Diversity Data Deep Dive

3

November 16, 2018

8:00 am - 3:30 pm
Coffman Memorial Union
Mississippi Room & Rooms 303, 324, 325, 326
University of Minnesota, Twin Cities

UNIVERSITY OF MINNESOTA

Diversity Community of Practice
a grassroots community of faculty and staff

Welcome to Diversity Data Deep Dive 3

The Diversity Data Deep Dive (DDDD) is a series of one-day conferences organized each semester at the University of Minnesota – Twin Cities Campus with the goal of expanding the conversation about diversity and data created and hosted by the Diversity Community of Practice (DCoP)'s Assessment Committee with other partners. This fall's DDDD will be an engaging opportunity to learn from the abundant data and data expertise available at the University.

We'll explore data innovation, implementation, as well as its impact. We will discuss the intersection of data with diversity through panel presentations and discussions on data from across our system campuses. We'll also learn about diversity data exemplars and best practices in afternoon breakout sessions. The day will be interspersed with interactive activities including visual notetaking, instant post-it feedback, and a **Dear Data Postcard** activity during lunch.

Thank you to all of the following for their contributions:

Our sponsors:

Rebecca Moss, Liberal Arts Teaching, Learning, and Research (LATIS), for providing Sketchnotes of our discussions.

Michael Winikoff, Science Communication Labs (BioTechnology Institute), for facilitating the Dear Data Postcard session.

Our many volunteers whose help made this conference possible:

Ann Freeman	Na'im Madyun	Saby Labor
Joel Mixon	Naty Lopez	Simone Vuong
Laura Dupont-Jarrett	Patricia Izek	Teddie Potter
Marissa Hill-Dongre	Rachel Nihart	Vic Massaglia

Our DCoP Programming Committee:

Virajita Singh - Chair	Naty Lopez
Amelie Hyams	Nubia Esparza
Joel Mixon	Renee Pardello

Our DCoP Assessment Committee who planned and hosted this event:

Teddie Potter - Chair	Naim Madyun
Amelie Hyams	Victor Massaglia
Alissa Jones	Virajita Singh

Schedule: Friday, November 16, 2018

8:00 – 8:30 a.m. Registration and Continental Breakfast, Mississippi Room and Annex

8:30 – 8:35 a.m. Welcome Remarks by **Scott Lanyon**, Vice Provost & Dean of Graduate Education

8:40 - 10:00 a.m. Session 1: Presentations and Panel Discussion University of Minnesota: Examples from the system. Mississippi Room

Diversity and data glimpses from four campuses across the University of Minnesota system: Morris, Crookston, Rochester, and Twin Cities. Discussing representational diversity/demographics, campus climate, strategic initiatives, and areas of future focus.

Moderator: Virajita Singh, Office for Equity & Diversity
Panelist Presenters:
Melissa Bert, Institutional Effectiveness, University of Minnesota Morris, *Using data to understand the diverse student population at University of Minnesota Morris*
Lorna Hollowell, Diversity and Multicultural Programs, University of Minnesota Crookston, *UMC Breaking Fertile Ground to Cultivate Diversity, Equity, and Inclusion to Increase Representational Diversity*
Ramiro Alvarez, University of Minnesota Rochester, *Diversity Data: University of Minnesota - Rochester*
Ronald Huesman, Office of Institutional Research, University of Minnesota Twin Cities, *Exploring University of Minnesota Diversity Data: System-wide and Twin Cities*

10:00 - 10:15 a.m. Break + Post-it session response activity, Mississippi room

10:15 - 11:45 a.m. Session 2: Diversity, Data, Innovation Mississippi Room
Presentations and conversation on emerging and tested approaches around data and/or diversity and/or innvovation**.** What can we learn at the intersections of the three topics for advancing the work of diversity, equity and inclusion through data?

