- e. Looking at GPA was messy. Jason only included those with a GPA under 5. There was no clear trend, but the average appeared to be 3.6.
- f. Using GRE scores is also messy. The test changed in 2012 which makes it more difficult to compare numbers.
- g. The main finding of this exercise was that there are an increasing number of applicants from underrepresented backgrounds but there is no clear trend that admission offers have changed.
 - i. Jason asked if there are other questions we want to explore? The question is how far do we go with this analysis and what do we need to or hope to learn?
 - 1. It would be good to see if there are biases on GPA for one group versus another. If bias is detected, we could alert those reading applications and correct it.

2. Are there other variables we want to study?
 - a. One suggestion was research experience versus GPA or GRE scores, but this might be hard since experience is not always quantifiable.
 - b. Undergraduate academic institution might be interesting, e.g., public versus private.
- h. The question was raised whether applicants could choose Hispanic and White? Would that put someone in the Multiracial group or would they be shown in both groups?
 - i. Was Multiracial a choice in 2009?
 - ii. Attendees agreed that it would be good to see the application that was used.
- i. Bethany asked whether the group thought it would be very helpful to go back to 2003 data since this will be difficult to interpret due to coding.
 - i. The group seemed to agree that there may not be a lot of value in this exercise.
 - ii. It was acknowledged that we cannot assume there were fewer underrepresented applicants in 2003.