Mission Statement*

• To build a community that fosters diversity through support, unity, and guidance within Purdue Teacher Education Program
• To develop strategies that will assist in the recruitment and retention of underrepresented students in Teacher Education
• To create awareness and promote inclusion through strategic planning and partnerships on various programs that enhance the climate related to diversity for students, faculty, and staff

*Adopted from 2010-2011 Annual Report
Goals*

• Provide support, foster unity, and equip all pre-service teachers with the guidance needed to thrive in our diverse, global world
• Increase and retain the number of historically underrepresented students entering teacher education programs
• Cultivate an environment that promotes understanding, respect, inclusion, and a welcoming atmosphere for diversity

*Adopted from 2010-2011 Annual Report
Programs & Initiatives

Fall 2016- Summer 2017

Office of Diversity Initiatives

Holmes Scholars Program
BoilerMentor Program
Students in Education Enhancing Diversity
Social Justice Lecture Series
EXCITE! Summer Camp
Recruitment Initiatives
## Fall 2016 Enrollment Overview

<table>
<thead>
<tr>
<th></th>
<th>College of Education</th>
<th>Teacher Education</th>
<th>Purdue University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Undergraduate Enrollment:</td>
<td>544</td>
<td>907</td>
<td>30,043</td>
</tr>
<tr>
<td>Undergraduate Underrepresented Minority</td>
<td>44 (8%)</td>
<td>75 (8%)</td>
<td>2,707 (9%)</td>
</tr>
<tr>
<td>Total Graduate Enrollment</td>
<td>750</td>
<td>-</td>
<td>9,461</td>
</tr>
<tr>
<td>Graduate Underrepresented Minority</td>
<td>96</td>
<td>-</td>
<td>747</td>
</tr>
</tbody>
</table>
Fall 2016 Enrollment Overview

Undergraduate Underrepresented Minority

Highlights

- Incoming class size: 117
- First overall COE undergraduate enrollment increase in past 4+ years
- 14 of those 117 identified as underrepresented minority (Asian, Black, Latin@, 2 or more races)
- During Fall 2016, underrepresented minorities (URM) accounted for 8% of COE’s total undergraduate population
  - 544 total students enrolled; 44 identified as URM
- Fall 2016 COE URM enrollment (44) was comparable to Fall 2015 (43)
  - Similar to previous COE enrollment trends
- 8% of Teacher Education Program total enrollment identified as URM
  - 907 total students enrolled; 75 identified as URM
  - No increase in TEP URM enrollment compared to Fall 2015
- Three (3) EXCITE! 2015 campers matriculated Fall 2016
ODI Recruitment & Yield Timeline

Fall 2016-Summer 2017

- **Special Group Visits**
- **Explore Purdue**
- **Destination Purdue**
- **Explore Purdue**
- **BoilerTracks Day**

- **August**
- **September**
- **October**
- **November**
- **December**
- **January**
- **February**
- **March**
- **April**
- **May**
- **June**
- **July**

Explore Purdue
Destination Purdue
BoilerTracks Day
Recruitment/Yield Events & Activities

Fall 2016 & Spring 2017 & Summer 2017

Undergraduate

- Explore Purdue- Fall (November 5, 2016)
- BoilerTracks Day (March 24, 2017)
- Become A Teacher Day (April 20, 2017)
- Destination Purdue (February 25, 2017)
- Explore Purdue- Spring (March 25, 2017)
- EXCITE! summer camp (July 16-21, 2017)

Graduate

- Multicultural/Historically Black Institution Visitation Program (November 3, 2016)

College Fairs/Group Visits/Engagement

- Tindley Prep Academy Group Visitation (November 30, 2016)
- Indiana Black Expo (July 2017)

Recruitment Related Committee Membership:

- College of Education Recruitment Committee
- College of Education Scholarship Review Committee
- Emerging Leaders Scholarship Nomination Committee (Office of Admissions)
EXcel, Create, and Inspire the Teaching Experience!

