Divisional Diversity Liaisons Progress Report
2014-2015 Academic Year

<table>
<thead>
<tr>
<th>Reporting Division/School:</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Education, Health, and Human Performance</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reporting Liaison:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courtney Howard</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reporting Period:</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 2014 – June 2015</td>
</tr>
</tbody>
</table>

Notable diversity achievements/accomplishments within your division/school during this reporting period (even small achievements are worth reporting)

Administrative Actions
In October 2014, EHHP submitted to the Office of the Provost its *Diversity through Faculty Recruitment Plan* that includes effective practices already in use by TEDU.

In December 2014, EHHP approved its inaugural Diversity Plan. With goals that are aligned to the College’s Diversity Strategic Plan, the Diversity Plan commits EHHP to actionable items that promote diversity.

In March 2015, EHHP drafted and approved its Diversity Statement that serves as a testament to the School’s commitment to diversity and strong belief in the educational benefits of diversity in the School. Both the Diversity Plan and Statement are posted on the School’s website, and can be accessed by selecting the About the School tab and then clicking Diversity. The direct link is: http://ehhp.cofc.edu/about/diversity.php.

EHHP’s Administrative Council reviewed student demographics of all academic programs in the School to collect baseline information on student diversity. This review was conducted using Fall 2014 data and will be repeated using Spring 2015 data.

Faculty/Staff Accomplishments
Dr. Margaret Hagood (TEDU) served as the 2014-2015 CPIE Faculty Fellow which involved on-going professional development/classroom coaching on a culturally-relevant approach to teaching reading and writing and digital storytelling at Memminger Elementary School. Dr. Hagood hired and mentored three CofC student research assistants.


Dr. Julie Dingle Swanson (TEDU) and Denise Zacherl of Charleston County School District received a $2.5 million grant to create talent development academies in economically disadvantaged schools. Through this project, teachers will be trained to identify and academically develop gifted and talented students in Title I schools.

Dr. Michael Hemphill (HEHP) partnered with Chucktown Squash to bring Maria Toorpakai to Charleston in celebration of the organization’s 5th anniversary. During a campus luncheon, Maria told her inspiring story of growing up as a young girl in Pakistan who had to dress like a boy to play sports to becoming one of the top squash players in the world. Chucktown Squash is a sport-based youth development program.
that uses the game of squash as a vehicle to enrich the lives of low-income youth in Charleston.

Candy Jaruszewicz (TEDU & ECDC) and other grant-writers worked diligently to help Charleston County First Steps submit a proposal that was awarded the Early Head Start Child Care Partnership Grant funding of $1.3M. Early Head Start provides early, continuous, intensive, and comprehensive child development and family support services to low-income infants and toddlers and their families, and pregnant women and their families.

Dennis Keyes (TEDU) is first author on chapter 18, Retrospective Diagnosis and Malingering in AAIDD’s newly published book (2015) *The Death Penalty and Intellectual Disability*. AAIDD is the American Association of Intellectual and Developmental Disabilities.

Anne Gutshall (TEDU) served as faculty advisor to the Project Playground club, a group of College of Charleston students who to volunteer to play with Memminger Elementary students during recess. She also incorporated the volunteer experience into an assignment for students in her Human Growth and Development class.

Adjunct Antonio Ellis (TEDU) is in the midst of two editorial projects: *Journal of African American Males in Education* themed edition on African American Males with Learning Disabilities in Special Education throughout the P-20 Educational Pipeline and a book titled *Ed. D. Programs as Incubators of Social Justice Leadership*.

Adjunct Kendall Deas’ (TEDU) STEM education proposal (in collaboration with colleagues from the USC-Greenville School of Medicine and MUSC) concerning pathways to success in higher education was accepted for presentation at the 2015 American Association of Blacks in Higher Education (AABHE) National Conference April 9th-11th in Charleston, SC.

Ashley Vaughns (TEDU) coauthored a research publication accepted by *News Waves—Education Research and Development* journal for their special edition on service-learning titled *Is Service Learning the Answer? Preparing Teacher Candidates to Work with ELLs through Service-Learning*. ELL refers to English Language Learners.

Ashley Vaughns (TEDU) facilitated a service-learning project with Hispanic families called *Abrazos Family Literacy Partnership* in EDEE 363 Intro to Early Childhood.

