

College of Education Diversity Action Plan 2012-2015

The College of Education (COE) strives to be a learning community that is welcoming, valuing, supportive, and respectful of all persons, and promotes an environment that is free of discrimination based on race, ethnicity, gender, religion, sexual orientation, or disability. In an effort to meet these overarching goals, the COE will engage in the following actions in the areas of professional development of faculty and staff, pedagogy, and the recruitment and retention of students, faculty, and staff.

Professional Development			
ACTIONS	RESPONSIBLE UNIT	METHOD/ TIMELINE FOR EVALUATION	NOTES
The COE will support faculty involved in the advancement of diversity and multiculturalism through the promotion and tenure process. As such activities linked to the diversity (and specifically the diversity goals of the COE) will be evaluated favorably for tenure and promotion.	Dean Department chairs Personnel committees	Annual Review of PDP evaluations to determine if diversity objectives are supported	
Faculty Professional Development Plans articulating diversity goals are supported through diversity training, resources, and other opportunities.	Dean	Review & surveys of PDP events Recognition of diversity activities in Dean's letter to faculty member	
The COE, in conjunction with the Diversity committee, will facilitate programs, brown bags, reading/study groups, workshops, forums, and training that promote a diverse environment.	Diversity Committee	Minimum of 3 events per year	Diversity committee will request funds yearly

Pedagogy			
ACTIONS	RESPONSIBLE UNIT	METHOD/ TIMELINE FOR EVALAUTION	NOTES
Departments will designate one faculty meeting each semester to examine curricula, syllabi, assessments, and field experiences to identify that professional standards related to diversity are being met.	Department chairs	Department minutes reviewed by Dean’s office each semester	
Departments will develop Action Plans related to how Diversity is addressed within the curriculum. Action Plans will include continual evaluation and reporting plans.	Department faculty members	Action plan progress reports sent to Dean’s office at the end of each semester	
Field experiences should include placements in the diverse communities in and around Southern Minnesota and the Twin Cities. Incentives should be provided to engage districts (partners or not) to allow placements from MSU, Mankato. Evidence should be provided that identifies elements of the diversity of chosen schools/districts.	Office of Field and International Experience	Placement data semester by semester	
Diversity-related events should regularly be posted on department billboards, webpages, D2L sites, and in classrooms. Departments should be required to provide the ways in which they disseminate such information to students.	All COE faculty and staff	Review of department billboards, webpages, D2L sites by diversity committee members each semester	
COE faculty will require and/or encourage students to attend diversity events on campus or in the greater Mankato/Minnesota community.	All COE faculty and staff	Review of billboards, web pages D2L sites and syllabi by Diversity committee members each semester	

Recruitment and Retention			
Student Recruitment and Retention			
ACTIONS	RESPONSIBLE UNIT	METHOD/ TIMELINE FOR EVALAUTION	NOTES
Work closely with Maverick Teacher Recruitment Coordinator (MRC) to identify and recruit diverse candidates at the Mankato and Edina campuses.	Faculty/staff	Yearly report	
Establish recruitment goals for students and evaluate periodically to determine if efforts are effective.	MRC/SRC/Diversity Committee	Yearly report	
Provide training to COE faculty regarding incorporating diversity in the classroom (see Professional Development section).	Diversity Committee/ consultants	Yearly report	
The COE will seek and distribute scholarship finds to recruit and retain students from diverse backgrounds.	MTR/SRC	Yearly report	
Faculty/Staff Recruitment and retention			
ACTIONS	RESPONSIBLE UNIT	METHOD/ TIMELINE FOR EVALAUTION	NOTES
Commitment to recruit and retain faculty from diverse backgrounds advocated by the Dean.	Department that is hiring	Report from Human Resources	
Available positions in the COE will be advertised at institutions historically associated with diverse populations.	Department that is hiring	Report from Human Resources	
Participate in the MSU Pre-doctoral Fellow Program.	Department that is hiring	Report from Human Resources	Institutional Diversity will match funds provided by college
The COE will establish a mentor program for junior faculty. Efforts will be made to, whenever possible, match mentees with tenured faculty with similar backgrounds.	Department	Diversity committee will develop survey to determine effectiveness	
Provide new faculty with information and committee contacts related to areas of interest. Information will be compiled by the Diversity Committee and be available to departments as needed.	Department	Diversity committee will develop survey to determine effectiveness	