Program Overview

• EXcel, Create, and Inspire the Teaching Experience
• July 16-21, 2017
• 5-day residential summer camp
• Geared towards rising sophomores, juniors, and senior high school students
  • Strong emphasis placed on recruiting minority high school students
• Campers participate in various leadership and educational workshops that will inspire and motivate them to explore teaching as a career
  • EXCITE! 2017 theme: Social Justice and Diversity in Education
EXCITE! summer camp

Demographics

Geographical Diversity

- Indiana: 69%
- Arizona: 3%
- California: 3%
- Colorado: 4%
- Connecticut: 4%
- Illinois: 4%
- Ohio: 4%
- Pennsylvania: 4%
- Texas: 3%

Sex

- Male: 86%
- Female: 14%

Grade

- Sophomore: 21%
- Junior: 10%
- Senior: 69%

Racial Diversity

- White: 69%
- Two or More Races: 28%
- Hispanic/Latino: 3%

N = 27
PROGRAM OVERVIEW

Sponsored by the Division of Diversity and Inclusion, The BoilerMENTOR program is a peer- to- peer mentoring program for first-year students who are recipients of the Emerging Leader scholarship. The BoilerMENTOR program is also open to other historically underrepresented students who wish to benefit from mentoring during their first year. First- year students are connected with an upperclassmen in their specific academic college. The peer mentoring relationship includes a series of support initiatives to assist incoming students in achieving their academic goals, identifying institutional support resources, and becoming more acclimated with life at Purdue.

*The BoilerMENTOR program supports the Office of Diversity Initiatives retention efforts of historically underrepresented students enrolled in the College of Education.*
Who qualifies to become a COE BoilerMENTEE?:

- First-year students who are recipients of Emerging Leaders scholarship (mandatory)
- First-year students who self-identify as an underrepresented minority (highly encouraged)
- First-year transfer students who self-identify as an underrepresented minority (highly encouraged)

Names of eligible participants are provided by Division of Diversity and Inclusion. The College of Education’s Office of Diversity Initiatives can also encourage other first-year URM COE students to participate during STAR (using information provided during STAR registration).

Who qualifies to become a BoilerMENTOR?:

The students selected as BoilerMENTORs are leaders on campus and within the College of Education. They have demonstrated the ability to adjust to the collegiate environment and perform well academically. Their strong commitment to academics and to the University community serves as a platform for where we desire our incoming students to reach. These students are recommended by the Director of the Office of diversity initiatives to serve in this role. The Division of Diversity and Inclusion compensates BoilerMENTORs for their service and commitment to helping retaining underrepresent students at Purdue.

For more information, visit: [https://www.education.purdue.edu/about/diversity-initiatives/boilermentor-program/](https://www.education.purdue.edu/about/diversity-initiatives/boilermentor-program/)
**BoilerMENTOR Program**

**COE BoilerMENTOR Expectations**

BoilerMENTORs are required to:
- Meet weekly with their assigned mentees and record meeting in student database
  - Meeting topics range from academics, social life, leadership involvement, campus resources, and fun outings.
- Attend required trainings (FERPA and Student database input)
- Meet bi-weekly with ODI director and provide updates on mentees

<table>
<thead>
<tr>
<th>Name</th>
<th>Classification/ Major</th>
<th>2016-2017 Assigned Mentees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelsey Lengel*</td>
<td>Soph/ELEM</td>
<td>Jeremy Mankins* Tiffany Hairston* Ju Eun Kim Emily Converse</td>
</tr>
<tr>
<td>DaZah Toler*</td>
<td>Junior/ELEM</td>
<td>Nichole Fieser(F) Joseline Aguilar Jean Hu Leilani Bigott(F)</td>
</tr>
<tr>
<td>Madeline DeLucenay</td>
<td>Junior/ELEM</td>
<td>Lizbeth Carrillo(T) Mjia San Nicolas Anthony Walker Kevin Mateo(S)</td>
</tr>
</tbody>
</table>

* = Emerging Leader Scholarship recipient  
(T) = Transfer student  
(F) = fall semester only  
(S) = Spring semester only
# BoilerMENTOR Program

