



# INDIANA UNIVERSITY

## SCHOOL OF EDUCATION

Office of Recruitment and Retention  
Bloomington

### Synopsis of Recruitment and Retention Highlights (2010)

- Hudson & Holland Scholars Program-School of Education  
*Praxis I Completion Incentive Scholarship* (\$1,000 per academic term)

Spring 2010  
19

Fall 2010  
16

- Groups Student Support Services Program-School of Education *Engage in Education Scholarship* (\$1,000 per academic term)

Spring 2010

Fall 2010

1

1

- IU Pathways Scholarship for Future Teachers (\$2,000 per academic term)

Spring 2010

Fall 2010

2

1

- IU Direct Admit Scholars

#### 2009-10 (Inaugural Cohort)

Total Class Size: 62

Direct Admit Scholars of Color: 5

American Indian: 1

African American: 3

Hispanic/Latino: 0

Asian: 1

Hudson & Holland Scholars Program: 4

Groups SSS Program: 2

#### 2010-11

Total Class size: 37

Direct Admit Scholars of Color: 11

American Indian: 2

African American: 3

Hispanic/Latino: 3

Asian: 3

Hudson & Holland Scholars Program: 6

Groups SSS Program: 2

- Provided Praxis I registration fee reimbursement for education majors as well, mostly those who can provide documented evidence of a financial need. A large number of these students, though not exclusively, are Groups Student Support Services Program and 21<sup>st</sup> Century Scholars Program participants, a major pipeline of our underrepresented future teachers of color. In 2010, 20 students were reimbursed; hosted Praxis I tutorial sessions for pre-education majors having difficulty with the exam, where an average of seven to 10 attended.
- Worked collaboratively with the Manager of Enrollment Services Katie Paulin to maintain participation annually at Office of Admissions and academic/student support services units' recruitment initiatives.
- In collaboration with the Office of Admission's, identify, visit, and maintain communication with students enrolled in the teacher cadet groups at high schools (especially Pathways schools where appropriate) in Lake, Marion, St. Joseph, Allen, and Vanderburgh counties; six to eight (6-8) school visits were conducted in 2010.
- Identified and encourage undergraduate teacher education majors to apply for student leadership involvement on the School of Education's Dean's Advisory Council. Currently, three (3) Hudson & Holland Scholars Program participants are/were recent members in 2010.
- In fall 2004, established and coordinated monthly "**Brothers Breaking Bread Luncheons**", a retention initiative to introduce underrepresented male education majors to campus senior administration, faculty, staff, graduate and professional and fellow undergraduate students. In 2010, roughly 25-30 undergraduate/graduate education students have participated.
- In concert with the School of Education's Office of Graduate Studies and academic department's graduate programs, provided support for graduate student recruitment and retention initiatives. Utilize AGEP Emissaries pursuing advanced degrees in the School to help in the recruitment process of prospective graduate students. To learn more about these talent students, visit: <http://graduate.indiana.edu/emissaries-profiles.php>. School of Education's emissaries have been extremely helpful with serving as ambassadors for prospective doctoral students visiting campus. In 2010, four HESA and one Curriculum and Instruction graduate student were/are emissaries.
- In fall 2010, part of instructional team of Hudson & Holland Scholars Program U212 first-year experience seminar for nearly 150 scholars, a small number of whom (6-10) are pre-education majors; served as program advisor to all HHSP education majors (30).
- Wrote letters of recommendation (12) for undergraduate and graduate students applying to School of Education programs, scholarships, internships as well as other IUB academic units and student organizations.



