

Recruitment and Retention of Diverse Candidates

The Dewar College of Education and Human Services (COEHS) is strongly committed to the creation of a diverse educational setting in which candidates, faculty, administration, and staff from all cultures, communities, and backgrounds work together to meet the opportunities and challenges of positively impacting the lives of P-12 students. The COEHS Diversity Plan is an integral component in the College's efforts to recruit and retain diverse candidates who understand, reflect, celebrate, and utilize the diversity of the students they teach to make the best decisions possible to improve academic achievement.

U.S. Employed Persons by Detailed Occupation and Calendar Year

Occupation	Calendar Year	Total Employed	Percent of Total Employed				
			Women	White	Black or African American	Asian	Hispanic/Latino of Any race
Elementary, middle, and secondary school teachers, incl. special education teachers	2019	4,950	76.0	85.2	9.5	2.8	9.7
	2018	4,852	75.6	84.9	10.1	3.0	9.8
	2017	4,729	75.3	85.5	9.8	2.8	9.7
Education administrators: elementary, middle, secondary, and postsecondary school	2019	958	67.7	78.6	15.3	3.3	11.8
	2018	955	66.9	79.0	14.4	3.4	10.5
	2017	918	64.2	81.8	12.9	2.1	10.3

Source: U.S. Bureau of Labor Statistics, Table 11. Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, Current Population Survey (CPS), 2020.

New Program Enrollees by Program Type and Academic Year

Initial Preparation Program Type	Academic Year	Total # of New Program Enrollees	Percent of Total New Program Enrollees				
			Women	White	Black or African American	Asian	Hispanic/Latino of Any Race
Teacher	2020-21	164	82.3	67.6	19.5	1.2	7.3
	2019-20	196	70.9	74.5	16.8	0.5	5.6
	2018-19	230	72.6	68.7	24.3	0.4	6.1
Service or Leader	2020-21	451	79.6	63.4	21.2	0.4	3.3
	2019-20	400	82.3	78.8	16.8	0.5	2.8
	2018-19	449	82.4	75.9	18.9	1.1	4.2

Following federal reporting guidelines, people who identify more than one race are tabulated separately in the category, Two or More Races. The three reported race groups will not sum to 100 percent because the total includes smaller race groups not shown separately: American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.

Program Completers by Program Type and Program Completion Reporting Year

Initial Preparation Program Type	Program Completion Reporting Year (Sept. – Aug.)	Total # of Program Completers	Percent of Total Completers				
			Women	White	Black or African American	Asian	Hispanic/ Latino of Any Race
Teacher	2020-21	200	70.5	70.5	17	1	5
	2019-20	175	77.7	73.7	20.0	0.0	7.4
	2018-19	171	77.2	77.2	16.4	1.2	6.4
Service or Leader	2020-21	391	83.8	72.3	17.3	0.7	2.8
	2019-20	353	84.4	78.8	17.0	0.8	3.3
	2018-19	317	87.0	80.1	17.0	0.6	1.6

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