

IU SOUTHEAST DIVERSITY PLAN AT-A-GLANCE

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3		IUS will strengthen and improve diversity in its programming, hiring, student recruitment, business practices, and outreach.							
3.1	I-1 & I-2	Commitment - diversity and equity will be responsibility of entire campus							
3.1.1	I-1.1	Develop diversity incentives	Chancellor, VCs, deans, directors, AVCAA, and Diversity Council	In progress		Develop a slate of possible incentives for consideration	# of proposals	Depends on type and number of incentives	The Diversity Council has developed a slate of possible incentives for enhancing diversity programming.
3.1.2	I-2.1	Review diversity activities and develop a coordination mechanism	Chancellor, VC Acad Affairs, VC Student Affairs, VC Univ. Adv.	Completed	AVCAA position reconfigured to include responsibility for diversity in academic matters/triple leadership developed with AA/ Campus Life		Written plan	Low	In addition to the campus review of diversity activities led by the AVCAA, IUS is currently undergoing a comprehensive diversity review mandated by VP Nelms and conducted by IUSB.
3.1.3	I-2.2	Seek out financial resources for diversity and equity goals	Cabinet	Completed and ongoing	CTE funding for International Studies and New Neighbor proposal; consideration for enhanced salary for minority candidates; Education applying for 5 year grant on ESL		Report	Low	International Programs funding increased by campus; ESL courses proposed for Continuing Studies
3.1.4	I-1.2	Assess diversity objectives on an annual basis	Institutional Research	Completed and ongoing	Already included in all full-campus annual reports and Student Affairs report	Regularize annual reporting categories; develop list of things deans could do	Report	Low	Use individual discipline reports on diversity - review every 6 months suggested
3.2	II-1 & II-2	Curriculum - prepare students to function effectively in culturally diverse community							Learning Enrichment Fund
3.2.1	II-1.1	Encourage faculty to broaden course perspectives	Deans				Annual faculty report	Low	

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3.2.2	II-1.2	Encourage faculty to use diversity materials in the curriculum	Deans, ILTE, Academic Policy and Gen Ed Committees	Ongoing	Clear diversity requirements in gen ed	General education currently requires a diversity course. The various disciplines will follow-up this gen ed requirement in the curriculum mapping of advanced courses for their majors	Annual faculty report	Low	
3.2.3	II-1.3	Consider a diversity applied learning experience for students	Academic Affairs, ILTE	Retain?			Requirement added	Low	Submit curriculum mapping; note gen ed
3.2.4	II-2.1	Provide increased support for consideration of non-traditional careers	Academic Success Center, Career Services	In progress and ongoing	Career Services outreach to employers stresses innovative career paths for non-traditional students, relocating for displaced workers, new career opportunities for students with disabilities and consideration of emerging careers for traditional and non-traditional students and alumni.		Alumni jobs	Low	The curriculum for the S200 – Career Choices and Competencies contains assignments for job research and shadowing. These students utilize specialty Internet programs (Bridges Transitions programs titled: Choices Explorer and Choices Planner) to research careers. Another new program (MAP for Success) has begun to serve high school students who have expressed an interest in attending IU Southeast but are undecided about career choice. This program will be promoted through the Admission Office and the Chancellor’s High School Visitation program. • On-going. Career Services collaborates with the School of Nursing to offer a credit class titled “Hospital Shadowing” to enable students to gain a broad perspective of the health care career fields. Career Services in concert with the Academic Success Center have offered three workshops for students seeking alternate career possibilities. The first was designed for undecided students, the second for pre-business majors, and the third for pre-nursing majors.
3.2.5	II-2.2	Increase specialized academic support	VC Academic Affairs	Completed & Ongoing	ASC hired African-American female as new academic advisor; Men of Color invited to form partnership and mentor African American males at IUS		Track academic success for programs that are implemented	High	Mentoring and ASC chartering XAE Honor Society to promote high academic standards for "at-risk" students
3.3	III-1 & III-2	Climate - improve campus climate for diversity							
3.3.1	III-1.1	Present diversity plans at faculty/staff orientations	VC Academic Affairs, ILTE, HR, AAO				Annual reviews by deans and directors		