Moderator: Teddie Potter, School of Nursing
Panelist Presenters:
Jennifer Gunn, Institute of Advanced Study, *The Human in The Data*
Scott Chazdon, University of Minnesota Extension, *Ripple Effects Mapping: A participatory group evaluation method at the intersection of data, diversity, and innovation*
Joel Mixon, Humphrey School of Public Affiairs, *Using Appreciative Inquiry for Equity and Inclusion*
Daniel Keefe, Computer Science, College of Science & Enginering, *Diversity in Researching and Teaching Visualization and Virtual Reality*
Amy Schult, Institutional Analysis, *Supporting innovation through shared data understanding*

11:45 a.m. - 12:45 p.m. **Lunch Break**
Lunch is served in the Mississippi Room Annex.
Tables are available in the Mississippi Room and conference rooms 324 and 303

12:15 - 12:45 p.m. Dear Data Postcard Workshop, Conference room 303
Presented by: Michael Winikoff, Science Communication Labs (BioTechnology Institute), **Lauren Holly** and **Maggie Peck,** Science Communication Labs Interns, *Art and Inquiry: A Hands-On Exploration of Data Visualization through the Dear Data Project*

12:45 - 2:00 p.m. Session 3: Break-out Sessions
Data sessions showcasing ongoing work and best practices related to data and diversity, data gathering, analysis, dissemination and impact.

Sessions will take place concurrently in three different spaces, each with three presentations lasting 15 minutes each, with time for questions following the third presenter.

Session 3A (Conference room 326)
Facilitator: Victor Massaglia, School of Public Health
Presenters:
  LeeAnn Melin & Peter Radcliffe, Office of Undergraduate Education & Institutional Analysis, *The Undergraduate Experience: Data-informed Interventions*
  Jabra Kawas, University Veteran Services, One Stop, *Overview of University Veterans Services: Selected Data from the 2018 Survey*
  Peter Limthongviratn, Ariana Yang and **Diana Chandara**, Asian Pacific American Resource Center, College of Education and Human Development & College of Liberal Arts, *Asian Pacific American Resource Center: Data and Serving AAPI Students*

Session 3B (Conference room 325)
Facilitator: Joel Mixon, Humphrey School of Public Affairs
Presenters:
  Mary Marczak, University of Minnesota Extension, *Planting the SEEDS of data to grow program effectiveness and reach: SNAP Education Evaluation Database System (SEEDS)*
  David Haynes, Program in Health Disparities Research, *Geo-tagging the Neighborhood*
  Tasoulla Hadjiyanni, College of Design, *Toward Culturally Enriched Communities - Using Qualitative Data to Inform Decision-Making*

Session 3C (Conference room 303)
Facilitator: Alissa Jones, College of Education and Human Development
Presenters:
  Krista Soria, Office of Institutional Research & Office of Student Affairs, *Campus Climate: Evidence from the Student Experience in the Research University Survey*
  Daniel Jones White, Office of Institutional Research, *Campus Climate: Evidence from the Graduate and Professional Student Experience in the Research University Survey (gradSERU)*
  Krista Soria, Office of Institutional Research & Office of Student Affairs, *Campus Climate: Evidence from the Multi-Institutional Study of Leadership Survey*

2:00 - 2:15 p.m. Break + Snacks Mississippi Room Annex
Post-it session response activity (located in each breakout room)

2:15 - 3:15 p.m. Session 4: Presentations and Panel Discussion Mississippi room
Diversity Data reflections on measurement and impacts - cautions and inspirations for the future

Moderator: Victor Massaglia, School of Public Health
Panelist Presenters:
  Carolyn Porta, School of Nursing, *Building the Evidence for Stopping Sexual Assault on College Campuses Using Common and Not-So-Common (Yet) Data Sources*
  Megan Voorhees, Institute on the Environment, *A Case Study: Using Diversity Data to Increase Access to Experiential Education for Underrepresented Students*
  Virajita Singh, Office for Equity & Diversity, *College MADE: Advancing Institutional Implementation of Equity, Diversity and Inclusion in UMTC Academic Units*

3:15 - 3:20 p.m. Wrap up & Next Steps

Speaker Biographies

Ramiro Alvarez has worked with diverse populations in business, non-profits and higher education for most of my career. He served as Access and Opportunity Advisor, Liberal Arts Advisor and International Student Coordinator and PDSO at South Central College. Most recently he served as Director of Retention in the department of Institutional Diversity at Minnesota State University, Mankato. He currently serves as the Health CORE program coordinator at the University of Minnesota Rochester. He also coordinates support services for all underrepresented students at UMR. He holds a master's in Ethnic and Multicultural Studies from Minnesota State University, Mankato.

