

MEMORANDUM

TO: School of Education Policy Council
Ginette Delandshere, Chair
FROM: Russ Skiba, Chair, Committee on Diversity
SUBJECT: Annual Committee Report to Policy Council: Diversity Committee
DATE: April 19, 2010- 2011

The Diversity Committee has met five times this year thus far, and will meet once more in May.

The committee continued to organize its meetings around three standing items that have formed the core unresolved concerns in the School of Education: Recruitment efforts to increase the representation of under-represented populations in the Teacher Education Program, faculty mentoring in order to ensure the retention of faculty of color, and curricular issues.

In the fall, the decision was made to focus on recruitment efforts for this year's agenda. The Committee worked with the Dean's office to jointly sponsor a workshop on the recruitment of under-represented populations. On January 24th, Professor Michael Cuyjet, former associate Dean of the Graduate School at the University of Louisville led a workshop for department chairs and program heads. Attendance was good and attendees were asked to bring the issues and brainstorms back to their department/program (list of possible activities is attached). The results were presented at the February Policy Council meeting and the Dean's office asked for a specific proposal to expand recruiting efforts. The Committee has been developing a set of proposals based upon the recommendations from the workshop and previous meetings and will be completing work on those at its May meeting. Finally, the Committee continued to monitor issues affecting the climate of diversity on campus and in the community, and released a statement with the Dean's office concerning the anti-Semitic hate crimes that occurred in November.

Respectfully submitted to the Policy Council by Russell Skiba for the Diversity Committee.

Members in attendance this year:

Serafin Coronel-Molina, Dionne Danna, Amy Hackenberg, Crystal Hill, Tom Nelson Laird, Gretchen Butera, José Rosario, Elizabeth Boling, Kierstan Connors, Erin Lemrow, Bitá Zakeri, Avital Deskalo (ex-officio), Ghangis Carter (Ex-Officio), Russ Skiba (Chair)

**School of Education Workshop on Recruitment of Under-Represented Groups
January 24, 2011
Brainstorm: What Should/Can We Do**

- Reach out to teachers
- Use projections of what the demographics will be in State of Indiana for calculating disproportionality in applications, enrollment, and graduations
- Analyze and use that data to provide yearly feedback to the School and department on progress
- Changes in PRAXIS: Mandate from School on when taken—earlier the better (within the first two semesters)
- Are there relationships with HBCU's or HSI's that faculty or programs? Share contacts that individual departments have
- Find out which minority serving institutions our students come from
- Micro-loan program for recruitment
- Shift basis for faculty review to give more credit for recruitment efforts
- Reach out and target students who indicate education as major on GRE or SAT
- Make folks more aware of current school efforts (Katie, Ghangis)
- Review climate: Is our climate sufficiently welcoming for students and faculty of color?
- More opportunities for faculty to be engaged in recruiting efforts
- USC Neighborhood program: bring HS seniors to campus
- Get a list of faculty who are interested in meeting w/ students of color or recruiting
- Twilight: Get folks out to it!
- Goodwill ambassadors (website): Currently mostly international. Need to recruit more, esp. African American.
- Need to expand Goodwill Ambassadors to undergraduate level
- Update faculty bios and research as a recruiting tool