



# Indiana Department of Education

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Indiana Superintendent of Public Instruction

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Indiana Educator Preparation Programs  
Minority Recruitment Efforts  
Summary of Responses Received from Institutions Regarding Efforts

**Background:**

During the summer of 2015, Indiana Educator Preparation Program (EPP) representatives were asked to provide the IDOE with information regarding minority recruitment efforts within their education program. More specifically, what efforts or strategies are they using and what links, resources, or other information could they share with us? Several institutions responded to our request and we have included a summary of their responses below. We hope to add more information to the table below as institutions continue to share with the IDOE efforts they are making to recruit and retain minority teacher candidates.

**Questions?**

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Institution	Description	For more information:
<b>Anderson University</b>	<p>Office of Admission recruiting efforts are important to college. AU sponsors the Early College at Tindley. Other examples:</p> <ul style="list-style-type: none"> <li>• Partnership with Charles A. Tindley Accelerated Charter School. AU provides all college courses for the Early College students at no cost to them.</li> <li>• Partnership with the Center for Leadership Development in Indianapolis. AU offers one full tuition scholarship each year and attend fairs, workshops, etc.</li> <li>• Partnership with the National Association of Church of God - the branch of the ChoG that is predominantly African American. Attend camps, workshops, etc. and offer one full tuition scholarship.</li> <li>• The Massey Scholarship - offer 50K per year in scholarships to building a culture of intercultural competency and leadership. Most recipients are students of color.</li> </ul> <p>The SOE works in collaboration with the admissions department with these large initiatives. The Dean of the SOE works directly with Tindley. Recruitment for Teacher Preparation Program is difficult at the present moment with all populations. AU's most successful endeavor is with Asian students for Teacher Education.</p>	<p><a href="http://www.anderson.edu/">http://www.anderson.edu/</a></p> <p><a href="http://www.anderson.edu/diversity/goals.html">http://www.anderson.edu/diversity/goals.html</a></p> <p><a href="http://www.anderson.edu/admissions/discover/videos/education.html">http://www.anderson.edu/admissions/discover/videos/education.html</a></p>

<b>Ball State University</b>	Teachers College works with the Admissions Office personnel to recruit minority students into teacher preparation program. Additionally, Teachers College at BSU has a new college wide Advising and Recruiting Center. Staff members in this office recruit minority students by attending high school college fairs, contacting guidance counselors, and working with Cadet Teaching organizations. Staff members also host students visiting campus and BSU preview days for families and students. Staff members attend various diverse meetings on campus to recruit undecided majors or students who are in the process of changing majors. The purpose of attending those meetings is to talk about teacher preparation programs on campus.	<a href="http://cms.bsu.edu/academics/collegesanddepartments/teachers">http://cms.bsu.edu/academics/collegesanddepartments/teachers</a>
<b>Butler University</b>	College of Education (COE) works with several area school corporation's "Future Teachers" student groups. COE hosts events on campus and works with alumni to identify potential students. COE also has a scholarship dedicated to supporting minority students in teacher education.	<a href="https://www.butler.edu/coe">https://www.butler.edu/coe</a>
<b>Franklin College</b>	Contact high schools with cadet teaching programs and target schools that rim Marion County as well as Marion County schools. Contact graduates of color who are teaching in Indianapolis and ask for help in recruitment efforts. Hosting a MLK day Meet/Greet event. Include a current student panel to showcase some of the highlights of the FC program. Contact FC multicultural student organizations to feature diversity activities for prospective students. Hosting an information session during Ben Franklin Scholars Week for top scholars on MLK Day. Book an admission counselor for a 30 minutes info. Session. Encourage the use of the Minority Teaching Scholarship <a href="http://www.in.gov/sfa/2342.htm">http://www.in.gov/sfa/2342.htm</a> To attend Franklin College on this scholarship.	<a href="http://www.franklincollege.edu/academics/majors/#education">http://www.franklincollege.edu/academics/majors/#education</a>

