

Thanks for the notice. Actually, Serafina Coronel-Molina has already been involved with that cross-campus effort and keeping us informed. We discussed both this initiative and the previous notice that the Policy Council/Dean's Office sent regarding Diversity Days at our meeting yesterday. We decided to try to integrate the two initiatives, and are recommending the following:

1. We have been talking about hosting a session involving a presentation by the four recipients of the Diversity and Equity Research Initiative Awards. So we will contact them about holding an hour and a half panel discussion, moderated by a representative of the Committee, on March 9th or 10th. To tie it in with the ARC initiative, part of the session will ask the grantees to address the implications of their findings for the curriculum or climate of the SOE with respect to diversity and equity.
2. As far as the workshops recommended by ARC, we felt the most fruitful workshops would involve faculty discussing issues that have been consistently identified as the most consistent unresolved issues for the SOE. Thus we are proposing that each department (including the Dean's Office) send one representative to a series of workshop on these three topics:
 - i. Recruitment—What are departments currently doing? What are the barriers to increasing applications from under-represented groups? What actions can be taken to improve rates of minority applications? (April)
 - ii. Mentoring of Junior Faculty—What are the issues, general and unique, that represent a threat to retention of junior faculty of color? What are the elements of effective mentoring programs? (November)
 - iii. Representing Diversity & Equity Issues throughout the Curriculum—Rather than reserving diversity, equity & multicultural issues for a single course or time of year, how do we integrate those issues as a key principle throughout coursework? (December)

The departmental representatives can then bring the discussion back to their department for further discussion and action. We would see members of the Committee on Diversity as moderating these discussions and providing a stimuli for discussion including data and model program descriptions. The Committee felt strongly that departmental representatives should ideally be at the level of Associate Professor or above. Part of the concern in the mentoring discussion is retention of junior faculty of color—making those faculty responsible for one more service activity could ironically threaten that goal.

Note that we are suggesting that the first session on minority recruitment be held in April, in hopes of having an effect on next year's applications. That may require getting this proposal on this month's Policy Council agenda. If that is a problem or if the timeline seems unrealistic, the first session can be moved to September.

I would be happy to come to Policy Council to provide information and take feedback on this proposal.

Best,

Russ

Russell J. Skiba, Ph.D.
Professor, Counseling & Educational Psychology

Center for Evaluation and Education Policy
1900 E. 10th St.
Bloomington, IN 47406
o: 812-855-5549
f: 812-856-5890