

ANNUAL REPORT
Diversity Annual Report Committee (DARC)
at IU Northwest

Submitted to:

IU Board of Trustees

June 13, 2008

PURPOSE of the ANNUAL DIVERSITY REPORT

The purpose of the Annual Diversity report is to prioritize and report the pulse of the institution regarding campus-specific concerns about faculty, administration, staff and student diversity issues. This report will also help identify systemic approaches toward advancing the broader context of diversity (race, ethnicity, gender, age, geography, social class, religion, sexual orientation, and disability), equity, multiculturalism, and the Shared Vision by providing data for use in increasing the presence of underrepresented minorities at IU Northwest.

S H A R E D V I S I O N

The Shared Vision is the long-term campus vision for diversity and equity. It indicates what constituents will come to expect of IU Northwest and inherent benefits from sustained interaction with its faculty, staff, and students.

We, the students, faculty, staff, and alumni of IU Northwest, take pride in our unique identity as Indiana University serving the seven-county region of Northwest Indiana.

As a student-centered campus, we commit ourselves to academic excellence characterized by a love of ideas and achievement in learning, discovery, creativity, and engagement.

Because we value the complete richness of the human family, we embrace diversity in all its facets and aspire to the full nobility of our shared humanity.

We interact in caring and competent ways to support individual and community aspirations and growth.

We honor and value the contributions of all our members.

We promote well-being through an attractive and convenient environment conducive to learning. Our graduates are prepared for life-long learning, ethical practices, successful careers, and effective citizenship.

Indiana University Northwest collaborates and cooperates with other educational institutions, external partners, and the surrounding communities to enhance our overall quality of life.

Annual Report

Chancellor/Provost: Bruce Bergland

Campus: IU Northwest

Date: June 13, 2008

The Diversity Annual Report Committee (DARC), comprised of six members of the IU Northwest Campus Council on Diversity, is submitting its annual report on diversity in compliance with Indiana state law (IC 21-27-4-4). This law requires the Trustees of Indiana University to create a diversity committee on each campus to submit an annual report to the Trustees regarding findings, conclusions, and recommendations relating to each of the statutorily defined areas below.

- Review and recommend faculty employment policies concerning diversity issues.
- Review faculty and administration personnel complaints concerning diversity issues.
- Make recommendations to promote and maintain cultural diversity among faculty members.
- Make recommendations to promote recruitment and retention of minority students.

Member of the DARC are:

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Process for report generation:

Because timing was of the essence for reporting recommendations as part of this annual report to the Board of Trustees, a process suggested by the DARC Chair for completing the report template and for establishing an Annual Report committee was presented, for approval, to the IU Northwest Cabinet.

Distribution, compilation and resulting recommendations of/from the template provided by the Vice President for Diversity, Equity and Multicultural Affairs occurred in the following sequence:

- A student researcher (supervised by the DARC Chair) was employed to handle survey distribution and compilation.
- The survey was distributed to members of the Campus Council on Diversity (past and present members number approximately 45), which consists of faculty and administrators from across various campus departments, the Dean's Council, and student groups such as the Student Government Association, ALMA (Hispanic Student Organization), Student African American Brotherhood, Black Student Union, Student Activity Board and Black Greek Letter organizations.
- A five member sub-committee from the Campus Council on Diversity was selected to serve on the Diversity Annual Report Committee (DARC). The role of this committee was to review data from the survey responses in order to fulfill activities associated with the annual report defined by Indiana statute.
- The DARC held a series of meetings to review survey responses, compile recommendations, and format the report which is due by June 13, 2008.

This process most closely linked the nature of recommendations requested in the report with work performed by the general CCD membership. The CCD works directly with concerns associated with policy regarding diversity of faculty employment, faculty and administration personnel complaints concerning diversity, and promotion and retention of a diverse faculty. In addition, for concerns regarding minority student retention, it was reasoned that none were better suited to provide recommendations for promoting recruitment and retention of minority students than minority students themselves. Realizing no immediate concern about the suggested process and/or rationale for the approach to this report, the DARC went forward with its process.

This report is submitted to the Office of the Vice President for Diversity, Equity, and Multicultural Affairs for perusal of the IU Board of Trustees.

The following information reflects campus sentiment at IU Northwest regarding diversity matters as well as prioritized recommendations per questions provided by the Office of the Vice President for Diversity, Equity, and Multicultural Affairs.

Review and recommend faculty employment policies concerning diversity issues.

1. The VCAA should hold academic deans and department heads accountable for the campus Good Faith Audit to ensure commitment to affirmative action initiatives.
2. A committee designated for minority recruitment enhancement should be established to provide orientation and support to new and potential faculty hires.
3. Data relative to minority faculty and professionals in various departments should be collected and analyzed. Departments should be held accountable for consulting the affirmative action plan and identifying opportunities to eliminate underutilization.
4. Extensive resources should be used to recruit and retain minority faculty hires by academic discipline.

Review faculty and administration personnel complaints concerning diversity issues.

1. Senior campus and academic administrators at IU Northwest should immediately identify resources to effectively implement a process for diversifying the faculty.
2. Existing effort to exert favoritism towards preferred candidates during the hiring process should be identified and eliminated with the support of senior campus and academic administrators.
3. Significant growth in the percentage of minority faculty hires should be targeted and reported to the campus and greater community for recruitment and retention purposes.

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

1. Funding should be provided to create incentives (bonus sign-ons, moving expenses, etc) to attract qualified minority candidates.
2. Academic Deans should be held accountable for making diversity training for faculty, including adjunct faculty, and full time staff members a standard operating procedure within every academic unit.
3. The Campus Council on Diversity should be continued and enhanced by providing strategic resources i.e. training budget, membership incentives, etc. necessary for Council operation and member development.
4. Cultural events on campus that will promote campus goodwill and enhanced knowledge about other cultures should be increased. Senior campus administrators, directors, faculty, staff, and students should be encouraged to attend.
5. Uniform processes for recognition of faculty should be established and monitored.

Make recommendations to promote recruitment and retention of minority students

1. The Division of Enrollment Services and associated programs should prioritize financial assistance for the recruitment and retention of minority students.
2. Partnerships with Ivy Tech and other community colleges should be developed to attract successful minority students who are completing associate degrees and thus become likely candidates to transfer to IU Northwest.
3. Discussions with minority faculty and students should be held to determine how to increase the success of minority students on campus.
4. Restoration of campus social activities, i.e. dances, poetry readings, etc., for the general student body should be implemented and supported with appropriate funding.
5. Outreach recruitment efforts, i.e. campus tours, class visitation, etc., in intermediate, middle, and high schools, where minority students are significantly populated, should be increased.
6. Early access to higher education programs which provide pre-college credit should be further developed and sustained as a catalyst for recruitment of minority students.
7. Promotional information to minority students should include a direct mail approach, i.e. post cards, personalized letters, brochures, etc.