

## **Recent Diversity Initiatives and Activities**

**July 17, 2013**

### **2011**

November:

- Teacher Education Alliance
- Hiring of Dr. Ken Coopwood
- Endowed Chair of Hispanic Assimilation
- Multicultural Leadership Scholarships (ongoing)

### **2012**

April:

- Dr. Chris Craig appoints PEU Assessment and Steering Committees
- Another approach key to our efforts at the unit level is assuring that candidates have opportunity to interact and learn from individuals in the area of disability. The Head of the Unit, and the university's Associate Provost, is totally blind and plays an active role in teaching courses at the advanced level in special education. Dr. Paul Ajuwon, who teaches exclusively on-line, is totally blind and is from Nigeria.
- Committees formed:
  - Diversity and Inclusion Advisory Council
  - Diversity Coordination Task Force
- Diversity Perspectives Newsletter
- Efforts to better support candidates from diverse backgrounds for admission to teacher education

June:

- Assessment Committee develops recommendations and implementation plan for diversity traits, dispositions, and outcomes

July:

- Development of Assessment Committee recommendations of PEU on diversity proficiencies and dispositions
- President's approval of Diversity in Education Scholarships for entering freshman and transfer candidates representing diverse backgrounds pursuing the study of professional education

August:

- Diversity Hire—Lyle Foster
- Focus on diversity in student teaching seminars
- Ken Coopwood and Dean Hough began diversity recruitment initiatives with a visit to Crowder College

- First African American education candidate receives Diversity in Education Scholarship after review by PEU Diversity Committee
- Accreditation Leadership Team forms with weekly leadership meetings

#### September:

- MEd Oversight and GPAC Committees continue to meet on diversity proficiencies and clinical experiences
- More active PEC Diversity Committee
- Supplemental rejoinder for Standard 2 submitted to UAB, which included our past efforts for assessing diversity dispositions and proficiencies
- Government's process initiated to make EDC 345 (Introduction to Multicultural Education and Diversity) a unit-wide course requirement

#### October:

- Focus on diversity in student teaching seminars
- UAB approves MSU's PEU for Standard 1 (advanced) and Standard 2 assessments with notification of focused visit for Standard 4
- Diversity recruitment trip to St. Louis sponsored by the Urban League

#### November:

- Meeting with all program coordinators of the unit to ensure diverse field experiences for all candidates
  - Comprehensive list of field experiences (ongoing review)
  - Student services adjusts placement for candidates identified as deficient for diverse experiences
- Approval of EDC 345 - Introduction to Multicultural Education and Diversity as unit-wide class

#### December:

- Meeting with Computer Services to modify clinical logs to code level of diversity placements and attain additional pertinent data on candidate diversity proficiencies
  - New portfolio feature that keeps track of diversity placements
- Pilot data collected on diversity dispositions and traits using STEP system for all student teachers

### **2013**

#### January:

- Computer clinical log system modified and implemented across the unit during student teaching semester
- The student teacher final evaluation is completed by the supervisor and cooperating teacher. There are several items that assess differentiated instruction and impact on diverse learners (Ex 4.43 for Student Teaching Final Evaluation and data). All student

teachers meet several times each semester to discuss important topics. Diversity issues are often topics of these meetings.

- The concept of a practical skills application component added to all options within the advanced programs provides practicing teachers and other professionals opportunities to demonstrate capacity for differentiating interactions in a wide range of educational and community contexts. The practical skills application ensures all candidates in advanced programs have diverse experiences.
- Member of Hispanic Association of Colleges and Universities
- Hiring of Francine Pratt who is working with PEU on a number of projects
- PEU Diversity Committee continue to review applications for Diversity in Education Scholarships with one additional scholarship award given to a Hispanic student
- PEU Diversity Committee begin work to update diversity proficiencies for the unit
- Full implementation of data collected on diversity dispositions through the STEP system
- Diversity hire of Charlotte Hardin for Assistant to the Head of the PEU for Diversity Initiatives

#### February:

- Team to plan for professional development for unit tied to diversity and clinical experiences
- Diversity hire of Dr. Nate Quinn for Counseling, Leadership, and Special Education (CLSE)
- Professional development provided to unit on draft set of diversity proficiencies, course content, and accompanying field experiences for EDC 345

