

## MEMORANDUM

TO: School of Education Policy Council  
Jack Cummings, Chair

FROM: Dave Flinders, Russ Skiba, Co-Chairs, Committee on Diversity

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

DATE: April 14, 2014

The Committee on Diversity has met seven times this year thus far, and will meet twice more, in April and May.

The Committee has worked primarily in two areas this year that were both driven by the need for data concerning the status of diversity issues in the School of Education: the continuing development and use of an ongoing electronic reporting system, and a school-wide campus survey on the cultural climate of the School of Education at IUB and IUPUI.

*Development of a Reporting Tool for Monitoring Recruitment, Admissions, Matriculation, and Graduation.* The Committee continued its work this year on the development of an electronic reporting tool to monitor statistics on diversity in the School of Education including key metrics from application to graduation. While changes in ETS personnel slowed the development and utilization of the reporting tool somewhat, we continued to meet with ETS staff in order to make progress in moving the use of the tool for reporting on diversity towards reality. In particular, the Committee set as its goal using the data workbook system for ETS to generate a yearly standing report on schoolwide and department-by-department diversity statistics from applications through graduation. Parameters began to be set on the types of questions addressed in such a yearly report, and in how the data could best be used for both school-wide and program-by-program queries.

*Cultural Climate Survey.* Over the course of the year, a considerable amount of effort was put in by the Committee into the development of a Cultural Climate Survey for the School of Education. The Committee framed the need for a survey based, not on any specific developing concerns, but a general need to understand how students, staff, faculty and administrators view the climate of diversity and equity in the School of Education. Early in the year, the Committee reviewed a dozen similar campus diversity climate surveys from around the country, in an effort to find a format and set of parameters to guide a survey for the SOE. In the end, the Committee used the seven objectives from Goal 5, the diversity goal, of the SOE Strategic Plan to organize the survey. Barry Chung and Russ Skiba examined items from previous surveys that might fit into each SOE diversity objective, and Barry Chung crafted those items into a survey. He and his team finalized the survey, and Avital Deskalo formatted the survey for Survey Monkey. That survey was released in March (with a closing date of April 14) as an online survey to staff, students, faculty, and administrators; thus far nearly 400 surveys have been completed across both IUB and IUPUI. Barry Chung offered to analyze the results

this summer along with a graduate student team; in order to accomplish that goal, IRB approval was secured for distribution of the survey. At its March meeting the Committee discussed possible avenues for dissemination of the results including a report to the Policy Council and staff council, presentation at a core campus faculty meeting, a town hall meeting, the Teacher Education Newsletter, and publication of the results at the International Multicultural Summit. Preliminary analysis of the results will begin in April and May and proceed through the summer.

Respectfully submitted to the Policy Council by Russell Skiba and David Flinders for the Committee on Diversity.

**Members:** Dave Flinders (Co-Chair), Russ Skiba (Co-Chair), Barry Chung, Kathleen King-Thorius, Frank DiSilvestro, Samantha Paredes Scribner, Sara Sturgeon, Gretchen Butera, Ellen Vaughan, and Leah Peck (student member).

**Ex-officio:** Elizabeth Boling and Ghangis Carter

**Staff:** Avital Deskalo