



male/female/other. Senator Hamner expressed his agreement and admitted he also questions whether anything will be done with the data collected. He wonders whether it would lead CPPP to see patterns where statistically significant differences exist in a particular group's responses.

Interim Provost Mossman can see both sides of the question but tends to agree that more demographic data will be helpful and beneficial and may lead to certain decisions. He agrees that the gender question should be fleshed out so that it is not built on outdated demographic categories, a change that in itself would be a suggestion toward inclusion. He added that the question of using the data is not a policy question but a practice question as part of shared governance. He thinks more inclusion would be better but understands that it is complicated.

Senator Hamner related that his opinion when this was discussed at CCCP was that the gender question either needs to be removed or improved because it seems strange to just ask about gender alone and not in a sufficiently rich manner. Senator Gravitt thinks the additional demographic information could be useful if it is needed, but once it is determined it is needed you cannot go back and collect it after the fact. She took the same training as Senator Hunter and related it stressed consent, anonymity, and data storage. She thinks it is important that respondents can skip questions; Senator Hamner related that Ms. Hamm confirmed that all questions in the survey are skippable. Senator Gravitt thinks this would allay some faculty's concerns about being identified but also makes the

were not statistically meaningful

3.0 while at other schools a 3.8 is a 3.0. He thinks it would also hurt students at schools that actually maintain rigorous academic standards. Interim Provost Mossman remarked that one reason the charge was requested was the impression that the Reach program was not working, but he thinks the data shows that the program is effective. He believes that funding first-year programs and determining what happens to students in year 3 is where the work needs to be done toward an institution-wide effort to improve graduation rates. Dr. Filipink agrees that the Reach program is effective within the size of the program, the money that can be spent on it, and the number of academic success coaches available to help with the program. He thinks the university has the ability to buttress itself by not writing off students who may have gotten a 2.5 in high school because admitting more students with 3.5 GPAs does not guarantee higher graduation rates. Interim Provost Mossman clarified that the university has two academic success coaches, but they work with sophomore students. He agrees that more are needed.

Dr. Filipink noted that the data shows that WIU has been doing a decent job expanding the enrollment of Hispanic students and helping them persist to their degree, but not as good a job with black students, especially black males. He added the data does not show whether this is a recruiting issue, a result of the way WIU has presented itself over the past five years, or part of what happens once students get to campus, but it is clear the university needs to improve in this area. Senator Hamner remarked that it might be good to look at the ratios of Hispanic and black faculty members because it matters a lot for students to have models. He thinks one result