***Alignment of Most Frequently Expressed Responses Regarding Diversity Education within the COE Curriculum (Goal 1: Questions 1 & 2) with COE Diversity Committee Past and Future Efforts***

| Needs Emergent From Research Data / Committee Activities | Awareness& Action (Culture &Climate) | | | | Course Curricular Content | | | | Teaching Methods Strategy Materials | | | | Specific Course Foci | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 |
| Div Comm By-laws Definition of Diversity | X | | | X | | | | | | | | | | | | |
| Div Comm By-laws Comm Membership Expansion | | | X | | | | | | | | | | | | | |
| Div Comm Univ Connections – Campus Comm | X | X | X | X | | | | | | | | | | | | |
| COE Conceptual Framework: Diversity Explicit | X | | | | | | | | | | | | | | | |
| Faculty Recruit & Retention Protocol & Database | | | | | | | | | | | | | | | | |
| Teacher Ed Affirmative Action Admission Policy | X | X | X | X | | | | | | | | | | | | |
| Teacher Ed Diversity Electives Identified | | | | | X | X | X | X | | | | | X | X | X | X |
| Teacher Ed Target School Database | | | | | X | X | X | X | | | | | X | X | X | X |
| COE Faculty Meeting Diversity Activities | X | | | | X | | | | X | | | | | | | |
| Div Comm Web Page | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X |
| Div Comm Newsletter (on-line beginning fall 2002) | X | X | X | X | X | X | X | X | X | X | X | X | | | | |
| Heritage Month Celebrations | X | X | | | X | X | | | X | X | | | | | | |
| Educators in Residence Program | | X | | | | X | | | | X | | | | | | |
| Brown Bag Lunch – Crossing Cultures Program | | X | | | | X | | | | X | | | | | | |
| COE Book Club & Book Grant Purchase Program | | | X | X | | | X | X | | | X | X | | | | |
| COE Resource Database: Videos, Books, etc. | | | | | | X | | | | X | | | | | | |
| Multi-cultural Traveling “library” | | | | X | | | | X | | | | X | | | | |
| Doctoral Student/Sem Multicultural Signage Project | | | X | X | | | | | | | | | | | | |
| Doctoral Student/Sem Service Learning | | | | | | | | | | | X | X | | | X | X |
| Doctoral Student/Sem COE Faculty Database | | | | | | | | | | | | | | | | |
| Div Comm Research Project Diversity Perceptions | X | X | X | X | | | | | | | | | | | | |

***Alignment of Most Frequently Expressed Responses Regarding Efforts to "Grow" Diversity Education within the COE (Goal 2: Q3) with COE Diversity Committee Past and Future Efforts***

| Needs Emergent From Research Data / Committee Activities | Climate & Culture | | | | Faculty Education Models & Mentors | | | | Student Education | | | | Resources & Materials | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 |
| Div Comm By-laws Definition of Diversity | X | | | X | | | | | | | | | | | | |
| Div Comm By-laws Comm Membership Expansion | | | X | | | | | | | | | | | | | |
| Div Comm Univ Connections – Campus Comm | X | X | X | X | | | | | | | | | | | | |
| COE Conceptual Framework: Diversity Explicit | X | | | | | | | | | | | | | | | |
| Faculty Recruit & Retention Protocol & Database | | | | | | | | | | | | | | | | |
| Teacher Ed Affirmative Action Admission Policy | X | X | X | X | | | | | X | X | X | X | | | | |
| Teacher Ed Diversity Electives Identified | | | | | | | | | X | X | X | X | | | | |
| Teacher Ed Target School Database | | | | | | | | | X | X | X | X | | | | |
| COE Faculty Meeting Diversity Activities | X | | | | X | | | | | | | | X | | | |
| Div Comm Web Page | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X |
| Div Comm Newsletter (on-line beginning fall 2002) | X | X | X | X | X | X | X | X | | | X | X | X | X | X | X |
| Heritage Month Celebrations | X | X | | | X | X | | | X | X | | | X | X | | |
| Educators in Residence Program | | X | | | | X | | | | X | | | | X | | |
| Brown Bag Lunch – Crossing Cultures Program | | X | | | | X | | | | X | | | | X | | |
| COE Book Club & Book Grant Purchase Program | | | X | X | | | X | X | | | | | | | X | X |
| COE Resource Database: Videos, Books, etc. | | | | | | X | | | | X | | | | X | | |
| Multi-Cultural Traveling "library" | | | | X | | | | X | | | | X | | | | X |
| Doctoral Student/Sem Multicultural Signage Project | | | X | X | | | | | | | X | X | | | X | X |
| Doctoral Student/Sem Service Learning | | | X | X | | | X | X | X | X | X | X | X | X | X | X |
| Doctoral Student/Sem COE Faculty Database | | | | | | | X | X | | | X | X | | | X | X |
| Div Comm Research Project Diversity Perceptions | X | X | X | X | | | | | | | | | | | | |

***Alignment of Most Frequently Expressed Responses Regarding Most Significant Diversity Issue in the COE (Goal 3: Q4) with COE Diversity Committee Past and Future Efforts***

| Needs Emergent From Research Data / Committee Activities | Recruit & Retain Diverse Faculty | | | | Climate & Culture | | | | Recruit & Retain Diverse Students | | | | COE Policy & Practice "Scaffolding" | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 |
| Div Comm By-laws Definition of Diversity | X | | | X | X | | | X | | | | | X | | | X |
| Div Comm By-laws Comm Membership Expansion | | | X | | | | X | | | | | | | | X | |
| Div Comm Univ Connections – Campus Comm | | | | | X | X | X | X | | | | | | | | |
| COE Conceptual Framework: Diversity Explicit | X | | | | X | | | | X | | | | X | | | |
| Faculty Recruit & Retention Protocol & Database | X | X | X | X | | | | | | | | | X | X | X | X |
| Teacher Ed Affirmative Action Admission Policy | | | | | X | X | X | X | X | X | X | X | X | X | X | X |
| Teacher Ed Diversity Electives Identified | | | | | | | | | X | X | X | X | | | | |
| Teacher Ed Target School Database | | | | | | | | | X | X | X | X | | | | |
| COE Faculty Meeting Diversity Activities | | | | | X | | | | | | | | | | | |
| Div Comm Web Page | X | X | X | X | X | X | X | X | X | X | X | X | | | | |
| Div Comm Newsletter (on-line beginning fall 2002) | X | X | X | X | X | X | X | X | | | X | X | | | | |
| Heritage Month Celebrations | X | X | | | X | X | | | X | X | | | | | | |
| Educators in Residence Program | | X | | | | X | | | | X | | | | | | |
| Brown Bag Lunch – Crossing Cultures Program | | X | | | | X | | | | X | | | | | | |
| COE Book Club & Book Grant Purchase Program | | | X | X | | | X | X | | | | | | | | |
| COE Resource Database: Videos, Books, etc. | | | | | | | | | | | | | | | | |
| Multi-Cultural Traveling "library" | | | | X | | | | X | | | | X | | | | |
| Doctoral Student/Sem Multicultural Signage Project | | | X | X | | | X | X | | | X | X | | | | |
| Doctoral Student/Sem Service Learning | | | X | X | | | X | X | | | X | X | | | | |
| Doctoral Student/Sem COE Faculty Database | | | | | | | | | | | | | | | | |
| Div Comm Research Project Diversity Perceptions | | | | | X | X | X | X | | | | | | | | |