Accountability, Assessment & Institutional Change

Alicia C. Dowd, Associate Professor & Co-Director
RISING ABOVE THE GATHERING STORM

Energizing and Employing America for a Brighter Economic Future

NATIONAL ACADEMY OF SCIENCES
NATIONAL ACADEMY OF ENGINEERING
INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES
Preparing the Next Generation of STEM Innovators

Keystone Recommendations:

I. Provide opportunities for excellence

II. Cast a wide net

III. Foster a supportive ecosystem
A professor must believe a test is not fair before she or he will change it. (Or be compelled to change it.)
“One of the things [needed] is simply raising consciousness about who you’re finding success with so that you can then examine—if we’re being successful with this group, but not this group—what we need to do different and not just assume it’s their fault. It’s our responsibility.”

— Joseph Garcia, Lieutenant Governor of Colorado
Deficit Attitude on Campus/Culture

- Cultural competency - PDP
- Tie to DEI student
- Equity themed fleet workshops
- do data/root-cause exercises — w/ M
- provide students with textbook + supplies
  (remove barriers/cause for lack @ student)
- Training Counselors + Testing Staff
- training all LSS Division
- "Teach to Nurse" cert.
- HBC Cult. Comp. WJ SD
- Proj Den for HR duties
- Exec Buy-In — "MDC" friends &
  questions to stuff
If a student doesn’t do well in your course, to what do you attribute this?
## Settings for Study of Practitioner Competencies

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DIVERSITY = EQUITY

Equality ≠ Equity

USC Rossier
Engaging The “Race Question”
Accountability and Equity in U.S. Higher Education

ALICIA C. DOWD and ESTELA MARA BENSIMON
MULTICULTURAL EDUCATION SERIES. James A. Banks, Editor