<p><b>Hanover College</b></p>	<p>Hanover College has funded an Office of Multicultural Affairs and hired a talented and enthusiastic director and staff to help recruit a more diverse student body to its rural campus. It has been very successful for the whole college and allows it to support minority students in its education program. Last year 20% of its candidates were not of European heritage with more in the pipeline. Hanover College also offers urban student teaching placements in diverse schools for students wanting to go back to their home communities to teach and gets the Hanover College name in front of diverse high school or elementary students who may someday choose Hanover as their undergraduate school. Hanover College also has three very active clubs that support diverse student cultures: Kaleidoscope, International Club and Love Out Loud.</p>	<p><a href="https://www.hanover.edu/academics/programs/education">https://www.hanover.edu/academics/programs/education</a></p> <p><a href="https://www.hanover.edu/about/profiles?e=greenm">https://www.hanover.edu/about/profiles?e=greenm</a></p> <p><a href="https://www.hanover.edu/admission/diversity#_templeton">https://www.hanover.edu/admission/diversity#_templeton</a></p> <p><a href="https://www.hanover.edu/admission/diversity">https://www.hanover.edu/admission/diversity</a></p>
<p><b>Indiana State University</b></p>	<p>At Indiana State University (ISU), recruitment to date has primarily come from its Office of Admissions and overall minority recruitment strategy. However, with a new program beginning in fall 2015, ISU will be intensifying recruitment efforts. The program, Bayh College of Education Scholars to Teachers (BEST), provides scholarships to high-achieving students seeking to enter the teaching profession as well as mentoring and leadership development programming. With a full-time program director, a primary focus of the program will be on increasing the representation of people of color and men in teacher preparation programs.</p>	<p><a href="http://www.indstate.edu/education/home">http://www.indstate.edu/education/home</a></p>
<p><b>Indiana Tech</b></p>	<p>There are two different approaches at Indiana Tech. First, its admissions team makes it a point to emphasize recruitment in urban centers, including areas like Detroit, Indianapolis, and Chicago and within regions that traditionally consist of high proportions of ethnic and racial minorities. Second, the institution offers an exploratory program designed to help students who are academically underprepared, again a common concern in urban centers, to develop the academic knowledge and skill for admission to its teacher education program.</p>	<p><a href="http://www.indianatech.edu/">http://www.indianatech.edu/</a></p> <p><a href="http://catalog.indianatech.edu/preview_program.php?catoid=2&amp;pooid=285&amp;returnto=80">http://catalog.indianatech.edu/preview_program.php?catoid=2&amp;pooid=285&amp;returnto=80</a></p>

<p><b>Indiana University Bloomington</b></p>	<p>Objective: To recruit, yield and retain a diverse population to the Teacher Education program. Particular focus is given to students from underrepresented backgrounds (African American, Hispanic and Native American).</p> <p>The IU Bloomington School of Education employs a recruitment team that includes a full time professional staff member focused on minority recruitment and retention initiatives.</p> <p>Core Recruiting Efforts</p> <ol style="list-style-type: none"> <li>1. Outreach Efforts <ol style="list-style-type: none"> <li>a. High School Outreach: visiting high schools with higher percentage of underrepresented students, encouraging them to consider teaching as a career, and to introduce them to the advantages available at the IU School of Education</li> <li>b. High School Counselor Outreach: building partnerships and relationships with counselors at key feeder schools for minority students- working with them to encourage their students to consider teaching as a career</li> <li>c. Pathways Program: outreach, involvement and scholarship opportunities with students graduating from partner schools; Emmerich Manual and Arsenal Technical in Indianapolis and Riley High School in South Bend</li> <li>d. Collaboration with IU Undergraduate Admissions Office at its off campus recruitment events</li> </ol> </li> <li>2. On Campus Recruitment <ol style="list-style-type: none"> <li>a. Participation in Admissions Office on campus recruitment programs for underrepresented students; promote the field of teaching and introduce students to opportunities in the School of Education</li> </ol> </li> <li>3. Coordination with the Balfour Pre-College Academy <ol style="list-style-type: none"> <li>a. The Balfour Pre-College Academy is a summer program housed in the School of Education;</li> </ol> </li> </ol>	<p><a href="http://education.indiana.edu/">http://education.indiana.edu/</a></p>
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	<p>while students are interested in a variety of majors, staff take the opportunity to encourage them to consider teaching as a career and provide guidance and support to make that happen</p> <p>4. Scholarships</p> <p>a. Scholarships are available to help recruit and retain students from underrepresented programs</p> <p>5. Inclusive marketing and communication messages</p> <p>a. Targeted print pieces and mailings are sent to underrepresented prospects and admits.</p> <p>6. Retention Efforts</p> <p>a. Coordination with the Groups Scholars program and the Hudson Holland Scholars program allows staff to connect with students interested in studying education</p> <p>b. The Director of Recruitment and Retention for Underrepresented students advises students and works with them closely to provide support and guidance through the Teacher Education program</p>	
<p><b>Indiana University Northwest</b></p>	<p>Indiana University Northwest’s urban location in Gary, IN, Urban Teacher Education Program, and field experiences in city schools are long-standing arrangements with the Northwest Indiana community. The Director of Fiscal and Administrative Operations is a yearly summer guest speaker for the Office of Diversity, Equity and Multicultural Affairs (ODEMA) Brother2Brother (B2B) / The Student African American Brotherhood [SAAB] Organization. The goal is to recruit minority males into the School of Education.</p>	<p><a href="http://www.iun.edu/education/">http://www.iun.edu/education/</a></p>

