

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

Chancellor/Provost: Nasser Paydar

Campus: IU East

Date: July 29, 2009

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 **August 3, 2009**, to the Office of the Vice President for Diversity, Equity, and Multicultural Affairs.

Review and recommend faculty employment policies concerning diversity issues.

The Commission on Diversity and Equity at Indiana University East met four times during the Academic Year 2008/09. During each meeting, the commission received reports on the status of the Campus Diversity Plan. This plan included recommendations the Commission had made in the previous academic year. The progress reported in this report is in response to recommendations the Commission had made in drafting this report.

Regarding employment policies, the Commission reports the following:

1. Following the Commission's recommendation a section on Diversity was added to the annual faculty reports, in addition to the three traditional areas of faculty evaluation (teaching, service, research/creative activity).
2. Similarly, a section on diversity was added to the annual staff evaluations.

Recommendation: The Commission recommends that the instructions for the sections on the respective reports be clarified.

Review faculty and administration personnel complaints concerning diversity issues.

The meetings of the Commission were announced through the campus calendar and were conducted according to the Indiana Open Records Law. Members of the campus community were invited to address the commission with comments or complaints. No complaints were brought before the Commission.

Following a recommendation by the Commission on Diversity and Equity, a comment box has been placed outside of the office for Multicultural Affairs. The commission has been reviewing the comments. Most comments that were submitted do not address diversity and/or equity. The commission has forwarded those comments to appropriate campus offices for consideration.

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

Through its diversity plan, the commission had recommended that IU East consider diversification of its faculty and staff a major goal of each search, and develop procedures to

implement this goal. In response, the university holds a mandatory workshop for all members of all faculty search committees. This workshop includes a discussion of diversity issues in hiring practices.

The faculty searches conducted in 2007/08 already yielded positive results: In Fall 2008, Indiana University East hired 9 new faculty positions. Out of those, two self-identify as African-Americans (both female), three as Asian (all male) and four as Caucasian (2 male and two female). This quantitative data was obtained from HR documents. The commission notes that other dimensions of diversity cannot be assessed as easily. We feel, however, that all faculty hired in Fall 2008 contribute to diversity of the faculty in some way.

Indiana University East also hired three professional staff positions. These self-identified as one African-American female, two Caucasian females. We filled six support staff positions (self-identifying as one African American male, two were Caucasian females and three Caucasian males).

These hiring statistics do not include conversions from hourly to salaried positions.

Make recommendations to promote recruitment and retention of minority students

The Commission reports the following progress on the Diversity Plan:

1. Indiana University East has established an Office of Retention and First Year Programs; it has created a retention plan for 2009/10 that specifically addresses the needs of minority students.
2. Indiana University East will implement a mandatory First Year Seminar for all incoming new students. A major objective of this seminar is the discussion of human diversity. Each seminar will be team-taught by a full-time faculty member and a peer mentor. The peer mentors recruitment has specifically targeted minority students to be peer leaders. It is hoped that the peer mentors' behavior as role models positively affects retention. Indiana University East has secured funding from the President's Diversity Grant to implement the diversity component of this seminar in 2009/10.
3. In its diversity plan, the commission had recommended to "*develop and implement and approach to student governance and student organizations to promote student engagement and inclusion.*" In response, IU East has re-designed student governance. Elections for the first student government were held in late April 2009; the newly elected student government will begin its work in Summer 2009.
4. Following a recommendation from former VP Charlie Nelms, that an increase of transfer students from Ivy Tech would contribute to the diversity of the IU East student body, we have entered into a collaboration agreement with Ivy Tech Richmond. This agreement is intended to increase the number of students who transfer from Ivy Tech to IU East in order to complete a baccalaureate degree.
5. The Commission notes that the creation of intercollegiate athletics teams (and recruitment of qualified student athletes) has had a positive impact on diversity of the student body. In particular, 50 percent of the men's basketball team self-identify as African-American.
6. Indiana University East continues its outreach to the Richmond Community Schools. Each summer the Office of Multicultural Affairs office sponsors the "Moving On Program" which is hosted on the IU East campus. The Moving On is a two week academic and personal enrichment program that targets under-represented students. This program has also played a significant role in preparing the students for the college experience over the past 18 years. In November 1996, when the 21st Century Scholars Program was first established there were only eight 21st Century Scholars that were enrolled at IU East. This number has increased to 203 for the fall 2009 semester.

7. Indiana University East has created the *21st Century Scholar Full-ride Scholarship*. 21st Century Scholars receive an award covering fees and textbooks as they already receive free tuition from the state.
8. IU East also offers the Outreach Award, valued at \$1,000 annually, which has recently been converted into a four-year scholarship. This award was first instituted in 1986.