

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

Chancellor/Provost: Dr. Charles Bantz (Report Prepared By Dr. Karen Whitney)

Campus: Indiana University Purdue University Indianapolis

Date: July 25, 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.

Faculty employment concerning diversity issues.

Regarding faculty employment policies concerning diversity issues:

- Findings or outcomes for the year included the continue struggle to recruit and retain an adequate number of faculty representing under-served minority groups.
- Conclusions or achievements included faculty representation among ranked faculty improved slightly with modest increases among associate and full professor.
- Recommendations or aspirations included a campus commitment to exceed our peer institutions' representations of gender and under-served minority faculty.

Faculty and administration personnel complaints concerning diversity issues.

Regarding faculty and administration personnel complaints concerning diversity issues, are explored through the administration of campus surveys of students, faculty and staff. The findings or outcomes indicate that female faculty and staff report substantially and unacceptably higher levels of negative experiences than male faculty and staff in the areas of negative or disparaging comments, not being taken seriously, feeling isolated, discrimination, harassment and offensive language or humor. Minority faculty and staff report experiencing substantially and unacceptably high levels of negative or disparaging comments.

Regarding faculty and administration personnel complaints concerning diversity issues, conclusions or achievements included achieving buy-in across the campus for a renewed commitment to the campus vision, mission, values and goals for diversity. The Chancellor mandated that every school and administrative unit would establish a diversity council and develop school/unit level diversity plans designed to advance campus efforts. The Chancellor also committed the campus to establishing a multicultural center and to recruiting to the campus a new Assistant Chancellor for Diversity, Equity and Inclusion as the senior campus diversity officer.

Regarding faculty and administration personnel complaints concerning diversity issues, recommendations or aspirations include a campus commitment that faculty and staff who are women and minorities will report diversity based complaints at the same rate or less than men and non-minorities.

Promote and maintain cultural diversity among faculty members.

Regarding promoting and maintaining cultural diversity among faculty members, findings or outcomes for the year indicated that like most colleges and universities, IUPUI struggles to recruit and retain adequate number of faculty representing under-served minority groups.

Regarding promoting and maintaining cultural diversity among faculty members, conclusions or achievements include the campus commitment to the leadership of women in that women occupy about 3 in 10 high level faculty and administrative positions and minorities 1 in 10. The trend in representation of women has increased slightly through the years.

Regarding promoting and maintaining cultural diversity among faculty members, recommendations or aspirations include a commitment to exceed our peer institutions' representation of gender and under-served minority faculty.

Promoting recruitment and retention of minority students.

Regarding promoting the **recruitment and retention of minority students**, findings or outcomes for the year included a focus on underrepresented minority freshman, transfer, and graduate/professional students who are new to the campus. The percent of underrepresented minority students in the Fall 2007 was slightly higher than the percent of underrepresented minority college-going high school graduates in Indiana. For the past four years, minority representation among new graduate and professional students has remained essentially stable in terms of percentage distribution although the number of individuals has been increasing. Regarding retention of minority students one-year retention rates and six-year graduation rates are below those of IUPUI's peers. IUPUI graduates more students representing underserved racial/ethnic groups than any other public, four-year university in Indiana.

Regarding promoting the **recruitment and retention of minority students**, conclusions or achievements included an increasing trend upward of enrolling more underrepresented minority students each year over the past five years. Regarding retention of minority students for African American students the six-year retention rate has gone from 10% for the 1995 cohort to 24% for the 2001 cohort. For Latino students the six-year retention rate has gone from 50% for the 1995 cohort to 68% for the 2001 cohort.

Regarding promoting the **recruitment and retention of minority students**, recommendations or aspirations include a campus commitment to recruit incoming undergraduate classes that would exceed the racial diversity represented in the college-going high school graduates in the state of Indiana and our eight-county region. Regarding retention, the recommendation or aspiration is that the one-year retention and six-year undergraduate rates of African-American, Latino and Asian American students will exceed those of IUPUI's undergraduate student body overall.

Resource Materials

For additional information regarding diversity advancement at IUPUI, please consult the IUPUI State of Diversity 2008 Annual Report at:

<http://www.iupui.edu/~divrsity/docs/January%202008%20Diversity%20Report.pdf>