

Diversity Committee

Meeting Minutes

10/19/2016

Attending:

Dr. Nicole Vaux (chair)

Dr. Shalanda Stanley (Secretary)

Dr. Ava Pugh (guest)

Dr. Leonard Clark (member)

Ms. Rhonda Mann (member)

Dr. Vaux opened the meeting. A discussion was had regarding the history of the diversity committee and how the mission has evolved over the years. A discussion of the CAEP (Council for the Accreditation of Educator Preparation) Formative Feedback Report took place, discussing the shift of the definition of diversity from NCATE (National Council for Accreditation of Teacher Education) to CAEP. In addition, in response to the Inspectorate report in Spring 2016 and the FFR (Formative Feedback Report, the EPP (Education Program Provider) has decided to devise a new, targeted action plan focusing on candidate diversity.

The university has hired a diversity recruiter, whose sole purpose will be recruiting diverse candidates. The EPP has invited that person to attend the next diversity meeting (November 2<sup>nd</sup>) to ascertain what the efforts are and how the EPP can focus the recruitment effort specifically to the School of Education.

Ideas were discussed regarding bringing local P-12 students to campus with the focus on being on the recruitment to teacher education. Different day camp ideas were discussed that

would provide students an opportunity to teach. These type efforts would be considered long-term goals.

The short-term goals that were discussed included selecting area high schools (seven were identified) to visit. The SOE (School of Education) faculty and candidate members from the diversity committee would take trips to the local high schools to share information about our programs, as well as other resources available, particularly scholarships. Guidance counselors at the schools will be contacted in order to set dates for visits.

Types of incentives were also discussed in the meeting. Members of the committee recognize that in order to recruit diverse candidates, we need to invite currently enrolled diverse candidates into the conversation to ascertain what motivated them to join the field of education. The diversity committee would also like to invite currently enrolled candidates to become members of the committee. The idea of nominating officers from each block was discussed. A professor from each block will be tasked with making one to two nominations, making a total of four officers. The officers would be invited to diversity committee meetings and represent their individual blocks. These officers would also be heavily involved with recruitment efforts. The officers will be nominated by the November 2<sup>nd</sup> meeting.

Baseline data was discussed. In regards to the undergraduate candidates, data was pulled from fall 2013 to present. The data was disaggregated by race and gender. The data will be analyzed and a baseline will be determined before the November 2<sup>nd</sup> meeting. Next steps will include setting goals and a timeline for completing them.

The goals and timeline will form the action plan that will be carried out in Spring 2016. The suggested steps for the action plan are:

Step 1: Choose area high schools with diverse populations

Step 2: Contact Guidance Counselors at those schools (The possibility of targeting a specific population of students was discussed.)

Step 3: Set times and dates for school visits

The diversity committee discussed what would be offered during these school visits: information about programs; extend a personal invitation to come to ULM and major in education; discuss future options such as ed leadership positions; discuss retainment efforts currently taking place in the SOE such as the Praxis workshops, study sessions, professional development opportunities, etc. It was discussed that it would be nice to devise a one-page handout that would detail scholarship opportunities and include web links for application, etc.

Additional demographic information was discussed and the following questions arose:

- What percentage of our students receive TOPS (Taylor Opportunity Program for Students)? Can we get this information disaggregated by race and gender?
- How many failing schools are there in the MCS (Monroe City Schools) and OPSB (Ouachita Parish Schools)?
- How many Charter Schools are in the area?
- What is the total number of secondary students in MCS and OPSB?

These questions will be answered in the November meeting.