

MEMORANDUM

TO: School of Education Policy Council
Suzanne Eckes, Chair
FROM: Russ Skiba, Chair, Committee on Diversity
SUBJECT: Annual Committee Report to Policy Council: Committee on Diversity
DATE: April 20, 2012

The Committee on Diversity has met six times this year thus far, and will meet once more in May.

After considering the topics that would be most useful for consideration, the Committee settled upon continuing its focus on issues of recruitment and representation, expanding its focus beyond the Bloomington campus and to disability issues, and climate.

Developing a Data-Base System for Monitoring Recruitment and Diversity Issues. Beginning with the topic of diversity, it quickly became clear to the Committee that the most important issue in recruiting a more diverse population in the School of Education is to have good data on a continuing basis to provide us with a baseline and continuing benchmarks for measuring progress. It has been over 5 years since the Committee released its first report analyzing admissions and graduation data in the Teacher Education Program. More than simply updating that report, the Committee felt it was important to develop a system that allows the School to monitor indicators of diversity on an ongoing basis. Consideration of the issue was set back some in the fall with the departure of Larry Campbell from ETS, but Jon Lawrence stepped in and has been extremely helpful in helping move this issue forward. In a series of whole-group and subcommittee meetings, the Committee outlined the questions that such a database would need to be able to answer (see Attachment). In particular, it became apparent that the database needs to be able to answer both questions of overall representation (“What percentage of those applying to School of Education are from a given racial/ethnic group?”) as well as questions of diversity as students progress through their programs (“Of those who matriculated, what is the percentage for each racial/ethnic group that graduated within XX time period?”). We will continue to work to develop the outlines of such a system, and hope that it can be implemented within the next academic year.

Committee Parameters. One theme that seemed to pervade all of our meetings this year was an expansion of what falls under the purview of the Committee. We took steps to increase the input and representation of the Committee with respect to the Indianapolis campus by electing co-chairs (Russ Skiba and Crystal Hill Morton) representing Bloomington and IUPUI, and considered and brought to Policy Council the report of the IUPUI Diversity Task Force.

In February, in order to increase attention to disability issues, the Committee brought in Tanner Terrell and Jamie Coccarelli from the Office of Disability Services to discuss how the SOE can collaborate with their office. They outlined the purpose of

disability services on the IU campus, providing accommodations to individuals with mental and/or learning disabilities who had an IEP in high school, and noted that many students don't know the office exists. It was suggested that the Committee or Disability Services send out a yearly message to the faculty listserv on the procedure for meeting with a student who requests for accommodations, as well as sending out a reminder to add information on disability services to their syllabi. Prof. Flinders recommended that a statement about using first person language could be developed and the faculty should be reminded to add this information to their syllabi.

Issues of Climate. Issues affecting the quality of the climate of the SoE and the surrounding community for under-represented or marginalized group continued to be considered by the Committee as they arose.

Of particular note is the Diversity Panel organized by student member Demetri Morgan and GSO and SOEGSA. The discussion on diversity will be facilitated by a panel of representatives from Cultural Centers across campus. The event will take place in the Atrium at noon on April 25th.

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

Members: Russ Skiba (Co-Chair), Crystal Hill Morton (Co-Chair), Serafin Coronel-Molina, Tom Nelson Laird, Gretchen Butera, Sara Sturgeon, David Flinders, Ellen Vaughan, and Demetri Morgan (student member)

Ex-officio: Elizabeth Boling and Ghangis Carter

Staff: Avital Deskalo