## Recommended Recruitment and Retention Initiatives (2011-12)

- The School of Education alumni of color play an important part in the recruitment process of future undergraduate and graduate students, especially personalized testimony of their experience at the School and IUB. Particularly those hailing from and/or serving at historically Black colleges and universities (HBCUs) as well as Hispanic serving institutions (HSIs), they can be utilized in the recruitment process for target multicultural student populations.
- In fall 2011 or spring 2012, host a town hall meeting with Indiana University Dean Gerardo M. Gonzalez; Ghangis D. Carter, director of recruitment and retention; Tyrone C. Howard, UCLA associate professor and director of the Black Male Institute and to be determined Black and Latino male teachers of Indiana. The event will *publicly* decry the state of male teachers of color: their significance in K-16 education; strategies for recruiting this population; as well as launch the 'I Teach Therefore I Am' campaign, which would aggressively seek to recruit xxx Black and Latino males to the IU Teacher Education Program.
- By fall 2011 and in consultation with the Office of Graduate Studies and department chairs, enroll with GRE Search Service to secure academic profile and test data on potential recruits to School of Education.
- By fall 2011 and in partnership with the Office of Recruitment and Retention, develop "Faculty Recruitment Teams (FRT)" that assist with the recruitment of graduate students of color while in attendance at their annual professional meetings, graduate recruitment fairs, etc.
- During spring and fall 2011, foster a relationship with Central State University, Florida A&M University, Kentucky State University, Tennessee State University and Wilberforce University, all HBCUs, to begin pathway partnership whereby their undergraduates consider the School of Education for advanced degree pursuits. The same efforts will be made with HSIs: San Diego State University, UCLA and Arizona State University. Many of these institutions have active Ronald E. McNair Programs, which encourage underrepresented undergraduates to pursue advanced degrees.
- Increase participation of all School of Education departments to participate in *Getting You into IU*, an annual fall semester Graduate School recruitment initiative that brings competitive students of color to campus who are interested in pursuing the doctorate.
- Participate in the redesign of the School's website, whereby student and alumni of color testimonials are added as well as include a link for prospective students to AGEP Emissaries.
- Continue to co-teach and advise (education majors) HHSP's U212: *Issues in Undergraduate Life*
- Serve on the Groups Student Support Services Program Advisory Council
- Continue to diversify the Dean's Advisory Council

Continuing to identify the Dean's Advisory Council

Give me the Georgia Student Support Services Program Advisory Council

10/15/2013

Students in research and social research majors. FHSU's 0213-1000 is

10/15/2013

Participate in the research of the School's website, whereby student and faculty of

10/15/2013

bring competitive students of color to campus who are interested in pursuing the

you would be interested in social research School recruitment initiative and

increase participation of all school of education departments to participate in college

which encourage undergraduate undergraduates to pursue advanced degrees.

State University. Many of these institutions have active Ronald E. Miller Programs,

some which will be made with Eastern Delta State University, UGA and Auburn

undergraduate course in the School of Education for advanced degree pursuit. The

Western University of Health Sciences, to begin faculty partnership with their

Florida A&M University, Kentucky State University, Tennessee State University and

Georgia College and State University.

10/15/2013

Students of color who in attendance of their annual professional meetings, graduate

Faculty Recruitment Team (FRT) that assist with the recruitment of graduate

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10/15/2013

highlight, which would aggressively seek to recruit for Black and Latino males to the

to assist in recruiting this population, as well as launch the "I Teach Therefore I Am"

every 100 hours of male teachers. It does not have significance in R.15.001 content;

by experienced Black and Latino male teachers of color. The event will be held

Dr. Howard, UGA associate professor and director of the Black Male Institute and to

Dr. M. Gonzalez, Director of Recruitment and Retention, Tyrone

in fall 2011 or spring 2012, hold a town hall meeting with various University Dean

10/15/2013

target in educational student populations

Hispanic serving institutions (HSIs), they can be voice in the recruitment process for

and/or serving historically Black colleges and universities (HBCUs), as well as

testimony of their experience at the school and life. Particularly those coming from

points of future undergraduates and graduate students, especially those with

The School of Education aims to play an important part in the recruitment

Recommended Recruitment and Retention Initiatives (2011-13)