

The College of Education's Cultural Diversity Requirement Journey

- April 28, 1993** COE adopts a Multicultural Mission Statement.
- 1993 - 1994** Dean Buccino establishes multicultural education one of 3 “primary agendas” for the College of Education. The college establishes a college-wide initiative in multicultural education and establishes a Task Force for Multicultural Education (MCTF).
- 1994 - 1996** Led by the MCTF’s Curriculum Sub-Committee, the COE engages in professional learning to support college wide curriculum transformation and revision toward inclusion of diversity. Departmental Curriculum Action Plans that address how the department will move toward cultural diversity curriculum inclusion are required.
- June, 1997** UGA University Council adopts the Cultural Diversity Resolution establishing a cultural diversity requirement for all UGA undergraduate students, effective Fall, 1998.
- Fall – Spring, 1998** COE’s MCTF and central administration develop a COE Cultural Diversity Requirement (CDR) and forward that proposal to Faculty Senate for review in May, 1998. (Note: COE’s requirement goes beyond what is required by UGA – the COE includes graduate students in the requirement in addition to UG. Annual MCTF conference focuses on multicultural curriculum development and renewal.
- May - June, 1998** College-wide meetings/conversations are held and feedback and input incorporated into CDR proposal. Following a revision the proposal is again sent back to the Faculty Senate for action where Dean and MCTF meet with them to discuss.
- July 14, 1998** Faculty Senate votes, 17-1, to adopt the cultural diversity requirement as proposed. The CDR calls for individual departmental plans that are consistent with the overall college-wide plan, allowing for departmental flexibility in addressing specific issues/topics particular to their discipline.
- September, 1998** Dean establishes a college committee to work with the MCTF and administration to oversee the college’s cultural diversity requirement process and review departmental plans developed for meeting the college requirement. Though the UGA requirement was to take effect in Fall, 1998, a UGA central administrative transition delayed the official implementation of this requirement. However, COE Dean Yeany forwards the COE CDR to incoming Provost Holbrook to demonstrate our seriousness about this effort, and our forward movement in implementing it in the COE.
- October, 1998** MCTF and CDR committee convene meetings for all department and program heads to clarify issues, answer questions, and describe procedures and share resources available to them as they plan and implement their department CDR’s.

Throughout fall semester MCTF teams attend departmental faculty meetings to provide more support and assistance to departments in their plan development.

Fall - Spring, 1999 Departmental plans are received and reviewed by committee. Written and verbal feedback is provided. Most departments establish a departmental plan that is consistent with the overall college plan and begin implementation. The Office of Student Services works with UG advisors to determine how to document the fulfillment of the requirement and a form is created for this purpose.

Fall, 2000 In an attempt to more thoroughly integrate the CDR efforts and to establish more accountability for this effort, a decision is made for the COE Undergraduate Courses and Programs Committee to assume responsibility for reviewing and monitoring departmental CDR's. MCTF members continued to work with that group to support their effort, as well as continued to work with the departments in their efforts to develop and implement the plans.

Spring, 2001 UGA turns attention to the CDR requirement and begins to request documentation and accountability from Colleges re: their progress in establishing procedures. COE prepares a summary of our process and how we document/certify completion of the requirement. This summary is forwarded to the Provost and Office of Curriculum. The COE directs more attention to the implementation of the CDR in the College and requires departments to provide their plans and implementation documents. The college's curriculum committee works with the MCTF to review all of the plans and provides written feedback. Revisions and compliance occurs. The MCTF increases professional dialogue to again support the college in this effort.

Fall, 2002 UGA officially implements the CDR adopted in 1997. Though many COE departments had been implementing their departmental CDR there had been inconsistent expectations and documentation for this process. Therefore, COE administration provides additional information and support to their departments as they refocus on their CDR. The COE Office of Student Services in conjunction with the Associate Dean assume primary responsibility for record keeping and monitoring for this effort.

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