<p><b>Indiana University Purdue University (IUPUI)</b></p>	<ol style="list-style-type: none"> <li>1. Increased the number of "Direct Admit" Minority Scholarships for incoming freshmen.</li> <li>2. Partnered with Lawrence Township, IPS and Crown Mentoring to develop a mentoring program for Elementary School age students. Pilot kicks off the second week of October. Pilot will begin with 50 students from each elementary school and will add 50 new students per semester.</li> <li>3. Partnered with Summer Advantage USA, Phalen Academy, Sports World and The Educate Me Foundation to begin "Minority Teacher Pipeline" for Middle and High School students. The program will capture and provide programming every year through graduation. Upon completion of high school the program Graduate will receive direct admittance into IUPUI's School of Education and a fully endowed scholarship.</li> <li>4. Active supporter and participant in the Teachers of Color Recruitment Fair</li> <li>5. Further developing twitter, FB, snapchat, Linkin accounts for the SOE.</li> <li>6. Partnered with Study Metro to develop pipeline for International Students.</li> <li>7. Increased the number of "Open Houses" for the School of Education for the next calendar year.</li> <li>8. Added an "Minority Overnight" Experience</li> <li>9. Added a Latino Community Outreach "Open House"</li> <li>10. Added an Early College Experience "Discovery Day"</li> <li>11. Project TEAM where underrepresented students received financial and mentoring support during their time in the teacher education program.</li> </ol>	<p><a href="http://education.iupui.edu/">http://education.iupui.edu/</a></p>
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<p><b>Indiana University Southeast</b></p>	<p>Hired a part-time recruiter to help with recruiting efforts which included a focus also on recruiting minority students to education. They do not have the position for next year, but some of what was done will continue (item # 2)</p> <p>Recruiter had 2 “Meet and Greet” meetings for IUS Minority Students (one in the fall and one in the spring). Minority students met with faculty and staff about the SOE programs and also had presentations from other student support offices like the Mentoring office.</p> <p>The IUS Mentoring Program does a summer program for new minority and first generation students (fall freshmen). This summer program has been going on about 3-4 years.</p>	<p><a href="https://www.ius.edu/">https://www.ius.edu/</a></p>
<p><b>Indiana University South Bend</b></p>	<p>The School of Education at IU South Bend been active in the area of recruiting diverse candidates. First and foremost, an endowment was secured to assist in the establishment of the Underrepresented Teacher Scholarship that supports the recruitment and retention of African American, Hispanic and Native American teachers. They are currently in a very active phase of fundraising. They are also developing an electronic nominations form that high counselors and teachers can use to nominate eligible candidates. The Scholarship needs continued support. There is hope the IDOE can assist in this effort. IU South Bend has been fortunate to receive news coverage on the scholarship at the national and local level! The following links illustrate the news coverage: (provided under links --&gt;)</p> <p>They also hired a recruiter who spends time facilitating relationships with students in area schools that are quite diverse. They invite elementary, middle and high school students from diverse area schools to campus to learn about their offerings. In doing so, they often pair these students with their teacher education candidates. A recruiter is working on establishing “future teachers’ clubs” at each of these schools. Their dean spent a fair amount of time giving motivational talks to area students at diverse schools and was regularly called upon to mentor students of color across campus. Finally, the School of Education also oversees the IU South Bend Thresholds Learning Community program which supports students who are conditional admits. Faculty work quite closely with diverse students from a variety of academic programs on getting acclimated to the college environment, developing study skills etc. This presents yet another opportunity to recruit diverse candidates into the teacher education program.</p>	<p><a href="https://www.iusb.edu/">https://www.iusb.edu/</a></p> <p><a href="http://bulletins.iu.edu/iusb/2015-2016/schools/school-education/index.shtml">http://bulletins.iu.edu/iusb/2015-2016/schools/school-education/index.shtml</a></p> <p><a href="http://www.nytimes.com/2015/04/12/sunday-review/where-are-the-teachers-of-color.html?_r=0">New York Times Story: http://www.nytimes.com/2015/04/12/sunday-review/where-are-the-teachers-of-color.html?_r=0</a></p> <p><a href="http://news.iu.edu/newsletters/archives/iu-in-the-news/2015-04-13/index.html">IU Story on the New York Times Article: http://news.iu.edu/newsletters/archives/iu-in-the-news/2015-04-13/index.html</a></p> <p>Local TV Station, WSBT Story on the Scholarship Program:</p> <p><a href="http://www.wsbt.com/news/local/iu-south-bend-recruiting-minority-male-teachers/31346470">http://www.wsbt.com/news/local/iu-south-bend-recruiting-minority-male-teachers/31346470</a></p>

