

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

Chancellor/Provost: Dr. Ruth Person

Campus: Indiana University Kokomo

Date: June 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.

Diversity

Indiana University Kokomo is committed to diversity and evidences this through its mission statement, its hiring practices and its curriculum. While support for ethnic diversity is a top campus goal, IU Kokomo also expands its commitment to diversity to include other aspects such as age, gender, socioeconomic class, preparation, and background. Campus members understand that a university cannot claim to be “comprehensive” without working through issues of diversity in its teaching, research and service. Respect for diversity is therefore embedded in its curriculum, campus policies and campus structure.

For the purpose of this report, the committee chooses to address diversity as it relates to race and ethnicity. When minorities are referred to in this report the five protected ethnic groups (American Indian or Alaskan Native; Asian; Black/African American; Hispanic or Latina and Native Hawaiian or Pacific Islander) are referenced.

Over the years the campus has participated in activities that promote diversity and minority hiring and continues to work towards diversity. Activities in the past include

- Nursing altering its admissions policy to be more welcoming of minority nursing students who are unable to meet IUPUI's admission criteria but do qualify for admission at IU Kokomo
- hiring a consultant to identify minority candidates in the school of Education
- hiring Nikki Giovanni to teach classes for our summer session

- supporting the Affirmative Action Officer and the Director of Campus Climate in attending conferences that promote diversity
- advertising positions in minority journals
- sponsoring the annual Hispanic Heritage and African American Heritage celebrations with The Club Hispano and the Multicultural Student Organization in conjunction with the Office of Campus Climate
- hosting the annual Enhancing Minority Attainment Conference (EMA)
- facilitating mandatory diversity workshops for supervisors and professional staff
- incorporating mandatory diversity classes in the general educational requirements (starting fall 2009) for all students
- hosting the city wide Martin Luther King Jr. celebration in collaboration with a local black sorority
- supporting the local chapter of Indiana Black Expo by allowing them to hold their statewide meeting on the Kokomo campus and purchasing a table at its annual corporate luncheon for the last several years
- participating along with all Indiana University campuses in the state wide Indiana Black Expo summer celebrations in July

The Campus Diversity Committee consists of the following members:

Gerry Stroman	Affirmative Action Officer Director of University Division	Chair
Catherine Barnes	Campus Climate	
Leslie Blackamore	Student	
Mary Bourke	Nursing Faculty	
Robert Dibie	SPEA Dean	
Donna McLean	Humanities Faculty	
Masato Ogawa	Education Faculty	
JR Pico	Humanities Faculty	
Kathy Ross	Center for Teaching, Learning, and Assessment	
Kareem Shabana	Business Faculty	

Review and recommend faculty employment policies concerning diversity issues.

- Since minority hires are considered a strength for the campus, the campus presently has a practice that allows the vice chancellor of academic affairs to offer a 10% increase in the proposed salary line to compete with other colleges and university for hiring minority faculty. The committee recommends this policy be continued.
- The campus has a procedure in place in which applicant pools are reviewed by the Affirmative Action Officer for the ethnic makeup of the pool. Currently the officer may ask the committee to take a second look at an applicant that meets the qualifications of the position but that is not on the interview list. The campus has allocated funds so that such candidates are added to the interview list if deemed appropriate. The committee

recommends this procedure be continued. The committee also recommends that the Affirmative Action Offer be allowed to halt a search if deemed necessary due to a lack of minority applicants.

- A written statement should be required from the appropriate dean to the Affirmative Action Officer as to why a search did not yield minority applicants in the pool.
- Possible alliances should be formed with IU Bloomington and IUPUI to mentor ABD minority candidates for possible future employment (such as the Future Faculty Fellows program) at IU Kokomo.
- All new faculty members are assigned mentors on the Kokomo campus. The Deans should be required to work with members on the Campus Diversity Committee to ensure all new minority faculty members get a positive mentoring relationship/environment throughout their tenure process for retention purposes.

Review faculty and administration personnel complaints concerning diversity issues.

- Currently the campus has 23 members of the Administrative Council (made up of the vice chancellors, deans and directors of the campus) The council has four minorities and eleven women in the group (ten women are white). Two of the minorities on the council are leaving at the end of June 2008. That minority representation is not adequate for the Administrative Council. There are no minority vice chancellors and assistant vice-chancellors on the campus. In the last two years there have been promotions at the assistant vice chancellor and assistant dean level and all have been white males and females.
- The Affirmative Action Plan is distributed to the vice chancellors annually regarding the racial and ethnic make-up of the campus and their specific area. Units that do not have sufficient representation should be expected to put forth a good faith effort to hire minority faculty and staff and units losing minority faculty and staff should put forth an extra effort to restore minority representation in their area.
- Goals for minority representation need to be set higher than the representational numbers of minorities that are needed to meet the current IU Kokomo goals set from the seven counties that we serve.
- There needs to be a comprehensive review of the reclassification process for administrators and the criteria for monetary awards.
- Minority representation needs to be added to the reclassification committees (clerical and professional staff) of the campus.
- Full-time job opportunities for spouses of minorities are limited due to the resources of the campus. Additional resources should be considered for this need as a means to encourage the retention of minority faculty
- The climate of the campus needs to be assessed.
- An equity study for salary of all minority faculty and staff needs to be conducted for retention purposes.

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

- Develop a campus incentive program such as the Chancellor's Diversity Excellence Award as an award to a faculty member that has contributed in a significant way to achieving diversity on the campus.
- Develop a brown bag/diversity lecture series to discuss diversity issues.
- Hold Deans accountable for the lack of diverse faculty in their schools.

Make recommendations to promote recruitment and retention of minority students.

- Assign an Admissions staff person specifically responsible for minority recruitment on campus relative to academic, financial, and climate needs, and evaluate yearly effectiveness of this assignment.
 - Have special recruitment days to emphasize special interest groups (Hispanics, African Americans, Asians, American Indian) for recruitment.
- Establish a relationship between admissions staff and area high school counselors to discuss the minority representation and recruitment in their specific schools.
- Conduct special mailings to minority students in the seven counties we serve to promote IU Kokomo.
- Increase the present image of inclusiveness in marketing and advertising. The message needs to speak to a minority audience. Brochures, catalogs, bill boards and bulletins need to have increased pictures and promotional messages relevant to minority and diverse groups.
- Hold an orientation for new minority students on campus.
- Offer faculty/staff/student mentor relationships to minority students on campus for retention purposes. Develop the mentoring skills among campus constituents who will serve as mentors to minority students.