

MEMORANDUM

TO: School of Education Policy Council
Peter Kloosterman, Chair
FROM: Russ Skiba, Chair, Committee on Diversity
SUBJECT: Annual Committee Report to Policy Council: Diversity Committee
DATE: April 19, 2010

The Diversity Committee has met four times this year thus far, and will meet once more in May to begin planning for the fall ARC workshops.

The committee organized 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.

We began the year with a success, as the School of Education began a policy of direct admits, based on the Committee's recruitment recommendations from the previous year. Unfortunately, progress remains slow, as the proportion of students of color among those direct admits remained low.

The Committee held a series of conversations with key representatives of the School in successive meetings this year. Jill Shedd attended our November meeting to present on the status of the Teach Indiana Center, and discuss how it might be possible to establish more formal ties between diversity efforts in the School of Education and the Teach Indiana initiative. The Committee discussed issues of recruitment with Don Hossler at our December meeting. Out of that discussion, it became clear that while some of the recommendations of the Committee with respect to recruitment efforts have made some headway, others need continued attention; Dean Hossler recommended a memo to the Dean's office outlining areas for possible attention. We submitted that memo (attached) to the Dean's Office in February. Finally, Tom Brush and Diana Lambdin attended our March meeting, to discuss issues of recruitment and curriculum in the Teacher Education Program.

This spring, the Committee received two requests from cross campus diversity initiatives, the Diversity Days initiative and ARC 2010. Unfortunately, we were not able to respond to the tight timeline to plan any activities for the proposed March 8-9 diversity days. However, the Committee felt that the request for the broader initiative ARC 2010, offered the School an opportunity to address key issues that remain outstanding: recruitment, mentoring, and curriculum. The Committee designed a plan and presented it to the March meeting of the Policy Council (attached). The Committee's May meeting will be devoted to planning the fall workshops.

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

Members in attendance this year:

Dionne Danns, Ryan Flessner, Serafin Coronel-Molina, James Damico, Amy Hackenberg, Crystal Hill, Erin Moira Lemrow, Mary McMullen, Nelda Montemayor, Catherine Overbey, Jose Rosario, Peg Sutton, Ghangis Carter (Ex-Officio), Kim Markoff (Ex-Officio), Russ Skiba (Chair)

Attention, Reflection, Connection (ARC 2010) SOE Interdepartmental Workshop Proposal

In order to respond to the cross campus initiative ARC, the Committee on Diversity proposes a series of inter-departmental workshops on three topics—recruitment, faculty mentoring, curriculum—that have been a topic of consistent discussion in the School of Education. In order to generate discussion in all departments, we propose that each department send a representative to each meeting and bring the information back to their department.

Workshops would be held once a month (September, October, November, 2010) and would run 90 minutes each. After a brief presentation on the topic by the Committee on Diversity or a cross-campus representative, participants will discuss their own efforts, barriers that they face, and potential strategies to address the issue that might be feasible in their departments. The three proposed topics are:

- 1.) ***Recruitment of students from under-represented groups.*** How can we improve recruitment so as to increase the representation of students from under-represented groups in our programs?
 - *Presentation:* Demographics of our students; previous recommendations
 - *Discussion:*
 - Linking to other statewide initiatives, such as Teach Indiana
 - Effective strategies departments are already using
 - Brainstorming new initiatives for recruitment.
- 2.) ***Mentoring of junior faculty of color.*** How can we ensure that junior faculty of color are integrated into the SOE academic community and ultimately achieve tenure and promotion? How can mentoring contribute to those ends?
 - *Presentation:* Stressors that are unique to faculty of color and women; effective mentoring programs at other universities
 - *Discussion:*
 - Ensuring that expectations of tenure/promotion are clear from the start
 - Effective mentoring strategies for all junior faculty
- 3.) ***Curriculum.*** How do we ensure that diversity and equity, as core values of the School, are represented across our curricula?
 - *Presentation:* Departmental representatives will be encouraged to bring a list of the ways issues of diversity and culture are addressed in their programs
 - *Discussion:*
 - Are there key topics in diversity/equity/multicultural education?
 - Single course vs. spread through coursework approaches

The Committee recommends that each department be required to send at least one representative (rotating if necessary), to ensure that the information and discussion held at the workshops can be brought back to all departments. In addition, we would hope for representation from the Dean's Office and for topics one and three, the Office of Teacher Education. In order to keep track of the success of this program in encouraging new initiatives, we would ask that all departments report back to the Dean's Office or Policy Council on the results of their post-workshop discussion. Snacks will be provided at all workshops.

To: Don Hossler, Executive Associate Dean
From: Russ Skiba, Chair, Committee on Diversity
Date: February 10, 2010
RE: Minority Recruitment Initiative

On behalf of the Committee, I wish to thank you for attending our December meeting and exploring possible avenues for improving our recruitment of students of color for the Teacher Education program. It was good to share some thinking on the issue and good to see how committed the Dean's office is to addressing the issue. This memo is a follow-up based on your suggestions at that meeting.

One of the most striking pieces of data to come out of the analyses that the Committee on Diversity did on disproportionality in our teacher education program were the discrepancies in application. For example, less than 2% of our graduating teachers are African American, but it is also the case that only around 2% of our applicants are African American. We may tweak our programs around the edges all we like in order to improve retention, but if we fail to start out with sufficient numbers of students of color, we simply cannot graduate sufficient teachers of color.

Our conclusion is that a strong initiative to improve the recruitment of students of color for the Teacher Education Program is in order. As we discussed at the meeting, this probably needs to include three possible components:

- 1.) Explore all possible funding sources (e.g., grants, cross-campus initiatives, internal funding priorities, donors for endowments) in order to
- 2.) Develop and fund a new strategic initiative to increase applications and admissions of students of color to the teacher education program, and
- 3.) Increase sources and availability of scholarships and financial aid to attract and support students of color.

We are certainly aware of resource limitations during the current financial climate. But funds put into recruitment should be cost-effective by leading to increases in enrollment and credit hour production. We would be happy to work with you both in identifying sources of funding and especially in strategic planning to address this critical issue for the School of Education.