

College of Education

Priority 2: Ensure the Presence of an Inclusive Environment that Supports a Full Range of Diversity

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Co-Chairs: Deepak Subramony & Clay Pelon

Goal	Action Steps	Indicator that Goal is Achieved	Status of Goal Attainment as of 1/17/12
<p>1. Increase the quality and quantity of pre-service hours for undergraduate teacher candidates and have the volunteer hours in diverse settings</p> <p>*Obj. 3.4</p>	<ul style="list-style-type: none"> • Connect with Linda McCrea & Undergraduate Ad-hoc committee to work out responsibilities and get feedback on the priority • Analyze competitors and comparable institutions policy on pre-service requirements – Chris, Shawn, Rosemary – By end of February • Take data, COE comments, and Undergraduate Ad-hoc committee and formulate a proposal for approval by the COE Faculty & Staff Councils 	<ul style="list-style-type: none"> • Comprehensive hours plan developed • Plan presented to appropriate committees • Plan voted on for adoption 	<ul style="list-style-type: none"> • Created ED 180 to support the placement of undergraduate teacher candidates in a diverse setting. Course first offered Fall 2011 semester.
<p>2. Create common events for the COE to have frank discussion about issues of inclusion within and without the COE</p> <p>*Obj. 2.2</p>	<ul style="list-style-type: none"> • Movie Viewing & Reflection - Chose French movie “The Class” • Investigate a date in March tied to an Assembly day: 3/15/10 • Develop a discussion guide and post movie talk 	<ul style="list-style-type: none"> • One movie discussion in Fall and Winter semesters • Faculty, staff, and student participation at approximately 50 people • Discussion guide completed in Fall 	<ul style="list-style-type: none"> • The Inclusion Committee hosted the Southern Poverty Law Center’s movie “Bullied” on 1/18/11 with a panel discussion of local leaders. Approximately 140 people attended and coverage of the event by WXMI was picked up by national news distributors • The Inclusion Committee hosted a discussion on high school student graduate preparedness for college on 3/2/11 featuring Suhail

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			<p>Farooqui from K-12 Insight and a panel of community members.</p> <ul style="list-style-type: none"> • The Inclusion Committee hosted a screening of the film “Freedom Riders” on 1/17/12. An opportunity to meet with director and producer Stanley Nelson was provided before the movie began.
<p>1. Create academic opportunities for growth amongst COE faculty and staff by supporting book discussions on relevant books</p> <p>*Obj. 2.2</p>	<ul style="list-style-type: none"> • Book choice - “The Immortal Life of Henrietta Lacks” • Re-imagine current plan by Chris Hanks • Committee will endorse and push small group formation 	<ul style="list-style-type: none"> • One event every two months during the academic year • Feedback from COE once yearly for ideas • Small group participation in one inclusion activity a year, at least 30 participants 	<ul style="list-style-type: none"> • Over 30 people participated in the reading and group discussions of the book “The Immortal Life of Henrietta Lacks” during the Winter 2011 semester. • The process has begun for a Winter 2012 COE reading project. The book selected is “The Warmth of Other Suns.”
<p>4. Incorporate COE suggestions list (generated in December 2009) into future actions</p> <p>*Obj. 2.2</p>	<ul style="list-style-type: none"> • Record list generated at meeting • Disseminate list generated at the meeting for further comments from the COE • Take feedback and incorporate it into the list • Use the list as a reference at Inclusion Committee meetings 	<ul style="list-style-type: none"> • Report to the COE Assembly at least 2 times a year on progress • Solicit feedback once a year on the committee’s work 	<ul style="list-style-type: none"> • Reports presented regularly to COE Assembly, Dean, and Leadership Team • Also solicited feedback from these groups on a regular basis • Progress report is scheduled to be presented in March 2012.
<p>5. Increase the number of faculty and staff from underrepresented groups</p> <p>*Obj. 2.3</p>	<ul style="list-style-type: none"> • Advertise positions in publications targeted at underrepresented populations • Recruit at select conferences 	<ul style="list-style-type: none"> • Given hiring lines, increase in number of underrepresented populations 	<ul style="list-style-type: none"> • Maintained increase of 5% in number of faculty and staff from underrepresented groups. • COMPASS Program created to recruit/retain underrepresented initial students into teaching.