

Indiana University School of Education - Indianapolis

DIVERSITY PLAN 2007/2008

Representational Diversity	Curricular and Co-Curricular Change
Climate for Diversity	Leadership

Conceptual Framework for School of Education Diversity Plan

The School of Education Diversity Committee agreed on four main goals for achieving diversity in the School of Education. The first goal, Representational Diversity, refers to the presence and participation of students of color who are now underrepresented at the School level. The second goal is titled Climate for Diversity, and is geared to creating an environment in which diverse members of recognized, appreciated, and fully included in all aspects of the School's functioning. Curricular and Co-curricular Change is the third goal and centers on the content and pedagogy of courses taught in the School. Finally, the Committee view Leadership as an important fourth goal. This goal pertains to ongoing endeavors to strengthen diversity at all levels and to urge constant evaluation of diversity efforts to determine if goals are being accomplished, the nature of challenges, and identification of new goals as they arise.

Representational Diversity
Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.
Current Status: In progress

1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1
Support and guide students of color in the teacher education program through Project TEAM

Performance Indicators for this Goal/Strategy

Tasks

- 1.1A Identify students of color interested in participating in Project TEAM
- 1.1B Provide resources and services to students participating in Project TEAM
- 1.1C Provide a vehicle for Project TEAM students to voice their comments and concerns.
- 1.1D Identify scholarships and additional resources for future program needs

Persons Responsible

- 1.1A Faculty and academic counselors
- 1.1B Dr. Claudette Lands, Director of Project Team
- 1.1C SOE Diversity Committee - Medina
- 1.1D Program Director, Executive Associate Dean

Timeline for Completion (within plan period)

- 1.1A Ongoing
- 1.1B Ongoing
- 1.1C Fall/ Spring
- 1.1D Ongoing

Report of Accomplishments- The School of Education has identified 15 students to participate in Project TEAM. Participants have provided community service in the community. On an annual basis, they met with the Executive Associate Dean and faculty as part of a focus group to voice their comments and concerns about the SOE. Report is forthcoming,

1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1

Respond to concerns and recommendations as suggested by Project Team participants and other students of color.

Performance Indicators for this Goal/Strategy

Tasks

- 1.2A Present concerns from report to SOE faculty and staff
- 1.2B Continue to meet with students of color not present at Project Team meeting
- 1.2C Identify a mechanism to receive ongoing suggestions from students of color.

Persons Responsible

- 1.2A Khaula Murtadha, Executive Associate Dean and Monica A. Medina, Faculty
- 1.2B Monica A. Medina
- 1.2C Chalmer Thompson, Monica Medina, and SOE Diversity Committee

Timeline for Completion (within plan period)

- 1.2A Fall retreat in August 2007
- 1.2B May – June, 2007
- 1.2C June- July, 2007

Report of Accomplishments – A preliminary report of the meeting with students of color will be completed this summer and presented to the SOE Diversity Committee. The findings from this report will also be presented to the faculty at the Fall Faculty Retreat, scheduled for August, 2007

1.3 School/Department Goal or Implementation Strategy for Diversity Goal 1

In addition to schools, the community is an excellent resource for identifying students of color interested in teaching. As youth workers, many are people of color that have the experience and

knowledge to work with youth. Meet with community-based multi-service centers to help identify minority students for all SOE programs.

Performance Indicators for this Goal/Strategy

Tasks

- 1.3A Identify community liaison to work SOE faculty and staff
- 1.3B Host meeting with center directors to discuss future program collaborations.
- 1.3C Invite centers to work on plan and identify resources for collaboration.

Persons Responsible

- 1.3A Khaula Murtadha, Executive Associate Dean and Monica A. Medina, Faculty
- 1.3B Bob Burbacher, Community Liaison and Khaula Murtadha
- 1.3C Bob Burbacher, Community Liaison and Khaula Murtadha

Timeline for Completion (within plan period)

- 1.3A April 2007
- 1.3B May 23, 2007
- 1.3C June- July, 2007

Report of Accomplishments – Dr. Bob Burbacher, former Executive Director of the Mary Riggs Multi-service Center has agreed to work with the SOE on this collaboration. Concord Center, Hawthorne Center, and La Plaza are agencies that are already working with the SOE. Currently establishing relationships with other youth serving agencies that work with students of color.

1.4 School/Department Goal or Implementation Strategy for Diversity Goal 3

The SOE has identified a committee to review the admissions procedures and make recommendations to the faculty.

Performance Indicators for this Goal/Strategy

Tasks

- 1.4A Identify committee
- 1.4B Committee meets to review procedure, data, and statistics
- 1.4C Committee makes recommendations to faculty

Persons Responsible

- 1.4A Signe Kasberg, Faculty chair
- 1.4B Jose Rosario, Committee chair
- 1.4C Jose Rosario, Committee chair

Timeline for Completion (within plan period)

- 1.4A April 2007
- 1.4B May – August 2007
- 1.4C September 2007

Report of Accomplishments – This is a new committee that is interested in looking at the number of minority students entering the teacher education program. This committee will make recommendations about the admission procedures to the faculty in teacher education.

Climate for Diversity

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status: Not started.