## College of Education - Fall 2016 & Spring 2017 GPA

<table>
<thead>
<tr>
<th>BoilerMentee</th>
<th>Classification/ Major</th>
<th>Fall 2016 GPA</th>
<th>Spring 2017 GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeremy Mankins*</td>
<td>Fresh/SSED</td>
<td>3.87</td>
<td>3.72</td>
</tr>
<tr>
<td>Ju Eun Kim</td>
<td>Fresh/ELEM</td>
<td>3.94</td>
<td>4.0</td>
</tr>
<tr>
<td>Tiffany Hairston*</td>
<td>Fresh/ELEM</td>
<td>3.60</td>
<td>3.74</td>
</tr>
<tr>
<td>Emily Converse</td>
<td>Fresh/ELEM</td>
<td>3.72</td>
<td>3.94</td>
</tr>
<tr>
<td>Nichole Fieser</td>
<td>Fresh/</td>
<td>2.61</td>
<td>Not enrolled in program</td>
</tr>
<tr>
<td>Jean Hu</td>
<td>Fresh/</td>
<td>3.94</td>
<td>4.0</td>
</tr>
<tr>
<td>Joseline Aguilar</td>
<td></td>
<td>3.42</td>
<td>3.54</td>
</tr>
<tr>
<td>Leilani Bigott</td>
<td>Fresh/ELEM</td>
<td>3.63</td>
<td>Switched majors</td>
</tr>
<tr>
<td>Lizbeth Carrillo</td>
<td>Transfer/ELEM</td>
<td>3.34</td>
<td>3.74</td>
</tr>
<tr>
<td>Anthony Walker</td>
<td>Fresh/ELEM</td>
<td>2.56</td>
<td>2.25</td>
</tr>
<tr>
<td>Mjia San Nicolas</td>
<td>Fresh/ELEM</td>
<td>1.72</td>
<td>1.88 (Dropped)</td>
</tr>
<tr>
<td>Kevin Mateo</td>
<td>Fresh/SSED</td>
<td>Not enrolled in program</td>
<td>1.99 (Dropped)</td>
</tr>
</tbody>
</table>
Established in 1991, the AACTE Holmes Scholars Program consists of doctoral students from traditionally underrepresented backgrounds pursuing careers in education at AACTE member institutions. The goal of the program is to offer mentorship, peer support, professional development, and rich scholarly experiences to Scholars, who in turn, become an outstanding pool of candidates for future faculty and leadership positions.
<table>
<thead>
<tr>
<th>Name</th>
<th>Holmes Scholar Eligibility</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kevin Brooks</td>
<td>2009-2010</td>
<td>EDCI</td>
</tr>
<tr>
<td>Constance Harris</td>
<td>2010-2012</td>
<td>EDCI</td>
</tr>
<tr>
<td>Ileana Santiago</td>
<td>2012-2015</td>
<td>EDCI</td>
</tr>
<tr>
<td>Kwalfle Scott</td>
<td>2014-2015</td>
<td>EDCI</td>
</tr>
<tr>
<td>LaMarcus Hall</td>
<td>Fall 2015-Spring 2017</td>
<td>EDCI</td>
</tr>
<tr>
<td>Temitope Adeoye</td>
<td>Fall 2016-Spring 2019</td>
<td>EDST</td>
</tr>
<tr>
<td>Shalyse Iseminger</td>
<td>Fall 2016-Spring 2019</td>
<td>EDCI</td>
</tr>
<tr>
<td><strong>Horane Holgate</strong> ¹</td>
<td>Fall 2017-Spring 2020</td>
<td>EDST</td>
</tr>
<tr>
<td><strong>Marquette Strait</strong> ²</td>
<td>Fall 2017-Spring 2020</td>
<td>EDCI</td>
</tr>
</tbody>
</table>
AACTE HOLMES SCHOLARS PROGRAM

*UPDATED PROGRAM GUIDELINES- EFFECTIVE FALL 2016*

- Application released mid-February
- Applications are reviewed by COE Equity & Diversity Committee and recommendations given for candidates to interview
- Holmes Coordinator conducts interview early March (prior to spring break)
- Final selections shared late March
  - Up to two individuals may be appointed Holmes Scholars per academic year
  - Newly appointed Scholars are recognized during April COE Award Ceremony

**Holmes Scholars Benefits and Support:**
- National network of peers and Holmes Alumni
- Professional development workshops catered to Scholars’ needs
- $250 yearly scholarship
- $1,500 yearly travel stipend to be used towards conference travel or other professional development needs