Melissa Bert is the Senior Director of Institutional Effectiveness at the University of Minnesota Morris. In her role she utilizes data to support institutional decision-making. She currently serves as a member of the McNair Advisory Board at Morris and her doctoral and post-doctoral work at Harvard and Stanford Universities focused on the impact of financial aid on underserved populations.

Diana Chandara is a PhD student in Culture and Teaching at the University of Minnesota Twin Cities. Her research interests are in identity development of diasporic Southeast Asian American youth, culturally relevant pedagogy, and community-based organizations (CBOs). More specifically, she examines how marginalized youth's involvement in CBOs informs ethnic/cultural identities to combat deficit models of academic identities. She is a Graduate Assistant at the Asian Pacific American Resource Center (APARC). She is from Fresno, California. She received her BA in Anthropology with a minor in Ethnic Studies from the University of California, Berkeley and her MA in Education, Concentration in Equity and Social Justice from San Francisco State University.

Scott Chazdon is an Evaluation and Research Specialist for the Extension Center for Community Vitality at the University of Minnesota Twin Cities.Dr. Chazdon has over thirty years of professional experience in evaluation project management, grant writing, research, public policy analysis, adult education, and community development and organizing. Dr. Chazdon's work with Extension has focused on community social capital assessment, community readiness assessment, and impact evaluation of community development programs and initiatives. Since 2010, he has gained expertise in a group participatory method for impact evaluation known as Ripple Effects Mapping (REM) and was the lead editor and contributor for the digital monograph A Field Guide to Ripple Effects Mapping. Chazdon holds a Ph.D. in sociology from the University of Denver and a M.A. in socio-cultural anthropology from the University of Florida.

Jennifer Gunn is a historian of science, technology and medicine. She earned her bachelor's degree in political economy from Hampshire College in Amherst, Massachusetts, and her MA and PhD in history and sociology of science from the University of Pennsylvania. She is the Director of the University of Minnesota's Institute for Advanced Study, a system-wide center that supports innovative interdisciplinary and collaborative faculty research, and a faculty member in the Program in the History of Medicine and the Graduate Program in the History of Science, Technology, and Medicine. Some of Gunn's past work is closely related to the issues of data: she has explored classifications of race and the development of population studies in the interwar US. Her current research explores the history of rural health and medical practice in the upper Midwestern United States from 1900 to about 1950. Diverse rural environments, dominated alternately by extractive industries, farming, rural manufacturing, and ranching, offer opportunities for exploring the relationship of environment and health. This project examines how local factors structured the organization of medical care, disparities between rural and urban medicine, and the role of government to add to our understanding of the complex array of arrangements through which Americans have received health care.

Tasoulla Hadjiyanni is Professor of Interior Design at the University of Minnesota. A refugee from Cyprus, she holds a Bachelor of Architecture degree and a Master of Science in Urban Development and Management from Carnegie Mellon University. Her doctoral work in Housing Studies at the University of Minnesota, presented in her book "The Making of a Refugee – Children Adopting Refugee Identity in Cyprus" (Praeger, 2002), began her interdisciplinary and community engaged scholarship on exploring how culture and identity intersect with place-making. Hadjiyanni's driver is the belief that design can be leveraged for innovation and change to create Culturally Enriched Communities, healthy and connected communities in which everyone can thrive. She also works to transform the next generation of designers into global citizens and build the collaborations needed to bring about change. Her research findings and teaching pedagogies have appeared in journals such as Space and Culture, Home Cultures, Journal of Interior Design, Design Studies, and the International Journal of Consumer Studies. Hadjiyanni has served as Editor of EDRA Connections and Guest Editor for a Journal of Interior Design Special Issue on Design + Culture.

David Haynes is a health geographer who graduated from the University of Iowa with a Ph.D. in Geography. As his expertise lies in Health Geography and geographic computation, he uses cutting-edge spatial analysis methods to advance our knowledge of health and cancer disparities. He worked at the Institute for Social Research & Data Innovation formerly the MPC on an NSF project that focused on high-performance computation of spatial datasets. He has been a postdoctoral fellow on in the Program for Health Disparities and was recently awarded a diversity fellowship with Dr. Anne Joseph to continue researching lung cancer screening disparities.

