

IU Board of Trustees Campus Diversity Committee Annual Report

Chancellor/Provost: Sandra R. Patterson-Randles

Campus: IU Southeast

Date: June 3, 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.

Report Background

IU Southeast (IUS) strives to continually strengthen and improve diversity in its programming, hiring, student recruitment, business practices, and outreach. Creating a diverse campus in population, programming, and environment is essential to fulfilling our academic mission. The IUS definition of diversity includes such characteristics as age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, veteran status, and socio-economic status.

IUS requires a commitment from all campus constituencies and a consistent and steady effort to ensure increased diversity of faculty. At all times, the campus environment is expected to reflect the high value IUS places on diversity, equity, and global awareness. A thorough self-study was conducted, and our campus portfolio was peer-reviewed by a site visit team from IU South Bend as part of the IU-wide diversity assessment in AY 2006-07. Subsequently, a Campus Diversity Plan was created on the basis of Goal 3 in the IUS Strategic Plan, and a campus diversity oversight committee was established along with a broadly representative advisory council on diversity. We have also recruited a new Affirmative Action Officer/Trainer to direct the Equity and Diversity Office. We now have a well-functioning diversity coordinators team made up by key members from the offices of Academic Affairs, Student Affairs, and Equity and Diversity who work closely with various diversity taskforces, committees, action teams, and resource centers. A new Disability Services Coordinator has also been hired for the Academic Success Center. Efforts to improve diversity will be assessed annually and as part of our self-study for NCA reaccreditation. The administration has created a diversity award to recognize, encourage, and reward successful faculty/staff participation and achievement.

Of the challenges we face, those associated with recruitment and retention of diverse and high-quality faculty members are crucial to reaching the University's aspirations. Continuous

improvement requires developing programs, policies, and practices that maximize/leverage our human resource potential through effective workforce development programs, increased training and coaching, and performance evaluations. IUS recognizes that establishing a critical mass of faculty from underrepresented groups is essential for creating a campus climate that is both accepting and welcoming. All members of the IUS community are being made aware of the campus' diversity and equity goals and of their own central role in achieving them via various communication channels, including the Diversity Coalition e-Publication and newly created diversity websites. Most academic schools have created a plan for achieving diversity within their faculty as suggested by annual IU data on employee diversity within various academic disciplines. Training has been provided to academic deans on best practices in recruiting and retaining diverse faculty via a national audio conference. Faculty teaching symposiums have been held via the Institute for Learning and Teaching Excellence (ILTE) and Faculty Colloquium on Excellence in Teaching (FACET) focusing on diversity, globalization, and small cultures in the classroom. A faculty cohort training on alternative delivery is currently underway, and the schools have started working on alternative course scheduling to accommodate diverse student needs. Teaching resources are being accumulated to support the infusion of diversity throughout the curriculum, and an assessment of diversity in general education has been recently completed. Campus climate is being assessed via various surveys, and a comprehensive diversity events calendar and planning mechanism have been established. Opportunities have been expanded for faculty to participate in the First Year Seminars, which have shown a notable impact on diverse student retention (including first generation students). Faculty training on diverse advising for student persistence and success is being planned jointly by the IUS Advisors Council and ILTE. Faculty dining and meeting spaces have been made available for diverse networking. Surveys are being developed to identify issues and concerns and develop opportunities for faculty to participate in university planning and development activities. Faculty are encouraged and supported in seeking diversity-related grants, which has yielded significant external funding including a \$1,000,000 federal English as a Second Language (ESL) grant. Faculty participation has also been important in mentoring 21st Century Scholars and in outreach activities such as Groundhog Job Shadow programs. The launching of a Test of English as a Foreign Language (TOEFL) testing center following the first offering of ESL courses (along with the planning of a Diversity Academy by Noncredit Programs) and the strengthening of international programs (including Study Abroad) at IUS will help to facilitate international recruitment and faculty efforts in achieving excellence via global diversity.

Review Faculty Employment Statistics and Progress

IUS employed a total of 182 full-time faculty members during the academic year (AY) 2007 (132 tenured/tenure track and 50 non-tenure track). Our efforts to achieve representational diversity as compared to our student body population have been very successful. 13% of our full-time faculty incumbents are minorities and 48.4% are females. Our student body total for AY 2007 is 6,241. Of this total, 8% are minorities (i.e. African American, Hispanic, Asian, American Indian), and 62% are females. IUS will continue to analyze methods of selection, recruitment, referral and other personnel procedures to determine if current methods pose barriers to the consideration of women and minority applicants.

Based on the review of our progress, the following recommendations are made concerning faculty employment and diversity issues:

- Consider a Teaching Fellows program that would bring diverse faculty temporarily to campus while longer-term hiring is in progress.
- Continue to review faculty salaries to determine if they are competitive and appropriate relative to peer or comparative institutions and the demands of the market. IUS will continue to take appropriate action based upon these reviews. Continue the established process through which deans can apply for funding that will enhance IUS' ability to compete with other universities in the recruitment and retention of a diverse faculty.
- Provide diversity and affirmative action training to faculty search committees to identify and to utilize innovative means of attracting pools with a diversity of applicants, such as additional networking activities, announcements of positions in nontraditional media, and distribution of position announcements to directors of graduate studies at schools with high minority and female enrollment in targeted fields.
- The deans and directors will work with their faculty and departments to set annual unit goals in support of institutional goals including diversity. Each dean/director will communicate their unit plan to the appropriate vice chancellor for review. Annually each dean/director will submit the goals and progress reports.

Review Faculty and Administration Personnel Complaints Concerning Diversity Issues

During the time period of June 1, 2007 through May 31, 2008, we have had 2 harassment complaints involving faculty and/or administrative personnel. All members of the IUS community are being made aware of the campus' policy against discrimination, harassment, and retaliation through annual training opportunities.

Recommendations:

- Insure timely and effective resolution of complaints involving discrimination and harassment. A tool has been developed to clarify types of grievances and the complaint process flow for students, staff, and faculty.
- Encourage and support faculty and staff to engage in professional development that strengthens their understanding of what constitutes unlawful harassment, legal compliance, and relationship building.

Make Recommendations to Promote and Maintain Cultural Diversity among Faculty Members

- Invest time and resources to train faculty on cultural diversity and cross-cultural competence in teaching, research, and service.
- Encourage and support faculty efforts to broaden the perspective of current courses to include unaddressed issues and/or populations related to diversity and international matters.

Make Recommendations to Promote Recruitment and Retention of Minority Students

- Encourage faculty to periodically address the effects of language, attitude, issues, and classroom and general campus interactions as they relate to diverse student and employee populations.
- Provide more minority-based activities on campus.
- Continue and increase outreach to local multicultural organizations such as the 21st Century Scholars Program, Louisville Black Achievers Program, and the Southern Indiana Hispanic Connection.
- Investigate how to best communicate minority-based services/programs to students.
- Update web pages to increase effectiveness of communicating with students and prospects.
- Update Admissions diversity promotional materials to be used via website and hard copy.