

Appendix G

ATTACHMENT A

COLLEGE OF EDUCATION

MINORITY STUDENT/FACULTY RECRUITMENT AND RETENTION

ACTION PLAN

Purpose

The major purpose of this plan is to increase participation by students and employment of faculty from diverse backgrounds in professional education programs at Eastern Kentucky University. Related to this purpose is to increase the perception that ECU is an institution of opportunity that welcomes students, faculty and staff from diverse backgrounds. This purpose strengthens the professional education programs as well as the university community. This purpose is in keeping with the goals and standards for our accrediting agencies and more importantly it is part of a broader vision held for a harmonious society embracing the rich diversity of race, ethnicity, and culture in our country.

Minority initiatives at ECU are critical as we recognize that many students experience their first opportunity to live and work along side individuals from different backgrounds and cultures. If the University is to foster appreciation and respect for differences it must be modeled by the staff and faculty and taught in the effort to ensure that the learning climate is inclusive and open.

Implementation Of The Plan

To be successful in our attempts, the full cooperation and collaboration of the offices of the College of Education (COE) with all of the other offices in the university which have specific assignments related to recruitment and diversity issues is essential. The College of Education Multicultural and Diversity Issues Committee has included in its membership individuals from other offices such as the Student Success Institute, Multicultural Affairs, and Career Services. The chair of the COE Multicultural and Diversity Issues Committee and one of the members participates on the University Diversity Committee. The efforts to coordinate our resources and activities will maximize the impact on recruiting and retaining excellent candidates for our programs. The College of Education has a full-time position, Recruitment and Retention Specialist, in the College of Education who is designated to oversee the activities of this plan, monitor progress, provide an evaluation of the impact of the plan on a regular basis, and

serve as a liaison between the various offices and the College of Education to ensure collaboration.

Minority Student Recruitment

- Identify and offer competitive minority scholarships to students, who meet the eligibility criteria for (KDE-MERR) minority scholarships, and identify other scholarships that are available to minority students.
- Network with high school counselors and design a collaborative program that provides an opportunity for junior and senior high school students to spend a day on campus where the recruiter in collaboration with faculty, staff and students plan and implement student activities designed to generate interest in the teaching and related professions.
- Develop long-standing working relationships with the schools and the community and surrounding areas of potential feeder schools in the effort to develop a recruitment pool of possible professional education program candidates. The implementation of Future Educators of America organizations in middle and high schools, and the development of alliances with high school programs like Experience Based Career Education Programs (EBCE) provide opportunities for student interns in the education department to stimulate interest in becoming a professional educator or related professional.
- Develop mutual working relationships with minority faith leaders in the community as a way to attract minority students.
- Develop ongoing relationships with families of potential College of Education minority students by providing opportunities for the families to participate in planned campus activities.
- Create interest and support and coordinate efforts with existing programs such as Upward Bound, Trio Programs, and Teacher Bridge Programs.
- Select and train current ECU students to assist in the recruitment of minority students.
- Encourage, support and coordinate departmental/faculty efforts to recruit minority students under the direction of the Minority Recruitment Coordinator.

Minority Faculty Recruitment

- Identify and offer competitive benefits to eligible faculty from historically black universities, and other cultural centers. Ensure that equal exposure and interviewing is spent on the minority candidates.
- Network with career service personnel at regional graduate schools and design a collaborative program that provides an opportunity for upcoming graduates to spend a day on campus where the recruiter in collaboration with faculty, staff and students plan and implement activities designed to generate interest in serving this area.
- Develop long-standing working relationships with the schools and the community and surrounding areas of potential feeder schools in the effort to develop a recruitment pool of possible faculty and staff. For instance, develop a program for current and retired principals and superintendents to teach on a part-time basis while working on a doctorate.
- Develop mutual working relationships with minority faith leaders in the community as a way to attract minority faculty and staff.
- Develop ongoing relationships with families and friends of retired College of Education professors who have minority backgrounds.
- Create interest and support and coordinate efforts with existing programs such as 100 Black Men, migrant worker organizations, and Chamber of Commerce. Stay abreast and active in programs sponsored by the Multicultural Student Services and International Student Services.
- Select and train current ECU faculty to assist in the recruitment of minority faculty and staff. Develop annual diversity conferences, sensitivity training and discrimination seminars (i.e. SAFE ZONE). Encourage, support and coordinate departmental/faculty/staff efforts to recruit minority faculty and staff under the direction of the Minority Recruitment Coordinator.
- Solicit information from universities that successfully recruit minority faculty and attempt to implement similar programs. For instance, start an international faculty exchange to bring in faculty worldwide for a semester in exchange for one of our faculty members.

- Continue and expand the dialogue with the faculty and staff on the value to the College of Education of improved minority participation for all stakeholders.