**Student Engagement**

Nineteen clinical practice interns participated in CPIE’s *Classroom Library Project*, an initiative that increases access to diverse children’s books. The initiative is a semester-long project in which each intern selects and receives three books and then incorporates at least one into classroom instruction. The classroom teacher receives a duplicate set of books for the classroom library. The fall interns (5) selected children’s books that addressed disabilities, mental health, and death/dying. The spring interns (14) chose children’s books that were written by or about African Americans.
Junior Exercise Science major, Melba Madamba, traveled to Dallas, TX to attend the 2014 Facing Race Conference from November 13-15 with Kristi Brian from the Office of Institutional Diversity.

Maria Royle, a graduate student in the MAT program, was featured in the Graduate School Blog’s spotlight on diversity.

The Teaching Fellows (TF) continue to lead and support three student-led philanthropic initiatives—Morogoro Children’s Fund to provide meals for children in Tanzania (led by TF Destiny Brice); Charleston Hope foundation to provide school supplies and holiday gifts to students in Title 1 schools (led by TF Emily Hoisington); and a foundation that collects and distributes school supplies to disadvantaged schools in the Midlands (led by TF Kathryn Templeton).

Teaching Fellow Emily Hoisington was featured in the student-run magazine, The Yard, for her work with Charleston Hope, the non-profit organization she founded during her senior year of high school and continues to run as a College of Charleston student.

Teaching Fellow Antuan Augustus worked with program director Charissa Owens to expand the existing mentor/mentee program to provide additional support for male Teaching Fellows.

Teaching Fellow Michelle Jenkins worked with Jon Hale to establish an afterschool tutoring program for Burke High School’s band members. The program provided a structured and ongoing service project for the Teaching Fellows.

Public Health senior, Morgan Carter, presented on the causes of residential instability among African American mothers and children at the annual Biomedical Research Conference for Minority Students in San Antonio, TX from November 12-15, 2014.

La’Aysha Richardson, a Teaching Fellow and Special Education major received the Laura Mohr Scholarship at the SC Council for Exceptional Children Conference.

Two Call Me MISTER students graduated this academic year.

International Partnerships & Study Abroad
Susan Flynn (TEDU) and Michael Flynn (HEHP) worked with teachers at East Normal University in Shanghai, China from October 23 to November 2, 2014.

In December, Dr. Candace Jaruszewicz (TEDU & ECDC) traveled to Brazil to provide professional development to early childhood teachers at the Pan American School in Salvador.

Throughout the spring 2015 semester, the Department of Teacher Education hosted Wenjuan Wang, a visiting scholar from China, who conducted a cross-cultural comparison of early childhood education in the United States and China. Dr. Wang will remain until December.
In April, the Department of Teacher Education hosted its bi-annual visit from German education colleagues to continue discussions of establishing a faculty and/or student exchange. The educators live in Rheinland-Pfalz, South Carolina’s German sister state.

mutindi ndunda’s (TEDU) research proposal was selected for a Carnegie African Diaspora Fellowship. Her project will take place in Summer 2015 from May to July, and involves follow-up interviews to evaluate the impact of her 2012 Fulbright-funded study in Tanzania.

Christine Finnan (TEDU) spent 6 months conducting Fulbright-funded research on the education of tribal children in India. Though she was based out of Bhubaneswar, she travelled throughout India visiting children’s home villages and other related schools. In a reflection of her experience, Dr. Finnan writes:

> The experience of doing research at the KISS school (current enrollment is 25,000 children) was, to use a very overused word, amazing. I can easily say that it was the best professional experience of my life. I was also able to participate in three conferences while I was in India. The first, “Tribal People in the 21st Century: Problems and Prospects” was held on November 22 2014 and brought together ambassadors and dignitaries from eleven countries as well as from India. I was on a panel focused on empowering tribal girls and women. The second conference was held on February 14, 2015. This conference I helped to organize, and it brought together Indian and US scholars (12 other Fulbright awardees participated) with a focus on Education for All. I was on a panel on issues of language and culture in schools and was also asked to give the keynote address. Both of these conferences were organized by colleagues at KISS and held at KIIT University in Bhubaneswar. The third conference was organized by the United States India Education Foundation, the organization that supports the Fulbright program. It was held March 2-4, 2015 in Hyderabad, India. I presented preliminary findings from my research.”

