

**IU Board of Trustees
Campus Diversity Committee
Annual Report**

Chancellor/Provost: Karen Hanson

Campus: Bloomington

Date: June 13, 2008 (updated September 5, 2008)

Indiana state law (IC 21-27-4-4) requires the Trustees of Indiana University to create a diversity committee on each campus to issue an annual report to the Trustees regarding findings, conclusions, and recommendations relating to each of the statutorily defined areas below. This template was created to facilitate development of a consistent and concise report to the Trustees, which may also be shared with the Indiana Commission for Higher Education and interested members of the Indiana General Assembly. Please submit a completed report by June 13, 2008 to the Office of the Vice President for Diversity, Equity, and Multicultural Affairs.

Review and recommend faculty employment policies concerning diversity issues.

Although the total number of tenure track faculty increased by only 1% in academic year 2007/2008, the number of women and minority faculty increased by 2% and 5% respectively. This continues the trend of small overall growth of the faculty combined with larger growth in women and minority representation. There are almost 100 more women faculty on campus than ten years ago and the 227 minority faculty represent a 60% increase since 1997.

With an increase of ten members last year, women currently account for 32% of all tenure track faculty at IUB. This is below the national benchmark of 36%. The increase, however, compares favorably with the overall average among IUB peer institutions (28%) and CIC institutions (28%). Among CIC institutions only Michigan State has a higher percentage of women faculty. One explanation for this disparity is that large departments and schools such as engineering do not exist on the IUB campus. Departments which are predominately male may also account for some of the difference across the CIC.

With an overall increase of ten members last year, minority faculty currently account for 16% of all tenure track faculty at IUB, which is consistent with both the national representation and that among IUB peer institutions. Overall, among CIC institutions minority faculty represent 17% of all tenure track faculty. Within the CIC only the University of Minnesota and the University of Iowa have lower percentages of minority faculty than IUB.

The number of IUB black faculty decreased last year by 2% (1 member) while Hispanic faculty, Asian faculty and American Indian faculty increased by 6%, 7%, and 25% respectively. Black faculty members currently represent 4.3% of the IUB faculty, which is below the national benchmark (5%) but above that among peer institutions (3%) and CIC institutions (3.5%). Only three CIC institutions have higher percentages of black faculty (University of Michigan, Michigan State, Penn State). Ohio State and the University of Illinois have the same percentage as IUB.

There are currently 107 Asian faculty members at IUB, representing 8% of the total faculty. This is the same as the national benchmark, but below that among IUB peer institutions (9%), and CIC institutions

(10%). IUB has the lowest percentage of Asian faculty within the CIC. The next lowest in Asian faculty representation is Michigan State (9.1%).

American Indian faculty members continue to represent less than one percent (4%) of all faculty, which is consistent with both the national and peer institution benchmarks. This representation is average among CIC institutions. Only Michigan State and University of Minnesota have close to 1% with representations of .7% and .8% respectively.

We recommend that schools and departments across campus be encouraged to create new opportunities for the recruitment and retention of minority and women faculty.

Review faculty and administration personnel complaints concerning diversity issues.

There were no IUB faculty grievances filed with regard to diversity issues during the academic year 2007/2008 either with state or federal administrative agencies or with the courts. When concerns related to diversity issues were brought to the attention of administration they were resolved through mediation or corrective action. These included salary grievances, Americans with Disabilities Act accommodation requests, family leave questions, concerns over ethnicity or race issues, and religious practices accommodation. For 2008-09, we recommend that the Office of Affirmative Action summarize and present this information as part of its annual report to the IUB Diversity Committee.

Make recommendations to promote and maintain cultural diversity among faculty members.

We recommend that the IUB campus declare the beginning of a new Strategic Initiative—a *Campus Conversation on Diversity* that engages faculty, students and staff in discussions about race, gender, sexuality, politics, and religion. For 2008-09, we specifically recommend:

1. That each academic and administrative unit be encouraged to develop and to *host activities* that promote conversation and engagement at all levels.
2. That the Dean of Faculties host a public **review of IUB curriculum transformation efforts** since the 2001 report on “Infusion of Diversity into the IUB Curriculum,” including symposia, workshops or other activities designed to gather recommendations on how to move these efforts forward.
3. That the current web site describing the **Enhancing Minority Attainment (EMA)** plan be replaced with a **professional web site** describing the new Campus Conversation initiative that relates the Office of Academic Support and Diversity efforts to the EMA plan, a calendar of Campus Conversation events, etc.

Make recommendations to promote recruitment and retention of minority students.

We recommend that each academic and administrative unit be required to develop a strategic **Enhancing Minority Attainment (EMA) plan** based on the campus-wide template and including a detailed list of all ongoing initiatives. These plans should be presented to the IUB Diversity Committee by **December 2008**.