<b>Indiana Wesleyan</b>	<p><b>1st Response:</b> Indiana Wesleyan will be attempting to develop funding opportunities, networking channels and collaborative relationships that will expand the educational opportunities for this underserved population. <b>2nd Response:</b> IWU corporate representatives do work booth events at targeted minority events such as Indiana Black Expo and the Hispanic Summer Festival. On a broader scale they work to build relationships with organizations that can potentially open doors for recruitment. As an example, IWU is a corporate sponsor for the Indiana Black Expo Education Conference. They host the reception after the keynote speaker each year, giving them a chance to build relationships with black educators and the education community. They are the only school who exhibits in the hallway on that day.</p>	<p><a href="https://www.indwes.edu/">https://www.indwes.edu/</a></p>
<b>Marian University</b>	<p>Currently Marian University partners with two national programs, Teach For America and the New Teacher Project, which focus on recruiting high achieving minority students to teach in Indiana. They also work with the human resource offices of local school districts to identify prospective minority teacher candidates for their transition to teaching programs.</p>	<p><a href="http://www.marian.edu/academics/school-of-education-and-exercise-science">http://www.marian.edu/academics/school-of-education-and-exercise-science</a></p> <p><a href="http://www.marian.edu/academics/academy-for-teaching-and-learning-leadership">http://www.marian.edu/academics/academy-for-teaching-and-learning-leadership</a></p> <p><a href="http://www.marian.edu/academics/academy-for-teaching-and-learning-leadership/who-we-are/faculty-and-staff/erika-wise">http://www.marian.edu/academics/academy-for-teaching-and-learning-leadership/who-we-are/faculty-and-staff/erika-wise</a></p>

