

IU Kokomo Diversity Committee
Meeting Minutes
Thursday, March 5, 2009
9:00 a.m.
Bogle Room

Present: Catherine Barnes, Mary Bourke, Masato Ogawa, Kathy Ross, JR Pico, Kareem Shabana, Gerry Stroman

Absent: Robert Dibie, Leslie Blackamore, Donna McLean

Guest: Sarah Heath

The meeting was called to order at 9:05 a.m.

Proposal on IU KAN

Sarah Heath, Assistant Professor of History, submitted a proposal for diversity education at IU Kokomo. This proposal had been submitted to the President's Diversity Initiative. Although it was not selected there was support from the campus to implement the ideas of the proposal. Sarah stated that it is in the planning stages. Unlike other campuses on which she has taught, she noticed IU Kokomo did not offer diversity training for faculty. The training offered would be for faculty and staff in the first year of inception and then in subsequent years be expanded to offer training to students.

She and Carlos Zapata, Coordinator of Disabled Services, would receive diversity training and become certified to teach the classes to be offered on campus.

An assessment would also be done to determine if training is working to inform the campus of the many diversity issues going on. This would begin on a volunteer basis, but hopefully progress to mandatory training.

Compliance training is already in place for professional staff and supervisors. Sexual harassment workshops are included in this training. It was suggested to require all faculty to also attend sexual harassment workshops.

The Campus Diversity Committee approved endorsing this proposal to move forward. It will next be presented to Administrative Council and Cabinet.

Diversity Award (Schedule to Review Material from Nominees)

A schedule has been set to review the materials from the two nominees of the Chancellor's Diversity Award. One nominee chose not to be included in the selection for this year. The schedule will begin on March 12 and continue for five weeks. Each member will have a week to review the information. After the materials have been read by the five members of the committee, a meeting will be set to discuss findings and choose the recipient of the award.

Update on Summer Programs

The appointment letter for Masato needs to be received in order to officially proceed with the program.

Masato updated the group with the schedule for the program at this time. The final schedule will need to be presented to Administrative Council and the deans will need to approve all appointments of faculty involvement. Carol Garber might be someone that could commit to teaching the study skills portion of the program. She has taught this course before and is half time, so would be more flexible with her schedule. Overload capacity for faculty that are full-time would need to be discussed.

Field trips to the Black Expo and possibly the hospital were discussed. The first week would be an introduction to all four disciplines with the second week offering some field trips. Since students have been in class all year and this is their summer, the experience needs to be not only educational, but engaging and fun.

The slogan "the right fit" will be used on the t-shirts.

At the end of the program parents will be brought together to celebrate what their children have learned.

Workshop on Faculty Diversity

The 2009 General Education requirements will be incorporating diversity. The committee discussed having a workshop for the faculty this spring. It would include training for diversity and multiculturalism in the classroom. The consensus of the faculty members on the committee was favorable. They could find time at the end of April to attend this training. Kathy Ross will check with Tasha Flowers (presenter) to see if her schedule can accommodate the campus.

Meeting adjourned at 11:15
Prepared by Nancy Land