INDIANA UNIVERSITY

CENTER FOR EVALUATION & EDUCATION POLICY

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CEEP

To: Peter Kloosterman, Chair, Policy Council; Don Hossler, Executive Associate Dean
From: Russ Skiba, Chair, Committee on Diversity
Date: March 24, 2010
RE: ARC Workshops

Over the course of this semester, the School of Education has been asked to respond to two cross-campus initiatives regarding diversity, Diversity Days and ARC 2010. While it hasn't been possible to plan events for this spring on the timelines requested, the Diversity Committee viewed these requests as an opportunity to address some longstanding issues in the School of Education.

We would recommend, this fall, a series of workshops for representatives of all SOE departments, to discuss three topics—recruitment of students from under-represented populations, faculty mentoring, and multicultural curriculum. Attached is a description of the workshops. While you will note that they are not necessarily in the same format as the activities recommended by the cross-campus initiatives, we believe they serve the purpose by engendering discussion at the departmental level about topics that have been discussed perennially in the School.

I look forward to discussing these ideas with the Policy Council next week.

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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.