<p><b>Purdue University Calumet</b></p>	<p>The unit's plan for recruitment has taken active steps to provide resources necessary to achieve a more diverse candidate population. To accomplish this goal, COE professional staff and faculty annually recruit talented students for whom English is a new language and students of color through the Hammond Area College Fair, East Chicago Health Career Fair Day, Gary Area College Fair, Hammond High School and East Chicago High School, as well as through Educational Talent Search. The primary focus of the unit's retention activities is through its Diversity Center, which:</p> <ul style="list-style-type: none"> <li>• provides support for candidates</li> <li>• houses multicultural education materials and data bases</li> <li>• hosts specialty celebrations</li> <li>• posts symbols of inclusion, and</li> <li>• advertises themes of diversity.</li> </ul> <p>Additional activities that resulted from the unit's plans for recruitment and retention include a diversity forum with ongoing topics for the university community, grant writing activities seeking support to prepare candidates of working class families and candidates of color to take the Pre-professional Skills Test, and a model/mentoring program for candidates who are culturally different. In addition, faculty and staff refer candidates to Student Support Services and other services, when appropriate, and promote candidate involvement in student organizations such as Pride Alliance, Los Latinos, and the BlackStudent Union. Recruitment and Retention of Students Interested in Education Majors, but Facing Barriers Programs regularly monitor the diversity of candidates to ascertain if there are systemic barriers preventing these candidates from entering into and matriculating thru the programs. If barriers are identified, policies are reviewed and amended if needed to eliminate them. Additionally, supports are put in place to retain these candidates once admitted.</p>	<p><a href="http://webs.purduecal.edu/education/">http://webs.purduecal.edu/education/</a></p>
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Purdue University West Lafayette	Activity	Middle	Freshman	Sophomore	Junior	Senior	High Ability	URM	International	Timeline	Notes	Website
		<b>Destination Purdue:</b> Admitted minority student admissions event.					x	x	x	x	February	Joint effort with Purdue Admissions
	<b>Explore Purdue:</b> Admissions program targets prospective URM.	x	x	x	x	x	x	x	x	April	Joint effort with Purdue Admissions	<a href="http://admissions.purdue.edu/explorepurdue/">http://admissions.purdue.edu/explorepurdue/</a>
	<b>Our Purdue:</b> Three day visitation program for admitted URM students. This program is invite only.					x	x	x		April	Joint effort with the Division of Diversity and Inclusion	<a href="http://www.purdue.edu/diversity-inclusion/index.html">http://www.purdue.edu/diversity-inclusion/index.html</a>
	<b>EXCITE:</b> Five-day residential camp that provides student with experiences to motivate, inspire and encourage them to discover teaching as a career.			x	x	x	x	x	x	July	Targeted toward URM, but open to all students. Invites sent to rising 10, 11, 12 graders.	<a href="http://www.education.purdue.edu/student_services/diversity/excite.html">http://www.education.purdue.edu/student_services/diversity/excite.html</a>
	<b>*S.E.E.D:</b> Student organization with a mission to enhance diversity opportunities in education. These students assist with programs throughout the COE and hold meetings on a regular basis.					x	x	x	x	August-May	* Indicates that S.E.E.D. students help in recruitment efforts, but their mission and values are geared toward enhancing diversity in education.	<a href="http://www.education.purdue.edu/student_services/diversity/SEED.htm">http://www.education.purdue.edu/student_services/diversity/SEED.htm</a>
	<b>Explore Purdue:</b> Admissions program targets prospective URM.	x	x	x	x	x	x	x	x	October	Joint effort with Purdue Admissions	<a href="http://admissions.purdue.edu/explorepurdue/">http://admissions.purdue.edu/explorepurdue/</a>

<b>Saint Mary-of-the-Woods College</b>	<p>Saint Mary-of-the-Woods College has recruited at the CASY event at the Hyte Center and conferences. As a team they also recruit at all college fairs across the state. Admission has also tried very hard in the Midwest to recruit for minority populations in the military as well. Potential recruitment of minorities conducted in inner city high schools when in field supervising current SMWC students.</p>	<a href="http://www.smwc.edu/academic/education/">http://www.smwc.edu/academic/education/</a>
<b>University of Evansville</b>	<p>UE has included this piece as part of its Sustained Improvement Pathway Plan. They are going to conduct a case study with local schools to determine the challenges and obstacles faced by minorities and teachers in high need areas (STEM) to both recruitment and retention in the profession.</p>	<a href="https://www.evansville.edu/majors/education/">https://www.evansville.edu/majors/education/</a>
<b>University of Indianapolis</b>	<p>School of Education is working closely with Admissions and Marketing to increase efforts to recruit students of color to teacher education. Efforts made to be more visible in high need districts and use that work for recruitment purposes. Improving and enhancing recruitment efforts at both the campus and state level will be focus of attention.</p>	<a href="http://www.uindy.edu/education">http://www.uindy.edu/education</a>

<b>University of Southern Indiana</b>	Created a Teacher Education Diversity Committee – a sub-committee of the Teacher Education Council (the body that coordinates all teacher preparation programs across the colleges). The goal of the committee is to expand efforts to recruit and retain candidates from under-represented populations. Unfortunately when the chair of the committee left USI, the committee ceased to function. Committee recently re-activated. The committee with interface with the University Diversity Committee that reports directly to the President’s Council. Staff confident that with the two new faculty members co-chairing the Teacher Education Diversity Committee they will have something more definitive to report next year.	<a href="http://www.usi.edu/science/teacher-education">http://www.usi.edu/science/teacher-education</a>
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