

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

Chancellor/Provost: Chancellor Una Mae Reck

Campus: Indiana University South Bend

Date: May 4, 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.

We recommend that these steps be initiated by appropriate offices in collaboration with this committee:

Review current recruitment strategies for identifying qualified minority faculty and develop a centralized system (under the Affirmative Action Office) to ensure that appropriate publications and databases are being utilized in all faculty searches.

Track how each school or college compares to the ratios in our local community.

Explore how well IU South Bend does in retaining minority faculty once they have been hired.

Develop a multi-track system for hiring faculty members so that when a qualified minority candidate is identified a streamlined process can be initiated so that the candidate is not lost due to delays in the hiring process. Ensure that minority candidates are linked to campus mentors when they come for interviews to answer any questions they might have about the local community and available services.

Utilize the IUB FFTF program to attract qualified minority candidates to campus by providing housing on campus for them. Explore creating our own ABD program linked to the HBUC institutions. Target areas where our chances are good to be able to attract and hire a qualified minority candidate.

Review faculty and administration personnel complaints concerning diversity issues.

We currently have two structures in place on campus to handle faculty or administration personnel complaints: the Faculty Board of Review or Human Resources Office (for non-faculty administrative personnel) and the Affirmative Action Office. For 2007-08, there have been no complaints concerning diversity issues handled at either the level of the Vice Chancellor of Academic Affairs or the Chancellor.

We recommend that we review and clarify the processes currently in place, paying particular attention to evidence of how they are evaluated for effectiveness. The campus may want to explore creating an Ombudsman position that would function to educate faculty and staff (and students) about the campus complaint procedures and bring to campus attention any deficits in the structures we have created to deal with such complaints.

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

We recommend that these steps be initiated by appropriate offices in collaboration with this committee:

Create a new section on the faculty annual report--Diversity--where faculty report all the different ways in which they have engaged with diversity in their teaching, research and service. Incorporate recognition of outstanding diversity engagement into the calculations of annual raises.

The Academic Senate should address the diversity in the faculty on at least an annual basis.

Use UCET and FACET to develop a formal series of diversity awareness workshops and train a cadre of faculty in diversity awareness so that they can serve as mentors to new minority faculty as well as continue to train other faculty members in diversity awareness with the goal of creating an inclusive campus climate that respects difference. Develop a plan to evaluate the success of this effort.

Develop a formal mentor training program through UCET so that all faculty assigned to mentor new colleagues have been trained in what is expected of them to make the mentoring experience more uniform across campus. Continue to monitor these mentoring experiences so that improvements can be made as needed.

Make recommendations to promote recruitment and retention of minority students.

We recommend that these steps be initiated during the next academic year:

Examine the possibility of hiring an African-American recruitment officer whose duties would mirror those of the Hispanic recruitment officer as well as appropriate clerical support.

Begin planning to create a student recruiting network to assist in recruiting and retaining minority students on campus, along the model of the Peer Mentor program. Students in this program would be trained in diversity awareness and mentoring and would be paid a small stipend for their work.

We believe the Office of Admissions and our recruiting teams should reflect the diversity of the campus. As attrition occurs, or additional positions are added, efforts will be made to increase staff diversity. All staff involved in admissions and recruiting should undergo the same diversity training through UCET as the faculty, with regular refresher courses and evaluation of ongoing progress.