Lorna Hollowell possesses a passion for supporting individuals from underrepresented and marginalized populations to gain access to postsecondary education and to persist to graduation. She leads the charge to collaboratively guide UMC in maintaining a welcoming and inclusive campus environment, while navigating a path to cultural competency. She provides leadership and service to institutional committees to insure the challenges and opportunities of underrepresented populations are addressed, and diversity objectives are implemented and advanced.

Dr. Ronald L. Huesman, Jr. is the Interim Director of the Office of Institutional Research at the University of Minnesota. His office encourages the use of data and analysis to assist units in making informed decisions that support the University's strategic goals and priorities. Ron is also a Principal Researcher on the Student Experience in the Research University Research Consortium (SERU) and the Administrative Host Liaison for the Association of American Universities Data Exchange. SERU is a partnership between the Center for Studies in Higher Education at the University of California, Berkeley and the University of Minnesota, bring together researchers and scholars who collaborate to generate institutional, comparative, and longitudinal data on the student experience in the research university. AAUDE is a long standing data exchange of representing all 62 AAU research institutions in the US and Canada. Ron earned a Ph.D. in Educational Measurement and Statistics from the University of Iowa.

Daniel Jones-White is the Research & Development Director for gradSERU where he focuses on initiatives to grow the scale, impact, and sustainability of the gradSERU Survey in the United States. In that role, Daniel is responsible for marketing, promoting, developing and analyzing data from the gradSERU Survey. His collaborations with gradSERU partners have resulted in the development of interactive data products that help college and university leaders make sense of gradSERU data. Daniel is a Research Associate at the Center for Studies of Higher Education at the University of California, Berkeley and has a Ph.D. in Organizational Leadership, Policy, and Development from the University of Minnesota and Masters of Arts in Political Science from the University of Missouri-Columbia.

Dan Keefe is an Associate Professor in the Department of Computer Science and Engineering at the University of Minnesota. His research centers on scientific data visualization and interactive computer graphics. Keefe's recent awards include the National Science Foundation CAREER award; the University of Minnesota Guillermo E. Borja Award for research and scholarly accomplishments; the University of Minnesota McKnight Land-Grant Professorship; and the 3M Non-tenured Faculty Award. He has received multiple best paper and best panel awards at top international conferences, such as IEEE VIS and ACM Interactive 3D Graphics. His research has been funded by the National Science Foundation, the National Institutes of Health, the National Academies Keck Futures Initiative, and industry sponsors. In addition to his work in computer science, Keefe is also an accomplished artist and has published and exhibited work in top international venues for digital art. Before joining the University of Minnesota, Keefe did post-doctoral work at Brown University jointly with the departments of Computer Science and Ecology and Evolutionary Biology and with the Rhode Island School of Design. He received the Ph.D. in 2007 from Brown University's Department of Computer Science and the B.S. in Computer Engineering summa cum laude from Tufts University in 1999.

Scott M. Lanyon has served as Vice Provost and Dean of Graduate Education at the University of Minnesota since June 2016. With his leadership, the Graduate School has identified four strategic goals: 1) increasing the diversity of students receiving graduate degrees, 2) advocating for, recognizing, supporting and rewarding excellence in graduate education and postdoctoral training, 3) increasing innovation of best practices in graduate education and postdoctoral training, and 4) providing consistently exceptional service to University of Minnesota graduate students, postdoctoral scholars, graduate programs, colleges, and campuses. Previous administrative roles at the University of Minnesota include Head of the Department of Ecology, Evolution, and Behavior (2008-2016) and Director of the Bell Museum of Natural History (1995-2008). Scott's research career, first as Curator of Birds at the Field Museum and since 1995 as a faculty member in the Department of Ecology Evolution and Behavior at the Univ. of Minnesota, has focused primarily on elucidating phylogenetic relationships in the New World Blackbirds (e.g., blackbirds, meadowlarks, grackles, orioles) in order to better understand patterns of behavioral and morphological evolution.