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3.3.2	III-1.2	Strengthen professional development programs to include diversity	Chancellor, HR, AAO, deans, directors, ILTE	In progress	Affirmative Action Officer currently planning training sessions on compliance/diversity topics		Reports from responsible parties	Medium	
3.3.3	III-1.3	Encourage diverse student organizations	VC Student Affairs	Completed and ongoing	SPC, Campus Life, SGA, student organizations, Athletics, and other offices planned a diverse range of programs for students		Report	Low	<p>Student Program Council provided diverse activities throughout the year; Lambda sponsored the Merge week of events for all student orgs to celebrate their uniqueness; Safe Zone Project for GLBT students, staff, and faculty; Freshfusion; Hoosiers for Higher Education; Week of Welcome; Non-traditional Student Recognition Week; Mentalist Show; Hypnotist Show; School Spirit Committee; Homecoming; Mad Scientist Show, Herp's Alive Reptile Show; International Festival; Radio Disney; Health & Wellness Fair; Student Recognition Reception; Hip Hop Fest; Wulfe Brothers Rockin' History Show; Campus Beautification; Clevelend Contemporary Dance Theatre; Mix It Up Day; Stress Free Zones; Student Involvement Board Unity in the Community Lunch; Fall Fizzle; Drive-In Movie; numerous student orgs coordinated their own programs that were academic, cultural, recreational, and social in nature; Legacy Leadership Programs such as Kick Off Luncheon, Sell Yourself (to employers), Chatting with Confidence, It's Your World Too, Common Ground, Creating Positive Change, and Mind, Body, and Soul of a Leader.</p> <p>Director of Center for Mentoirng and Dean of School of Education have received approval to begin a chapter chapter of Delta Sigma Theta, a historically African American female sorority. Letters of interest have been mailed to all African American females enrolled at IU Southeast. Student response will determine if chapter is viable. In 2005-06 Campus Life continued to stress the need for diversity in SPC programming with these results: Week of Welcome themed around different countries, "Flute Juice Jazz" featuring African American musicians, Disability Services "Perspective/Expectation" program; "Spirituality and Spice," "Soul Food Day," and the International Festival (also held in 2007); specific support given to Lambda Student Union; Campus Life co-sponsored "Mix IT Up Day" with Equity & Diversity; extensive children's programming.</p>

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3.3.4	III-2.1	Include diversity in campus cultural activities	VC Academic Affairs, deans, VC Univ. Adv., Ogle director	Completed and ongoing	World Music Series; diversity displays in breezeway; International Festival; prominent topic in Common Experience events	Identity and multiculturalism the topic for Common Experience event 2007-08	Report from responsible parties	High	Athletics held an Equity and Diversity Day at a basketball game. This event brought in community and campus attendees. Multiculturalism will be the major campus topic next school year; Mentoring hosted an Annual Minority Student Graduation; Multicultural Diversity Committee preparing a website and online minority student resource directory; Disability Awareness Month, March 2006 - "A Celebration of Abilities," rich array of diversity themes continued in breezeway display case by Student Affairs.
3.3.5	III-2.2	Broaden Student Programming Council to include diverse student groups	Campus Life, VC Student Affairs	Completed and ongoing	Campus Life advising of SPC stressed diversity resulting in 6 prominent diversity programs on campus		Report from SPC/ Campus Life	Low	
3.3.6	III-2.3	Broaden participation in campus committees	Chancellor, VCs	Completed and ongoing	VC's routinely identify a variety of candidates for important committees		Report from Staff Council	Low	
3.3.7	III-2.4	Represent diversity in special social and holiday events	Campus Community	Completed and ongoing	Annual message from the Chancellor encouraging diversity in holiday celebrations. Diversity representation in decorations/ music	Continue campus-wide messages at appropriate times to encourage diversity considerations	Report from Equity & Diversity	Low	
3.3.8	III-2.5	Address effects of supportive environment by faculty/staff	Deans, directors, HR, AAO, ILTE				Reports from deans and directors regarding scheduled activities. Contact SGA, campus orgs, campus survey, regarding presence of incidents	Low	
3.3.9	III-2.6	Conduct periodic campus climate survey	Equity & Diversity, Institutional Research		NSSE data		Review survey	Low	
3.4	IV-1 & IV-2	Population - increase the diversity of campus community to reflect our service area							

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3.4.1	IV-2.1	Leadership: Increase diversity in administration	Chancellor, VCs	Completed and ongoing	2006-07: minority AVCAA, Honors Director, and Athletics Coord. hired; female VCUA and Interim Director of Marketing and Communications hired		Annual report	Medium	
3.4.2	IV-1.1	Students: Increase diversity in student population	VC Student Affairs, Enrollment Mgmt.	Completed and ongoing	In 2004-05, enrolled 386 minority students (6% of total student population); in Fall 2005 minority students increased in all categories except for Asian-American; Mentoring implemented the Collegiate Summer Institute and Access to Success programs to improve access and retention of minority students; Athletics posts position announcements in a wider range of places to attract minorities; IUS has increased minority enrollment steadily for the past 5 years.		Annual enrollment report and weekly Admissions reports	High	Athletics is working diligently to increase the number of minority athletes participating in athletics. In 2006-07, the men's basketball team had 10 African-American athletes. Women's basketball had 3 minorities, women's tennis had 1 and baseball had 2. A Multicultural Open House was developed to invite ethnically diverse students to the campus. A recruitment piece was developed in Spanish to distribute to the parents/families of Hispanic prospective students. The Career Services Office has presented career opportunities to minority students at Jeffersonville High School as an outgrowth of a similar presentation made earlier at Wesley United Methodist Church, a predominantly minority member church in Jeffersonville, IN. Continued education and enrollment at IU Southeast were stressed. Two senior classes at Jeffersonville High School have been visited to promote enrollment in college and to consider enrollment at IU Southeast.
3.4.3	IV-1.2	Students: Use of Admissions materials to attract targeted populations	Admissions, Enrollment Mgmt.	Completed and ongoing	Both a non-traditional student search piece and minority student search piece were designed and distributed at various in- and off-campus functions; also created international student fact sheet; activities include International Festival and "Seeing is Believing" information night for non-trationals. Mentoring has published minority newsletter and hosted a celebration for graduating minority students.		Annual report	High	IUS has increased the number of minority students steadily on campus for the past 5 years. Hispanic brochure written and translated through Admissions Office; international student application process now handled at IUS; hosted Multicultural Open House for prospective African American, Hispanic, and international students; developed alumni recruitment program