**Holmes Scholars Expectations:**
- Serve up to a three-year term
- Maintain full-time enrollment
- Attend monthly individual and group meetings
- Annually attend AACTE (Holmes Preconference)
- Seek membership and active participation in one professional organization within discipline
- Annually submit proposals to present research at national, regional, or local conferences
- Make progress towards submitting one publication during appointment
- Serve as an ambassador for the Office of Diversity Initiatives
- Implement/participate in service project that forwards social justice mission of College
AACTE HOLMES SCHOLARS PROGRAM

Fall 2016- Summer 2017 Highlights

- Shalyse Iseminger & Temitope Adeoye join the Holmes Scholars family (Term: Fall 2016- Spring 2019)
- Hosted inaugural all Holmes Scholars Orientation (August 25, 2016)
- Holmes Emeritus Ileana Cortes-Santiago featured as AACTE’s Holmes Scholars of the month (August 2016)
- Implemented monthly individual meetings with each Holmes Scholar
- Monthly Professional Development Workshops
  - Personal Branding with Cyndi Lynch (October 2016)
  - Mentoring Luncheon with COE Alumna Dr. Pheobe Bailey (November 2016)
  - Developing a well-organized conference poster with Dr. Esters (January 2017)
  - Holmes Scholars Reunion and AACTE poster review with Dr. Brooks & Dr. Harris (February 2017)
  - Preparing for your first faculty position with Dr. Jason Ware (March 2017)
  - End of Year Holmes Gathering (April 2017)
- Cortes-Santiago was a recipient of the AAC&U K. Patricia Cross Future Leaders Award (January 2017)
- Scholars Iseminger and Cortes-Santiago attended AACTE- Tampa and presented during research poster session
- Spring Meet and Greet with all Holmes Scholars (newly appointed, active, emeritus still enrolled)
- Scholar Adeoye served on COE Equity and Diversity Committee
- Scholar Adeoye and Iseminger assisted with all ODI on-campus recruitment events
S.E.E.D serves as an organization which supports and cultivates diversity within teacher education at Purdue. S.E.E.D. places emphasis on recruiting and retaining historically underrepresented students. S.E.E.D. highlights the importance of exposure to and understanding of diversity present in today’s K-12 classroom. S.E.E.D. aims to promote four pillars of excellence: Diversity, Community Service, Academic Success, and Mentoring.
Students in Education Enhancing Diversity

Fall 2016- Summer 2017 Highlights

- Established Four Pillars: Diversity, Community Service, Academic Excellence, and Mentoring
- Inspire, Engage, Teach t-shirt fundraising campaign
- 16 total members
  - Seven (7) were first-year students
  - 94% of members maintained good academic standing for the academic year
- Increased workshop/professional development offerings during general body meetings (Fall 2016)
  - Black Cultural Center, Native American Cultural Center, Indianapolis Public Schools
- Membership Recruitment: EDCI 205 & EDCI 285 classroom presentations
- S.E.E.D. member DaZah Toler was awarded IABSE scholarship ($500 award)
New Projects and Initiatives

Inspire, Engage, TEACH

The Inspire Engage, TEACH unity campaign began fall 2016. The t-shirt fundraiser originated as an opportunity to raise funds for Students in Education Enhancing Diversity (S.E.E.D.) and quickly gained momentum throughout the college. The Inspire, Engage, Teach t-shirts reached COE students, staff, faculty, alum, local teachers and the Dean’s Advisory Council. The shirts have become a visual way for constituents to showcase their Purdue COE pride.

To highlight this initiative, individuals were encouraged to wear their TEACH shirts on Thursdays and used the hashtag #PurdueTeacherThursdays on social media.

Proceeds from this fundraiser benefit future S.E.E.D. professional development events and book scholarships.
New Projects and Initiatives

Social Justice Lecture Series

The Social Justice Lecture Series provides opportunities for COE faculty, students, and staff to participate in timely Discussions related to the College’s signature theme: Social Justice and Diversity. The first Social Justice Lecture was held on November 2016 and featured COE Alumna Dr. Phoebe Baily. The series continued in February 2017 and featured COE Alum Dr. Kevin Brooks.

This lecture series is organized by the Director of the Office of Diversity Initiatives. At least two (2) lectures should be held each academic school year. Future collaboration with the College Equity and Diversity committee may promote the longevity of this lecture series.
Questions?