

MEMORANDUM

TO: School of Education Policy Council
Barbara Dennis, Chair

FROM: Russ Skiba, Kathleen King Thorius, Co-Chairs, Committee on Diversity

SUBJECT: Annual Committee Report to Policy Council: Committee on Diversity

DATE: April 23, 2016

The Committee on Diversity has met six times this year, and a subcommittee of the committee will continue to meet during the summer to work on the Diversity Plan for the School of Education.

This year has seen the start of a plan for a more concentrated, action-driven attempt to address diversity issues. In order to conduct a more focused set of conversations, the committee chose a set of topics to address at the beginning of the year (see attached). At the same time, the Agenda Committee of the Policy Council adopted a similar strategy this year, working with the Diversity Committee to pick a specific topic for its monthly diversity segment to focus on and from which to develop action items; each meeting was to include a faculty "subject matter expert" and a member of the Diversity Committee to represent the committee's discussion on the topic. Although the actual schedule diverged somewhat from plans, the strategy resulted in a more focused set of conversations that should provide a solid basis for the development of the School Diversity Plan. Recommendation offered during Diversity Committee discussions on these topics were as follows:

Focusing on Hiring and Supporting Faculty of Color (November)

- Continue to utilize existing structures (e.g., strategic hiring process) to increase hiring of faculty of color.
- IUPUI uses "diversity advocates" who sit on search committees outside of their department to remind faculty that diversity should be a priority in the search process.
- Host symposiums of faculty of color to educate faculty on issues of race and other matters of diversity. IUB and IUPUI could arrange such a conference to raise those campuses' profiles in terms of attracting faculty of color.
- Search committees should pay close attention to where job search ads are published, and to make sure that faculty of color are explicitly targeted in these advertisements.
- Once faculty of color are hired, ensure that mentoring processes are defined.
- Create a new position, an Associate Executive Dean for Diversity, to oversee all diversity initiatives and ensure the actualization of continuing initiatives to increase the recruitment, retention, and inclusion of a more diverse faculty, students and staff.
- Ensure that faculty of color are not disadvantaged during the recruitment or promotion process when they engage in the use of alternative research

methodologies (e.g., critical race theory) not always well accepted in such reviews. (IUPUI has already passed a policy document addressing this issue).

Student Recruitment (December-January)

- Deemphasize test scores as a criteria for both acceptance and graduation.
- Admissions committees develop a more holistic approach to accepting students, de-emphasizing GPA and GRE's, and create new more flexible frameworks for evaluating applicants.
- Expunge the writing sample as a requirement for admission (this already the case in some programs).
- Review CASA testing requirements of the state of Indiana, and perhaps use teacher shortage issues to lobby for changes in those requirements.
- Continually monitor admissions and retention of students of color and hiring and retention of faculty of color (see resolution submitted to Policy Council regarding data collection, below).
- Ensure institutional mechanisms (e.g., data manager or assignment to ETS) to make sure such data are collected and reported each year.
- Analyze available funding to support minority fellowships (e.g., are School-based funds available to students after the first year?)

Retention and Representation of Faculty of Color (January)

- More information needs to be collected regarding the experiences and challenges of faculty of color.
- Survey faculty of color that have left to gain a better understanding of reasons
- Develop a bibliography of the current literature regarding faculty recruitment and retention. (Student representative Leotsakos developed this bibliography).
- Bring a scholarly presenter before the Policy Council to educate it about issues of retention and recruitment of faculty of color (e.g., Mary Howard-Hamilton of Indiana State University)
- White allies needed to help raise awareness and support for the recruitment and retention of faculty and students of color.
- Attention needs to be paid to the lack of senior faculty of color, and representation of faculty of color in leadership positions in the SOE (particular problem for Bloomington campus; considerable progress has been made on this front on the IUPUI campus)

Other Committee Business

Responsibility for Drafting the SOE Diversity Plan: Associate Vice Provost Nieto-Phillips presented the University template for School Diversity Plans at the March meeting of the Policy Council. The committee provided input on the template at that meeting, suggesting more attention be given to retention as well as recruitment. In April, the Agenda Committee charged the Diversity Committee with the responsibility for drafting the plan by November 1, 2016. At its April meeting, a subcommittee consisting

of three faculty members, one student member, and Stephanie Power-Carter as a consultant was nominated and will meet through the summer to work on the plan.

Resolution on Data Collection: At its January meeting, the committee passed a resolution to recommend to Policy Council that The Committee on Diversity recommends that the Policy Council resolve that "data on the demographics of students, faculty, and staff in the SOE be calculated and presented to the faculty at core campus meetings and be distributed to all departments on at least a yearly basis." The measure passed at the following meeting of the Policy Council and was implemented in the Dean's report for the final core campus faculty meeting this year.

Dr. Martin Luther King, Jr. Day Activities: Under the leadership of Leana McClain, the School for a number of years organized activities for students from the community that represented a powerful contribution to the community. With the departure of McClain from that effort, the initiative has not occurred, a serious loss to the School and community. Conversations focused on how to restart those events. While the relatively low cost of the event make it feasible to move forward, the more difficult task may be to find an individual or office willing to take on the relatively time-intensive task of spearheading the issue.

School of Atrium Re-naming. The committee has continued to explore the possibility of renaming the School of Education atrium in honor of the late Prof. Kipchoge Neftali Kirkland, who is eligible as a candidate for naming because at least three years have passed since his death. Ex-officio member Carter continues to explore what would need to occur in order to move this effort forward, both at the School and campus level.

HEA 1635. New provisions in HEA 1635 (attached) mandating the IDOE to provide guidelines for training in culturally responsive approaches to positive behavior supports, restorative justice, and social emotional learning in the classroom may offer opportunities for IU teacher training. The committee monitored implementation of the provisions by the Indiana DOE, but thus far there has been little movement by the DOE on the provisions, which has yet to reach out to the School of Education on the implications of the provisions.

Members: Russ Skiba (Co-Chair), Kathleen King-Thorius (Co-Chair) Gretchen Butera, Ellen Vaughan, Natasha Flowers, D. Ted Hall, She'Kema Blackmon, Jessica Lester, Antonia Leotsakos (student member), and Jennifer Duckworth (student member).

Ex-officio: Elizabeth Boling and Ghangis Carter

Staff: Liyao Zhao

Directions for the Committee on Diversity 2015-2016

- **Climate issues**
 - Using the results of the Climate survey/continuing analysis of the climate survey to continue to challenge the SoE to move equity issues forward; esp exploring gaps in perception of climate by race/ethnicity and sexual orientation
 - Attention to issues of disability, including accessibility to physical spaces for people with disabilities, and policy requiring all new online courses and programs to be universally designed for learning and universally accessible to all, including those with disabilities

- **Ensure diversity at all levels through recruitment, retention, and increased representation in governance**
 - Searches/hires to increase increase faculty racial diversity, esp. faculty of color at the Bloomington campus, and African American/Black men across both campuses
 - Ensuring that the Dean search and permanent appointments of Bloomington and IUPUI campus EADs be based upon leadership commitments and track record of significantly increasing diversity in faculty and student bodies.
 - Support for promotion and tenure of faculty of color, including policies that support diversity and critical perspectives in scholarship, as well as teaching and service
 - Ensuring that racial, sexual orientation, disability and other forms of diversity are fully represented at all levels of faculty governance structures and bodies

- **Teacher training**
 - New provisions in HEA 1635 (attached) mandating the IDOE to provide guidelines for training in culturally responsive approaches to positive behavior supports, restorative justice, and social emotional learning in the classroom. What opportunities does this provide for improving our teacher training programs?