Peter Limthongviratn strives to empower marginalized students and help them become transformative leaders. Peter serves as the Program Coordinator for the Asian Pacific American Resource Center at the University of Minnesota Twin Cities, where he oversees the ASPIRE Peer Mentorship Program, speaker events, storytelling projects, and more! He strives to cultivate supportive environments for AAPI students to reflect upon their cultural roots and find their voices. Peter received his undergraduate education at Northwestern University in Biological Sciences and Asian American Studies. He then received his M.Ed. in Higher Education at Loyola University Chicago.

Mary Marczak, Ph.D. is the director of Urban Family Development and Evaluation with the University of Minnesota Extension Center for Family Development. In her role, she leads ethnically/racially diverse staff across critical health-related content areas of nutrition, child wellbeing, and children's mental health. For over 20 years, Dr. Marczak has also evaluated over 70 programs including national and statewide initiatives as well as local programs run by small, non-profit organizations. With a strong emphasis on an ecological framework for designing evaluations, Dr. Marczak has experiences evaluating community participatory processes (CBPR) with diverse communities including tribal communities, Latinx, and new immigrant communities.

Vic Massaglia's purpose is to connect with and inspire people to discover their gifts and to reach their full potential so that they may make a positive impact in the world. He has extensive experience in leadership, career and organizational development in both the public and private sectors. He is also the Director of Career & Professional Development Center for the School of Public Health at the University of Minnesota. Before joining the School of Public Health, he was a career counselor at the University of Minnesota Law School, where he provided career path, job search strategy, and life-work balance counseling for law students, alumni, and foreign-trained attorneys.

LeeAnn Melin provides central leadership and coordination for student success initiatives which includes the Center for Academic Planning & Exploration, SMART Learning Commons, the President's Emerging Scholars program, central advising initiatives, and student communications. In addition, she serves on the Office of Undergraduate Education's Executive Team, Strategic Enrollment Management Committee, and other campus-wide committees.

Joel Mixon serves as the Director of Advising and Retention at the Humphrey School of Public Affairs. He is also a Co-Chair of the Equity and Inclusion Council at Humphrey. Joel is currently a PhD candidate in Organizational Leadership, Policy and Development in CEHD and is focusing his research on the experiences of Black men and their advising relationships in higher education.

Rebecca Moss, a librarian by training, with a background in art history. She came to the U in 1999 to work on converting 35mm slides to digital versions for the Department of Art History. In 2004 her unit moved into the College of Liberal Arts technology support unit which today is called LATIS (Liberal Arts Technologies and Innovation Services). Her current role is Assistant Director for Enhancing Learning where she works with some very skilled and motivated people who are interested in helping faculty and students be more successful. Her focus is on innovation services, emergent technologies and helping CLA engage more broadly with the community. Incorporating play into work is also a big interest. Since adopting sketchnotes into her daily work, she says, "I've become a better listener, I process ideas more thoroughly, and I retain more information."

Dr. Carolyn Porta is a Professor in the Population Health and Systems Cooperative in the School of Nursing at the University of Minnesota, and adjunct professor in the Division of Epidemiology and Community Health of the School of Public Health. Dr. Porta is a mixed method prevention scientist committed to improving the health and well-being of vulnerable young people and their families. Dr. Porta leads collaborative research projects locally and globally, targeting individual-level (e.g., sexual violence, risk behaviors), family-level (e.g., conflict), and social-level (e.g., emerging infectious disease threats, social stigmas) problems. Dr. Porta teaches research methods, program evaluation, forensic nursing, and use of technology in research and practice. She serves as Associate Editor for the Journal of Forensic Nursing, on the Commissioner appointed Special Review Board for the State of Minnesota and on the recently established sexual assault investigation workgroup for the Minnesota Attorney General.