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3.4.4	IV-1.3	Students: Strengthen retention efforts for underrepresented students	Campus Life, deans, faculty, Mentoring	Ongoing	2004-05: 52 minority students = 34.7% of student mentees. Mentoring collaborated with Admissions to send specific communications to minority students; Student Organizations, Mentoring, Adult Student Center, and Disability Services sent communication to all minority, Mentoring Program, and Access to Success students to increase awareness of available resources such as academic support services, student activities, student organizations, and extra-curricular activities; to increase visibility, all offices and organizations participated in recruitment/ orientation sessions such as Week of Welcome, Fresh Fusion, Orientation, Map Your Course, and Big Red Fest.		Retention figures from Institutional Research	Low	Career Services collaborated with the Center for Mentoring to host an annual career workshop for Mentoring Program students including Peer Mentors, Access To Success students, and minority students. The workshop topics include resume writing assistance, part-time jobs, hot jobs, dress for success, interviewing tips, and career exploration. Career Services and Office of Equity and Diversity presented career opportunities at a predominantly African American church as a pilot project.
3.4.5	IV-1.4	Students: Increase financial aid for underserved student populations	VC Student Affairs, VC Academic Affairs, VC Univ. Adv.	Ongoing	2004-05: 35 new and returning students have the IUS McPheeters scholarship		Report from Financial Aid	High	Scholarships categorized. Lumina Grant - 21st Century Scholars. Associate Director of Financial Aid creating a searchable database of all external agency scholarships with PDF's of applications with searchable criteria to help minority students identify opportunities
3.4.6	IV-1.5	Students: Improve campus access	VC Admin. Affairs, VC Univ. Adv.	Housing proposal approved	Currently completing construction documents	State approvals	Graduating student exit survey	High	TARC materials included in Orientation packets
3.4.7	IV-2.2	Faculty: Increase diversity of faculty	VC Academic Affairs, deans, HR	Ongoing	2004-05: of 21 new hires or reappointments, 12 = female and 7 = minorities. 2005-06: of 20 new hires or reappointments, 7 = female and 4 = minorities		Annual report	Medium	
3.4.8	IV-2.3	Faculty: Create plan to achieve diversity in schools and library	Deans and library director	Most completed	Education and Nursing have diversity plans		Annual report	Low	
3.4.9	IV-2.4	Faculty: Enhance pools of underrepresented candidates	VC Academic Affairs, deans, affirmative action, HR	Ongoing			Annual report	Low	
3.4.10	IV-2.5	Faculty: Create support network for new faculty	Incorporate into faculty mentoring and orientation	Investigated by previous diversity committee			Survey new faculty at the end of first and third years (by deans); faculty exit interviews	Medium	

Strategic Plan Objective or Initiative	Diversity Plan Dimension, Goal or Objective	Description	Responsibility	Status	Progress/ Completion	Next Action	Assessment Mechanism	Anticipated Costs	Comments
3.4.11	IV-2.6	Staff: Increase diversity of professional and support staff	HR, AAO	Ongoing	2004-05: of 30 new staff hires, 4 = minority and 20 = female; of 13 new professional staff hires, 2 = minority and 7 = female. 2005-06: of 19 new staff hires, 13 = female and 0 = minority; of 9 new professional staff hires, 6 = female and 2 = minority		Annual report	Low	Identified websites to list Athletic Department position announcements to encourage women and minorities to apply; hired African American female as Academic Advisor and African American male as Intramurals Coordinator
3.4.12	IV-2.7	Staff: Create support network for new staff	HR, AAO, Staff Council				Staff exit interviews	Low	
3.4.13	IV-2.8	Staff: Implement annual reporting on diversity	HR, Affirmative Action, AVC AA, Campus Life Director	Report has been generated each year		Consistent reporting format needed	Annual report	Low	

Strategic Goal 3 Summary

31 Initiatives

15 Completed/Ongoing or Completed

9 In Progress

1 Not Addressed Yet

6 Unknown Status

