

2014 Review of the Diversity Requirement

The report that follows is the second review. Drawing from the URCC's spring 2009 *First Periodic Review Report*, the current committee was charged to evaluate the Diversity Requirement to:

1. Determine the degree to which the goals are currently being met,
2. Determine whether or not revision of the policy and catalogue statement is needed,
3. Determine whether or not methods of assessment need to be revised,
4. Make recommendations for the future of the Diversity Requirement by consulting with experts and units within the University, e.g., the Office of Global Education and the Office of Diversity, Equity, and Inclusion,
5. Develop and promote ways for professors to effectively communicate to students the values represented by the Diversity Requirement.

Methodology

The Diversity Subcommittee began by addressing the first charge: *Determine the degree to which the goals are currently being met*. Our initial plan was to examine select syllabi for each of the diversity courses to determine which diversity goals were included. We planned to follow that with a survey of a random sample of students who had taken those courses, much in the same vein as the first periodic review. We planned to study the extent to which each of the diversity criteria were met. However, before we took up that enormous task, we decided to review the original proposals to URCC to gain a broad overview of the criteria that were included in each proposal. We decided to look at criteria rather than goals because specific criteria were to be used in the curriculum proposals.

Our specific research questions were as follows:

Question 1: What is the frequency of criteria as they appear in the proposal – overall for all courses and by discipline?

Question 2: Do some criteria “cluster” around domestic diversity and other around global diversity? Or are the criteria essentially the same for each (global or domestic)?

Diversity proposals were collected and coded based on the criteria used when the diversity requirement was put into effect and can be found in Appendix C. Note that the University Catalog does not distinguish between global and domestic diversity criteria.

The protocol can be found in Appendix C. As stated in the Curriculum Guidelines <http://www2.kent.edu/provost/curriculum/guidelines/upload/curriculum-guidelines-2014.pdf> (p. 59) diversity course proposals are to *Explain how the course addresses specific diversity requirement objectives and criteria as a primary purpose*. All four committee members coded a subset of the 117 proposals to establish inter-coder reliability. We could not find criteria specifically stated in 40 proposals. Once deleting the proposals that did not specifically

