

Engagement and Data Gathering Sessions

Group: Faculty who address issues of diversity

SPT Partners: Dr. Jannah Nerren and Dr. Gene Moon

Date: October 22, 2014

Design: Carousel with Standard Questions Attendees: 13 attendees (list below)

What are strengths that SFA may continue to capitalize on in the future?

- Wide range of academic programs
- Unifying marketing idea: Lumberjacks make great...Location (environment)
- Newer facilities (BPSC, rec centers, residence halls)

What are weaknesses that face SFA in the future?

- Inter-department communication
- Not a lot of outside business collaborations - new program (i.e. manufacturing)
- Faculty / staff competitive salary
- Not quick to adapt to changing student / staff demographics
- Not enough faculty experience in diverse culture aspects
- Diverse students not feeling supported

What are opportunities that face SFA in the future?

- OMA (office of multicultural affairs) caucus being recognized university-wide and invited to other diversity-related discussions, committees, etc.
- Better quality students
- Provide more student services
- Define our community as a diverse one
- Expand on international faculty
- Promote international collaboration research opportunity

What are threats that face SFA in the future?

- No specific support for diverse faculty / staff that is focused on retention
- Money
- Promise but no action

Other Strengths Listed:

- Willing to have diverse faculties
- Responsive to student needs - SFA 101
- Encourage collaboration (with faculty, students, etc.)
- Freedom to create diverse programs through the OMA
- 60 credit requirement to live off campus
- Being aware of diversity

**Note: There were several editorial comments included along with the listed strengths. As this particular exercise was to only identify strengths, weaknesses, opportunities and threats perceived by this group, these comments have not been included here, but are included in a separate section at the end of the report.*

Other Weaknesses Listed:

- Technology support for new faculty
- Lack of a cross-campus focus on building and fostering a career readiness climate
- Shrinking international student body
- Involvement with local community in research
- Visible support for administrations (those with money and decision-making power)
- Very poor salary
- Location – isolated
- Not very many graduate programs to attract diverse students
- Lack of communication with local high schools
- Lack of facilities for international sports (cricket)
- Lack of a cross-campus diversity-related programming, committees (academic and student affairs), and support
- Very little support for international faculty
- Very little effort to recruit international faculty
- Lack of information accessibility via a paperless culture
- Lack of a reading program
- Lack of accessibility for disabled faculty and students
- I-CARE Services need improvement
- Insufficient student support / services

Other Opportunities Listed:

- IT and Tech programs expansion
- Involve major industries in Nacogdoches with SFA
- Diversity committee - bridge gaps between departments / programs
- Increase GA / TA salary
- Develop solid intellectual community
- A campus climate that is actually cohesive and collaborative with key departments that ultimately impact SFA overall, such as career services, OMA academics, admissions, orientation, Alumni Association, and rep. life
- Respond to the needs of our first generation students
- Speed up financial aid process
- Open up graduate programs to get money

Other Threats Listed:

- Closed minds [faculty and key state holders]
- Listen to more voice and accept participation of new people
- High school partnerships with Angelina College
- Failure to anticipate the change in state demographics
- Lack of bilingual staff to accommodate
- Federal / State mandates
- No effective relationship with area high schools that can impact admissions, retention, graduation, and alumni support
- Lack of programs for first generation students
- How we market Nacogdoches / Lufkin and SFA amenities
- No support / community for international faculty (except for one person in HR)
- Nacogdoches viewed as oldest town in Texas
- Behind in changes in technology
- Slow in updating information / willingness to change vision
- House Bill 5

- Campus accommodation for growth
- Overwhelmed with assessment

** One participant listed the following comments next to these strengths listed by the group:*

- *“Do not agree” was written next to the “Willing to have diverse faculties” inclusion;*
- *“Do not agree” was written next to the “Being aware of diversity” inclusion;*
- *“Irrelevant” was written next to the “60 credit hour requirement to live on campus” inclusion.*

Attendees

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Binta Brown
Gene Moon
Kalanka Jaleth
Jannah Nerren
Tingting Xu
Dan Su

Sudeshna Roy
Dr. Osaro E. Airen
Mrs. Heather Catton
Dr. Jamie Weaver
Phoebe Okungu
Ms. Terri O'Neal ford
Mr. Olegario Madera