Why have we invited you here tonight?

Faculty, students, staff, alumni and other members of the Portland State community are hard at work rewriting the university’s strategic plan to respond to dynamic changes in higher education and we want to make sure we include the perspective of our larger community in the plan.

What is the EOA Topic Team?

The Equity, Opportunity and Access topic team is a working group of students, faculty, staff, administration, alumni, and other members of the PSU community who are tackling the campus-wide issues in this area identified by the Strategic Planning Development Team.

This team is responsible for digging deep into our topic and developing suitable goals, initiatives and assessment mechanisms. The product of our work will be a set of recommendations to the Strategic Planning Development Team. Once compiled, these recommendations will form the body of the first draft of PSU’s Strategic Plan.

Why plan now?

President Wiewel sees the Strategic Planning process as an opportunity to engage the campus and community partners in a unifying conversation about our shared goals, values and mission. He feels this is an appropriate time to have this important discussion about PSU’s future.

Why should you participate?

As a community partner, you have a unique perspective that needs to be reflected in the plan. When complete, the plan will become the basis for priority-setting at PSU. Your voice, your expertise and your ideas are critical in influencing the direction our university will take over the next five to 10 years.

How can you participate?

By attending this listening session, you have signaled your willingness to share your thoughts with us. Perhaps others in your network would like to do the same. If so, please direct them to:

- EOA’s Public Comment page: [http://www.pdx.edu/president/topic-team-feedback](http://www.pdx.edu/president/topic-team-feedback)
- the PSU Strategic Planning website: [http://www.pdx.edu/president/strategic-planning](http://www.pdx.edu/president/strategic-planning)

And thanks again for participating tonight!
Help us Plan (Questions to the Community)

Question 1: What can PSU do to remove barriers to access and success for an increasingly diverse student body, including students of color?

Question 2: How can PSU best recruit and retain diverse faculty and staff, including faculty and staff of color?

Question 3: What is PSU’s role in addressing local disparities among Portland’s marginalized communities?

Question 4: Are there any other ideas or input you would like to share with our topic team? If so, please list them here.

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Listening Feedback from the Community to the Questions above

Overview: The listening session was instructive and helped shed light on some new subjects while reiterating the importance of others. There was general consensus that if PSU is sincere about wanting to increase Equity, Opportunity and Access on campus it will need to consider the following:

• Increase the number of URM Faculty: students need to see Faculty that look like them if they are to feel welcome on campus.
• Given Portland’s Pacific Rim location, we should be making more of an effort to recruit, retain and graduate Asian and Pacific Island (API) students.
• Because many of these potential students are American citizens (and have visas), bringing these students on campus is less complicated and less costly than recruiting international URM students. Therefore, PSU may be missing an opportunity by not doing more to recruit this population.
• It can be a challenge for admissions staff to respond to phone requests for information from API students because they may not be able to quickly determine their citizen status and direct them to the proper resources. A map that shows the location of the API student, with basic status and available resources information could help address this admissions issue.
• There is an opportunity to utilize the connections of the SALP Pacific Islanders Club to begin a program of exchanges with the Island Nations, e.g., an International Capstone where PSU students observe how environmental changes are affecting Island Nations, the frontlines of Global Warming.
• One participant observed they felt PSU was doing a good job of making itself welcome to undocumented students.
• There is concern that HR does not do a good job of communicating job opportunities to qualified URM candidates.
• A suggested policy change was to have minimum qualifications advertised in job advertisements allow equivalents of experience to substitute for advanced degrees.
Although this may not be possible with many academic jobs, accepting experiential equivalents -- especially for Directorships of non-academic units -- could be a good way to bring in more URM staffers if years.

- The same argument could be applied to Titles. Making these a minimum requirement can keep many URM candidates from applying since they may not have a specific title in their background, but may have experience equivalent to the duties inherent in the title.
- Hiring Committees would benefit from diversity training (or at least a diversity lens review) when writing job descriptions and considering applicants.
- Folks would like to see appropriate on-campus housing and food options for more diverse students, e.g., kosher and halal foods, and a student housing hall for Muslim women.