2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2

Currently, the SOE does not have an official plan that is used to identify faculty of color. Therefore, in 2007/2008 the SOE will create a plan that includes strategies to effectively recruit and support faculty of color.

Performance Indicators for this Goal/Strategy

Tasks

- 2.1A Identify key faculty and staff to participate in workshop session.
- 2.1B Request Natasha Flowers and Sherree Wilson serve as facilitators of workshop.
- 2.1C Identify strength, challenges, and resources available to SOE for diverse faculty and staff recruitment.
- 2.1D. Create committee to determine goals for 2008
- 2.1E Present plan and ideas for SOE faculty

Persons Responsible

- 2.1A Diversity committee
- 2.1B Diversity committee – Flowers & Wilson
- 2.1C SOE faculty chairs, Deans
- 2.1D SOE faculty chairs, Deans
- 2.1E SOE faculty chairs, Deans and Diversity Committee

Timeline for Completion (within plan period)

- 2.1A June 2007
- 2.1B June 2007
- 2.1C September 2007
- 2.1D October 2007 Faculty meeting
- 2.1E November 2007

Report of Accomplishments – This is a new goal for the SOE therefore we have no accomplishment to report in this section.

Curricular and Co-Curricular Change

Diversity Goal 3: Make diversity a strategic priority touching all aspects of the SOE mission.

Current Status: In progress

3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3

Acknowledging diversity at IUPUI requires that faculty have the competencies to address issues of diversity in their classroom and model inclusive teaching that identifies diversity, social justice, and multiculturalism as core values of instruction. As in many institutions of higher education, not all faculty receive professional development to address emerging diversity issues, therefore, we will identify diversity professional development sessions for SOE faculty and staff that is based on their interests, the faculty diversity questionnaire, individual faculty requests and information gathered by the SOE diversity questionnaire and the Project TEAM focus groups.

Performance Indicators for this Goal/Strategy

Tasks

- 3.1A Review research and identify four workshops for faculty and staff.
- 3.1B Schedule workshops in collaboration with faculty agenda committee
- 3.1C Present calendar of professional development workshops at faculty retreat
- 3.1D Create evaluation component for SOE diversity professional development workshops

Persons Responsible

- 3.1A SOE Diversity Committee - Medina
- 3.1B SOE Diversity Committee and faculty agenda committee
- 3.1C Faculty agenda committee and Faculty Chair - Thompson
- 3.1D SOE diversity Committee – Soto and Nelson

Timeline for Completion (within plan period)

- 3.1A July Meeting 2007
- 3.1B August 2007
- 3.1C September 2007
- 3.1D August September 2007

Report of Accomplishments - This goal is based on a series of meetings and research conducted by the SOE Diversity committee about the faculty. The Diversity Committee has presented at every faculty meeting from January – May, as a part of this process.

Leadership in Diversity

Diversity Goal 4: Regularly assess, evaluate, improve, and communicate diversity efforts of the SOE.

Current Status: In progress

4.1 School/Department Goal or Implementation Strategy for Diversity Goal 4

SOE faculty will work closely with the Center for Urban Education (CUME) in assessing the IUPUI Diversity Climate.

Performance Indicators for this Goal/Strategy

Tasks

- 4.1A Identify SOE faculty and staff interested in working on research project.
- 4.1B Identify students of color to participate in research
- 4.1C Conduct preliminary focus groups in September

Persons Responsible

- 4.1A Principle Investigator, Joshua Smith
- 4.1B SOE faculty
- 4.1C SOE faculty and research assistants

Timeline for Completion (within plan period)

- 4.1A April 2007
- 4.1B May 2007
- 4.1C August 2007

Report of Accomplishments – This interdisciplinary research project will be conducted with SOE faculty and faculty from other IUPUI Schools and departments. The overall goal is to obtain data to better assess the IUPUI diversity climate.

4.2 School/Department Goal or Implementation Strategy for Diversity Goal 4

The SOE Diversity committee is comprised of faculty from the SOE and the Center for Teaching and Learning/Office for Professional Development. This committee serves in an advisory capacity, therefore their role is to regularly assess, evaluate, improve, and communicate diversity efforts of the SOE.

Performance Indicators for this Goal/Strategy

Tasks

- 4.2A Meet on a monthly basis to assess progress
- 4.2B Inform faculty at monthly meetings
- 4.2C Work closely with other SOE committees to ensure the integration of diversity initiatives.
- 4.2D Create work plan to assess diversity process and outcomes

Persons Responsible

- 4.2A Chairs, Chalmer Thompson, Monica Medina

- 4.2B Chairs, and other committee members as needed
- 4.2C All committee members.
- 4.2D All committee members

Timeline for Completion (within plan period)

- 4.2A Every first Thursday of the month
- 4.2B Every first Wednesday of the month
- 4.2C Ongoing and as needed basis.
- 4.2D July 2007

Report of Accomplishments – Portions of this report serve as the work plan for this advisory committee. In the last year, they presented at six faculty meetings, conducted a faculty diversity study, conducted a focus group of Project TEAM students, conducted 2 professional development sessions for faculty on course transformation and presented research to faculty.