

IU Board of Trustees Campus Diversity Committee Annual Report

Chancellor/Provost: Sandra R. Patterson-Randles

Campus: IU Southeast

Date: July 21, 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. A completed report is due by August 3, 2009 to the Office of the Vice President for Diversity, Equity, and Multicultural Affairs.

Report Background

IU Southeast 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 IU Southeast 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.

IU Southeast requires a commitment from all campus constituencies and a consistent and steady effort to ensure increased diversity of faculty, staff and students. At all times, the campus environment is expected to reflect the high value IU Southeast 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 2006-2007. Subsequently, a Campus Diversity Plan was created on the basis of Goal 3 in the IU Southeast Strategic Plan, and a campus diversity oversight committee was established following the creation of a broadly representative advisory council on diversity. We now have a well-functioning diversity coordination team made up of key members from the offices of Academic Affairs, Student Affairs, and Equity and Diversity. The team works closely with various diversity taskforces, committees, action teams, resource centers, and students. The Disability Services Coordinator in the Academic Success Center both advises and coordinates student requests for accommodations. Efforts to improve diversity are assessed annually and as part of our self-study for NCA reaccreditation. The administration has also created a diversity award to recognize, encourage and reward successful faculty/staff participation and achievement. In rolling over its Strategic Plan for the next five years, IU Southeast has reaffirmed its commitment to enhanced diversity as a strategic goal for the entire campus.

Of the challenges we face, those associated with recruitment and retention of diverse and high-quality faculty and staff 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 (development). IU Southeast 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 IU Southeast 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 and administrative divisions have created a plan for achieving diversity among their faculty and staff as suggested by annual IU data on employee diversity within various academic disciplines. Annual training will continue to be provided to academic deans on best practices in recruiting and retaining diverse faculty. 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 is ongoing. 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 IU Southeast 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 and a \$122,000 award under the President's Diversity Initiative. 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 and the strengthening of international programs (including Study Abroad) at IU Southeast will help to facilitate international recruitment and faculty efforts in achieving excellence via global diversity.

Review Faculty Employment Statistics and Progress

IU Southeast employed a total of 201 full-time faculty members during the academic year (AY) 2008-2009 (143 tenured/tenure track and 58 non-tenure track). Our efforts to achieve representational diversity as compared to our student body population have been very successful. Sixteen percent of our full-time faculty incumbents are minorities and 47% are females. Our student body total for AY 2008-2009 is 6,482. Of this total, 11.4% are minorities (i.e. African American, Hispanic, Asian, American Indian), and 62% are females. IU Southeast 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:

- Implement the Postdoctoral Diversity Fellows program that will 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. IU Southeast will continue to take appropriate action based upon these reviews. Continue the established process through which deans can apply for funding that will enhance IU Southeast's 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

All members of the IU Southeast community are being reminded of the campus' policy against discrimination, harassment, and retaliation through annual training opportunities. Forty-two leaders have attended legal compliance training on EEO/affirmative action, sexual harassment, ADA/FLSA, and FMLA/worker's compensation. During the time period of June 1, 2008 through May 31, 2009, five harassment complaints involving faculty and/or administrative personnel were reported, all of which were resolved or addressed via mediation, training, and other professional development activities.

Recommendations:

- Ensure timely and effective resolution of complaints involving discrimination and harassment. An online tool has been developed to clarify types of grievances and the complaint process flow for students, staff, and faculty. Recommendation and action plan, with follow-up items, are delivered to management. Investigations are completed within 3-5 calendar days.
- Continue to 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.
- Develop assessment tools and training modules for faculty and staff that will proactively address and track progress in the following areas: diversity awareness, building and managing functional teams, conducting effective meetings, and compliance with university policy.

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.
- Utilize the Postdoctoral Diversity Fellows program to help infuse diversity throughout the curriculum by developing model syllabi and/or diversity modules for various disciplines.
- 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.
- Promote community engagement by assessing regional needs for a diversity leadership certificate, enhance service learning based on existing programs (e.g., New Neighbors), and explore the feasibility of an IU Southeast Academy for Leadership and Diversity.

Make Recommendations to Promote Recruitment and Retention of Minority Students

- Encourage faculty to periodically address the effects of language, behavior, 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.

Review Recruitment and Retention of Minority Students

Various IU Southeast offices, i.e., Campus Life, Adult Student Center, Office of Equity and Diversity, Center for Mentoring, and the Library, collectively, helped to increase minority-based activities on campus to 30 events during 2008-09, up from 14 events the prior year. New programs included the Martin Luther King, Jr. Convocation, spoken-word open mics, and minority comedic and dance performers. A Black History Month calendar of events was coordinated. Successful events that continued included International Festival, Diversity Brown Bag Lunch Series, and Soul Food Day. The Center for Mentoring continued to provide the Access to Success peer mentoring program and the Multicultural Student Reception. The campus also benefited from academic student forums on racism and African-American history. IU Southeast plans to establish a chapter of Student African American Brotherhood to support minority male persistence this coming Fall semester. IU Southeast students, staff, and alumni served as volunteer recruiters during the 2008 and 2009 Indianapolis Black Expo. We are also exploring Hispanic Heritage Month events to offer students.

A Minority Student Services Advisory Board was developed to review the needs of minority students and to investigate how to best communicate services and programs to students. With student input a "Resources for Multicultural Students" brochure was developed. The brochure will be utilized this year, and a website with similar information will be developed for students. In addition, a diversity events bulletin board will be utilized in the University Center to communicate minority-based services and programs.

IU Southeast continued and increased outreach to local multicultural organizations such as the 21st Century Scholars Program, Louisville Black Achievers Program, and the Southern Indiana Hispanic Connection. In addition, IU Southeast utilized the Lincoln Foundation, Latino/Multicultural Student College Fair & Leadership Conference, Salvation Army Boys & Girls Club, Indiana Black Expo, College Day Out, and the Louisville Urban League to increase its outreach.

A separate brochure with diversity-focused admissions information is being updated to be included in the set of available recruitment materials for the AY2009-10 for multicultural, prospective students. The McPheeters Scholarship information for minority students was included within the Financial Aid and Admissions section of the IU Southeast website.