

2020 Site Visitor Webinar

Facilitated by:

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WELCOME!

First time we are offering this webinar:

- Based on feedback from survey results from previous years.

Spring 2020 Site Visits

103
Site Visitors

38
Programs

4
Countries

GOAL: To provide tools for SVs to navigate difficult situations that may take place during a visit, including those related to performance expectations.

PERFORMANCE EXPECTATIONS

- **PREPARATION IS KEY!**
 - Read ahead of time, prepare questions, ask for meetings and documents
- **CONFIDENTIALITY**
 - Do not identify the program
- **COLLEGIALITY**
 - These are your peers, but collegiality does not signal a positive decision
- **JUDGEMENT**
 - Stay away from insinuations. COPRA, as a body, is the decision-making entity
- **REMINDERS**
 - Be present: make sure the dates selected can be devoted to the program fully
 - Don't shy away from the tough conversations
 - We could not do this without your expertise! Thank you for your service!

DIFFICULT CONVERSATIONS

- Standard 3.2 (Faculty Diversity) & Standard 4.4 (Student Diversity)
 - 74% of programs in this cohort cited on either or both Standards
 - Diversity, inclusion, and climate are topics with which programs grapple often.
 - Power dynamics at play here can make it even more difficult
- **DIVERSITY:** Diversity is the presence of difference within a given setting.
- **INCLUSION:** Inclusion is about folks with different identities feeling and/or being valued, leveraged, engaged, and welcomed within a given setting.
- **EQUITY:** an approach that ensures everyone access to the same opportunities.

EXAMPLE

During the exit interview, the program head asks the site visit team how they think the visit went. The Chair responds, “I’ve been a site visitor many times. You have nothing to worry about. Based on my experience, your program will get a 1-yr. reaccreditation. I have helped programs in that situation before, so I’ll give you my card before leaving. The program will be fine.”

EXAMPLE

The night prior to the start of the site visit, the program chair meets with the site visit team for dinner. Mid-conversation during the dinner, Hailey, one of the site visit team members, looks towards the program chair, Amoado, to direct a question but struggles to start. Amoado notices Hailey struggling, so she reminds Hailey of her name. Hailey says, “your name is so hard to pronounce,” then proceeds with the question.

For the rest of the site visit, Hailey avoids calling Amoado by her name.

EXAMPLE

During a site visit meeting with the program chair and faculty the topic of diversity is brought up in a conversation about faculty hiring. A faculty member says that they just want to be sure they hire someone who 'fits' and that they could have lunch with.

QUESTIONS?

**BEST PRACTICES OR ADVICE TO SHARE WITH
FIRST-TIME VISITORS?**