#### March:

- CLSE candidate involvement in Special Olympics
- Partner with Springfield Public Schools in Culturally Diverse Teacher Scholarship Program
- PEC approval of new diversity proficiencies for candidates (initial and advanced)
- Initial draft of Institutional Report posted for review by PEU
- Staffing plans for diverse faculty to teach EDC 345 and other key PEU classes
- Meeting with program coordinators on ensuring diverse field placements for all candidates and adjustments made to fall student teaching based on this analysis
- Meeting with program coordinators on diversity proficiencies and key courses across PEU

#### April:

- The PEU has worked with community members who represent diverse backgrounds. They are invited to participate in discussion on multicultural education and the infusion of proficiencies into the curriculum such as the meeting held in February. We have also appointed many of these participants as adjunct faculty, which provides for better communication participation with our candidates in a variety of classroom and community based experiences. Dr. Coopwood, VP for the Division of Inclusion and

Diversity will be teaching educational psychology for initial candidates and working with all student teachers.

- Theme of Public Affairs Conference/Dr. Gilbert Brown, lead conference
- Diversity Conference (first annual)/COE funding of students to attend
- Certificate in American Education
- Development of “dream team”
- Removing out-of-state tuition for students from diverse backgrounds
- First annual day-to-day presentation involving entire PEU with focus on diversity
- First diverse faculty instructor to receive support from the FCDI program (funding provided for doctoral program)
- Initial visit to University of Arkansas Pine Bluff to establish student and faculty exchange program for diversity proficiency

May:

- Meeting with Springfield Public Schools on increasing placement opportunities in ELL programs and center to support families
- Efforts with Springfield Public Schools—Hispanic Learning Center at Greenwood
- Institutional Report and web evidence developed from internal review
- First graduate scholarships for diverse candidates awarded to a total of 5 applicants

June:

- Use of QIP in HLC
- Allocation of leadership academy of diverse students to assist COE in outreach project
- Juan Meraz, Assistant VP for Multicultural Services, devoting more time to PEU initiatives
- Submission of Institutional Report to AIMS and full website came online
- Teleconference with Harris Stowe to discuss student and faculty diversity exchange programs
- Formal MOU signed by President Smart of MSU and Chancellor Johnson from University of Arkansas Pine Bluff for diversity exchange program
- Continued work of Diversity Committee for Diversity in Education Scholarships with one additional African American student
- The unit has developed coursework that could be offered in either an on-line or specialized delivery system to increase access to diverse candidates attending minority institutions such as the University of Arkansas at Pine Bluff (UAPB) and Harris-Stowe State University (HSSU). Conversations have occurred with administrators from UAPB during spring 2013. Opportunities discussed include both scholarships and agreements waiving 75% of the out-of-state tuition to help facilitate a more diverse graduate candidate population and create more opportunities for advanced candidates to have meaningful interactions with candidates from UAPB.

July

- Provost Office announcement on new diversity fellow position that will assist the EPP in further integration and assessment of diversity proficiencies
- Francine Pratt, Coordinator of the Drury Scholar's Program, meets with department heads from College of Education on mentoring opportunities for education candidates in support of African-American high school students

#### August:

- Follow-up visit to University of Arkansas Pine Bluff to discuss leadership program and other initiatives (advanced programs)
- Focus on diversity in student teaching seminars
- Meeting with program coordinators on possible ELL field placements
- Meeting with student teaching supervisors on assessing diversity proficiencies
- Meeting with student teachers on differentiating instruction
- Provost Office staff review of diversity fellow applicants
- Diversity hire of Gilbert Brown, an African American, as Associate Dean in the College of Education
- Diversity hire of Dr. Michele Smith, an African-American, to the new position of Coordinator of Diversity, Recruitment & Marketing

#### September:

- PEU/EPP-wide meeting to discuss new mentoring program for underrepresented faculty
- Interested participants in the mentor program participate in initial orientation and training provided by a nationally known expert in the field

#### October:

- Focus on diversity in student teaching seminars
- More involvement of PEU candidates in university-wide activities sponsored by Office of Inclusion and Diversity (youth empowerment)
- Diversity perspectives meeting led by Ken Coopwood

#### November:

- 150 African American students on campus for recruitment (Multicultural Showcase)
- Newly appointed Diversity Fellow begins work impacting both curriculum and support of participating faculty from underrepresented backgrounds

