

Diversity Committee

Meeting Minutes

11/30/2016

Attending:

Dr. Nicole Vaux (chair)

Dr. Shalanda Stanley (historian)

Ms. Rhonda Mann (member)

Mrs. Tiffany Jackson (member)

Dr. Leonard Clark (member)

Seth Hall (guest)

LaShaun Smith (guest, stated she wants to become a member)

Dr. Vaux opened the meeting. Previous minutes were approved and introductions were made to the two attending guests. Dr. Stanley shared baseline data of demographic information from candidates admitted to ULM that declared education as their major. See attached document with said data. The data collection process is still ongoing in terms of tracking candidates once they are admitted to teacher education prior to the junior year. There is a database called Access that has this information. The database will also let us know data regarding candidate demographic information for those graduating candidates.

The university recruiter (LaShaun) discussed her efforts regarding STEM recruitment and ongoing research between who is applying and who is enrolling. She stated that these students need more support/facilitation during the enrollment process. "They don't know how to ask for what they need." When speaking with prospective students she stated that one reason candidates of color are not applying/enrolling is that they feel more comfortable/supported at Historically Black Colleges. The committee discussed how more support could be provided for these students.

The mission statement was discussed and with suggestions from members, changes were made. The following is the new mission statement:

It is the mission of the School of Education (SOE) to advance our efforts in the recruitment and retention of teacher candidates who reflect the diverse students of our P-12 schools. We endeavor to take steps to broaden the School of Education's applicant pool to be more reflective of Louisiana's P-12 population.

In support of its mission, the School of Education will

- Work on attrition and retention rates, while checking on matriculation
- Offer more support in recruitment process / administration process
- Increase School of Educations visibility in local secondary schools, thus creating greater accessibility

- Increase collaborative efforts with student organizations on campus to help with recruitment efforts
 - Utilize career coaches
 - Engage in campus visits
- By 2018-2019 will increase students of color to 35 or more
- By 2018-2019 will increase male candidates to 5 or more
- Provide culturally responsive pedagogy to improve communication and relations for all teachers going out in the field
- Engage and train in micromessaging

The abovementioned steps will facilitate the School of Education in achieving their goal of increasing the enrollment of candidates of color to 35 by the 2018-19 academic year.

Suggestions for incentives, resources and scholarship opportunities were discussed as well as who was nominated for student members. For block 1, Arnita Johnson was the nominee. Block 2 and 3 are still in the process of making nominations.

The university recruiter stated that she had updated contacts with the guidance counselors in area schools and will share this information with Rhonda Mann so that presentations can be set up for the spring semester. It is the wish of the committee that the nominated block students be the face of the local presentations in area schools. The presentations will count as part of their community service requirement. During the presentations, myths of the profession will be dispelled. Incentives, scholarship opportunities, resources will be shared as well as personal stories of what led the presenters to the field.

The committee discussed ways in which the School of Education could provide teaching/tutoring opportunities to prospective candidates.

The committee discussed ways in which a black student union could be formed with the overall sentiment being that once the student organization was formed, students would join.

Tiffany Jackson brought up culturally responsive pedagogy. The mission of the SOE is to increase candidate enrollment of candidates of color; however, there is research that states that culturally responsive teaching is a viable and effective way to teach students in settings where the teacher's race does not match the majority of the students. A seminar will be developed and delivered to all candidates during their methods courses and will include modules and field experience components. The committee believes that this action is necessary in order to address any communication difficulties occurring between teacher candidates and students and is an immediate and positive step that has the potential to effect immediate change.

The next meeting will be January 11th at 10:30.