Teddie Potter PhD, RN has a rich practice history including over thirty years in home care. Dr. Potter has often been at the heart of paradigm shifts, including being one of the first home care nurses in her state, starting a specialized home care program for people living with HIV/AIDS, and helping start one of the first palliative care programs in the nation. Dr. Potter has been a nurse educator for over eighteen years. She has also shown a long-term commitment to diversity and inclusivity, studying factors that help diverse students succeed in nursing school and teaching healing traditions of our diverse community. Her current positions in the School of Nursing at the University of Minnesota are a natural extension of her interests and passions. She is Coordinator of the Doctor of Nursing Practice in Health Innovation and Leadership and Director of Inclusivity and Diversity. In 2015, she received the distinguished Josie R. Johnson Human Rights and Social Justice Award. Dr. Potter is Executive Editor for the *Interdisciplinary Journal of Partnership Studies;* a peer-reviewed, open-access, online journal promoting interdisciplinary collaboration as a solution for solving society's grand challenges.

Peter Radcliffe, Director of Undergraduate Analytics at the University of Minnesota, is responsible for gathering, analyzing, and disseminating information to support evidence-based decision-making, strategic enrollm, ent management, and student success. Peter serves on the Twin Cities campus Strategic Enrollment Management Committee, and holds a joint appointment in the offices of Undergraduate Education and Institutional Analysis.

Amy Schult is the Lead for Enterprise Data Management & Reporting and a doctoral student in the College of Education and Human Development. With a career in higher education working with institutional data, she currently works to coordinate the data governance program and encourage collaboration across the university data community.

Virajita Singh is Assistant Vice Provost in the Office of Equity and Diversity at the University of Minnesota, where she brings her expertise in design thinking, and partnership studies to catalyze and support equity and diversity work of colleges and other academic units across the University. Her portfolio includes c leading the College MADE (Multicultural Access, Diversity and Excellence) a college-focused initiative that partners with colleges and uses institutional data to set goals and make progress and co-ordinating the Diversity Community of Practice, a grassroots University of Minnesota Twin Cities group of staff, faculty and administrators across the Twin Cities Campus working to advance equity and diversity and Trained as an architect, Virajita is also Senior Research Fellow and faculty in the College of Design where she leads the Design for Community Resilience program she founded at the Center for Sustainable Building Research, which provides sustainable design assistance to greater Minnesota communities. Her current academic work is focused on exploring the applied intersections of cultural transformation theory, partnership models, and design thinking as a strategy particularly as it applies to the higher education context.

Dr. Krista M. Soria is a Student Affairs Research and Assessment Associate with the Office of Institutional Research and Office for Student Affairs at the University of Minnesota, Twin Cities. Dr. Soria is interested in researching high-impact practices that promote undergraduates' development and success, the experiences of first-generation and working-class students in higher education, and programmatic efforts to enhance college students' leadership development, civic responsibility, and engagement in social change. Dr. Soria has worked for more than a decade in higher education, serving as an admission advisor, TRIO education advisor, academic advisor, and adjunct faculty for the University of Minnesota, Hamline University, St. Mary's University of Minnesota, St. Cloud State University, and the University of Alaska Anchorage. Dr. Soria has published over 50 peer-reviewed journal articles, written a book about working-class college students, and edited four books, including a recent volume, Evaluating Campus Climate at Research Universities: Opportunities for Diversity and Inclusion.

Michael Winikoff is the Communications Director of the University of Minnesota BioTechnology Institute where he leads The Science Communication Lab. The Lab trains undergraduate writers and designers in a collaborative, interdisciplinary setting as they work on a range of science communications projects, from event graphics and research profiles to animated shorts and educational exhibits. *The Art and Inquiry* workshop is part of a larger series designed to explore the role of visual literacy, art, and design in advancing the research endeavor.

Megan Voorhees is the Co-Director of Acara, a program of the Institute on the Environment as well as Affiliate Faculty at the Humphrey School of Public Affairs. She has directed a variety of leadership development and education programs in the youth development, youth employment and higher education sectors, including as the Assistant Dean of Students and Director of the Public Service Center at the University of California, Berkeley.

Ariana Yang is a fourth-year PhD student in the Department of Curriculum and Instruction's Culture and Teaching Program at the University of Minnesota. She serves as a Graduate Assistant at the Asian Pacific American Resource Center (APARC) and a Writing Consultant with the Center for Writing. In 2015, Ariana was a recipient of the 2015–2016 Diversity of Views and Experiences Fellowship. She received her BA in global studies with a minor in Asian American studies from the University of Minnesota.

Notes

Diversity Community of Practice

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