

College of Education

Area	Current Status of Goal	Projected Status of Goal by April, 2008	Projected Status of Goal by April, 2010
Communication Related to Commitment to Diversity			
<ul style="list-style-type: none"> Communicate effectively what we do and who we are. As part of these efforts, evaluate and revise the COE web page to highlight our commitment to diversity and inclusion in leadership, initiatives and coursework 	Communications Specialist is reviewing website and making revisions; Considering revised version of COE Diversity Statement (<i>attached</i>).	Completed with ongoing review and revision. Post COE Diversity Statement on website and other documents as appropriate.	Completed with ongoing review and revision.
Recruitment of Faculty			
<ul style="list-style-type: none"> Develop a partnership with the Office of Institutional Diversity to help recruit and retain minority faculty. 	In process. Dean will schedule an early spring meeting with Dr. Thomas and COE administrators to begin discussion. <i>See attached ledger for current headcount of faculty by ethnicity and by gender.</i>	COE Leadership Team will consider the process and procedures to delineate an effective partnership with the Office of Institutional Diversity Office to meet this goal.	Completed with ongoing review and improvements.
<ul style="list-style-type: none"> Develop protocol for recruiting diverse faculty. 	In process. The COE Leadership Team will develop and approve a protocol in early spring.	COE will implement the protocol.	Completed with ongoing review and improvements.
<ul style="list-style-type: none"> Given state and/or central university monies are not available; develop 	In process. The dean and development officer will gain input and collect	Individuals and foundations will be identified to assist in creating an incentive fund.	Completed. An incentive fund will be available to assist in recruiting a diverse

fundraising strategies to create an incentive fund.	information to develop strategies for Leadership Team to review.	Note: A planned gift will fund a COE Endowed Chair related to Diversity Studies.	faculty.
<ul style="list-style-type: none"> Develop partnerships with academic institutions with highly diverse populations to recruit faculty. 	In process.	COE Associate Deans will take the lead in identifying academic institutions with highly diverse populations to recruit faculty.	Completed with ongoing efforts. Partnerships with at least three institutions will be established.
Recruitment of Students			
<ul style="list-style-type: none"> Recruit students from schools, universities, and agencies serving highly diverse populations. 	In process. <i>See attached ledger for current headcount of students by ethnicity and by gender.</i>	COE Associate Deans will take the lead in identifying academic institutions with highly diverse populations to recruit students.	Completed with ongoing efforts. Partnerships with at least three institutions will be established.
<ul style="list-style-type: none"> Identify and promote College initiatives that would attract diverse candidates. 	In process.	Associate Deans will compile list of College initiatives related to diversity and will promote on website, in COE annual report, in COE newsletter, and other avenues as appropriate.	Completed with ongoing review and revisions.
<ul style="list-style-type: none"> Work with the Office of Institutional Diversity to establish a McNair Scholars program. 	In process. The dean will schedule an early spring meeting with Dr. Thomas and COE administrators to begin discussion.	COE Leadership Team will develop a McNair Scholar program by working with the Office of Institutional Diversity Office.	Completed with ongoing review and revisions.
<ul style="list-style-type: none"> Attract and place McNair scholars in our programs. 	Nine McNair Scholars are enrolled in the School of Applied Health and Educational Psychology.	COE (1) will seek to have waivers restored to previous levels (now 9, was 12) to increase competitiveness and (2) will foster relationships	Increase the number of McNair scholars by 15%.

		with institutions that we have been successful recruiting from in the past.	
<ul style="list-style-type: none"> Seek federal/state/university/private funding to support partnerships and initiatives. 	In process. COE Associate Dean for Graduate Studies and Research will lead effort to identify funding sources.	Funding sources will be identified and evaluated.	Funding to support partnerships and initiatives will increase by 15% in two years.
Retention of Faculty			
<ul style="list-style-type: none"> Develop effective mentoring programs 	In process. Dean is scheduling an early spring meeting with COE administrators to begin discussion.	A mentoring plan will be evaluated by Leadership Team subject to discussion and approval of COE faculty members at our May 2008 meeting.	Program implemented with ongoing evaluation and revision as needed.
<ul style="list-style-type: none"> Maintain data on the success of searches. 	In process. Dean is meeting with College HR staff to establish data collection procedures as spring searches begin.	Data collection will be ongoing.	Data will be evaluated annually by Leadership Team and program areas as appropriate.
<ul style="list-style-type: none"> Follow-up with candidates who do not accept offers and faculty who leave the University to identify reasons and to address these issues. 	In process. Dean is meeting with College HR staff to establish data collection procedures.	Data collection will be ongoing.	Data will be evaluated annually by Leadership Team.
Retention of Students			
<ul style="list-style-type: none"> Develop effective mentoring programs. 	In process. Dean is scheduling an early spring meeting with COE	Associate Deans will lead effort to establish an effective mentoring plan for students to	Program implemented with ongoing evaluation and revision as needed.

	administrators to begin discussion.	begin, formally, in Fall 2008.	
<ul style="list-style-type: none"> Follow-up with students who leave the College to identify reasons and to address these issues. 	In process. Associate Deans plan to meet in early spring with their respective staff members to establish data collection procedures	Data collection will be ongoing.	Data will be evaluated annually by Leadership Team and program areas as appropriate.
Climate			
<ul style="list-style-type: none"> Establish a diversity committee as a College standing committee for the purpose of improving and fostering a diverse social and cultural academic environment. A responsibility of the committee will be to ensure diverse experiences for students as they may relate to curriculum, field experiences, and clinical placements. 	Under consideration. Input from the May 2007 COE Faculty meeting indicated support to establish a Diversity Task Force. The group met in the fall semester and gave the <i>attached report</i> to Leadership Team (LT) in December 2007. The recommendations of the Task Force will be discussed by LT in early spring.	Leadership Team will establish a governing structure to meet this goal.	A committee structure will be in place to foster an inclusive climate in the College and to ensure diverse experiences for students as they relate to curriculum, field experiences, and clinical placements.
Professional Development			
<ul style="list-style-type: none"> Identify professional development opportunities related to diversity. 	In process. Dean will involve units to assist in compiling this information.	A list will be identified and circulated among faculty, staff, and students.	Completed with ongoing updates and annual distribution.
<ul style="list-style-type: none"> Create a professional learning community related to diversity (Examples: 	In process. Leadership Team will discuss in early spring specific activities to	COE will engage in specific activities as developed by Leadership Team and others in	Completed with ongoing efforts.

<p>COE retreat to address diversity and inclusion, book shares).</p>	<p>reach this goal. Input from students and staff also will be gained.</p>	<p>the College.</p>	
<ul style="list-style-type: none"> Regularly address issues of diversity and inclusion at meetings of COE faculty and staff. 	<p>In process. Leadership Team will discuss how to ensure that COE faculty and staff regular address issues of diversity and inclusion.</p>	<p>Administration, staff, and students will discuss diversity issues at meetings.</p>	<p>Review progress toward this goal on an annual basis by reviewing minutes of meetings and by other sources of information.</p>