The following EHHP faculty led summer study abroad experiences during this academic year:

- Tracey Hunter Doniger (TEDU) – Italy
- Jon Hale (TEDU) and Anthony Greene (AAST) – Barbados
- Michael Flynn and Michael Hemphill (both from HEHP) and Susan Flynn (TEDU) – New Zealand
- mutindi ndunda (TEDU) and Renee Mueller (School of Business) - Tanzania

**Events**

In October 2014, EHHP held a national Diversity Conference with over 160 attendees. The conference featured a major keynote speaker (Dr. Freeman Hrabowski) and the Chief of Staff of the Office of Civil Rights (U.S. Dept of Education). The conference culminated in a Diversity Celebration that highlighted local cultural groups and presented Youth of Promise awards to three resilient children who have overcome significant obstacles.

In October 2014, EHHP hosted the statewide Call Me MISTER summit of over 200 program participants and staff. The Summit featured U.S. Senator Tim Scott as the keynote speaker.

In November 2014, Charissa Owens (TEDU) hosted College Day for our seven Teacher Cadet school partners that represent diverse students from the tri-county area and Richland County.
Divisional Diversity Liaisons Progress Report
2014-2015 Academic Year

N.E. Miles Early Childhood Development Center
Received a $2500 grant from Coastal Community Foundation to secure additional resources in support of children with special needs

Several parents visited the Center and shared holiday traditions from their home countries/cultures

4 and 5-year old kindergarten children visited the Charleston County Public Library for programs on African Storytelling and African Drumming

4 and 5-year old kindergarten children invited Indonesian Puppeteer Jumaadi to perform for them and talked with them about his art (shadow puppetry)

Honors, Awards, and More
The launch of the Rep. Floyd Breeland Scholarship was announced at the Diversity Celebration in October. Efforts to endow the scholarship that will support minority male education majors are ongoing.

At least three EHHP faculty/staff participated in the Office of Civic Engagement’s annual SNAP Challenge to foster understanding of the plight of food insecurity--Rachel Etchason (Program and Events Coordinator), Bea Lavelle (HEHP adjunct), and Quinn Burke (TEDU faculty). Rachel Etchason also participated as a blogger.

Courtney Howard (CPIE) was selected to participate in the Diversity Leaders Initiative – Fall 2015 Lowcountry Class. Coordinated by Furman University’s Riley Institute, the Diversity Leaders Initiative is a 5-month, highly interactive, and multi-award winning program from which participants come away with focused decision-making skills and deep knowledge of how to effectively manage and lead increasingly diverse workers, clients and constituents. Application for DLI is by nomination only and the selection process is competitive. Of over 400 applicants, only 40 were selected.

The following 2015 ExCEL Awards winners represented EHHP:
   Fran Welch – Administrator of the Year
   Lydia Geathers – EHHP Student of the Year
   Andrea DeMaria – EHHP Faculty Member of the Year
   Natalie Simmons – Lucille S. Whipper Award
   Harriet Mazyck – Staff Member of the Year
   Bill Youngblood, Teacher Leader Program Facilitator - Presidential Legacy Higdon Leadership Award

Please describe how the diversity goals established within your division/school changed since the last meeting?
During Fall 2014, EHHP’s inaugural Diversity Plan was developed with input from the Diversity Liaison and members of the Administrative Council. After several iterations, the final version was approved in
December 2014. The goals are aligned with the College's Strategic Diversity Plan. This plan, along with other diversity information, is posted on the School’s website and can be accessed by selecting the About the School tab and then clicking Diversity. The direct link is: http://ehhp.cofc.edu/about/diversity.php.

Please list any upcoming diversity-related events planned (or in development) for your division/school.
Two student groups—SCEA and Teaching Fellows—are considering hosting a film screening on campus next academic year. The film under consideration is a documentary that explores the lack of racial diversity at the top public high schools in New York City by following a dozen families from different racial, socio-economic and religious backgrounds as they prepare to pass the grueling entrance exam.

Please list any notable challenges to diversity and inclusion efforts being experienced within your division/school.
Search committees are experiencing challenges attracting and hiring diverse candidates for current faculty vacancies.

Please list any agenda items to be discussed at the next meeting.
Not applicable