IU Kokomo Diversity Committee
Meeting Minutes
Thursday, October 29, 2009
3:00 p.m.
Bogle Room

Present: Catherine Barnes, Sarah Heath, Donna McLean, Masato Ogawa, Kathy Ross, Kareem Shabana, Gerry Stroman

Absent: Robert Dibie, JR Pico

The meeting was called to order at 3:02 p.m.

Approval of Minutes
Minutes approved as read.

Priorities of the Year
Diversity Survey - the IUKAN survey being done by Christina Downey is still waiting for approval from IRB from East and Kokomo campuses. Other questions will also be distributed regarding campus diversity with the FOE. The group was in agreement to use these two resources for feedback and not duplicate efforts.

Diversity Workshop – The Affirmative Action officer at IUB will pay for Eric Love to come to the Kokomo campus and give a workshop. It will include a ½ day of working with Sarah Heath and the IUKAN proposal and ½ day of compliance training for the campus. The workshop is scheduled for December 4. It was decided to have the compliance training portion from 9-12 p.m. and the afternoon session with Sarah and possibly Carlos Zapata who is interested in learning to conduct diversity training.

President’s Proposals – Program work will begin for the 2010 Summer Program. The group discussed who would run the program next summer. Masato Ogawa was not sure of his teaching schedule so could not commit to running the program again. The budget allows $3000 for a director to run the program in the summer.

Much work needs to be decided including getting out letters to the students, setting the dates, recruitment of 9th, 10th and 11th graders. Admissions could help promote the program when they are in the high schools. The program should be expanded to other counties. Many of the decisions should be made before the end of this year.

Strategies in Recruiting Minority Faculty Candidates Workshop – Gerry attended this workshop for Affirmative Action Officers and Chief Academic Officers. She was very impressed with some of the strategies that were discussed. The Kelley School of Business has used cluster hiring which brought in several minority candidates. Strategic hiring has also been used which refers some candidates to other open positions in various schools or departments. Some of the strategies are used more on the larger campuses since we don’t have those types of resources here.
The diversity webpage should be more easily accessible and use the same language in its statement as the main diversity office in Bloomington. Would like to have four dimension true diversity photos, but OCM does not like to stage shots. Using activities that have a diverse attendance would be the best opportunity for these shots.

**Meeting Dates**
Adrian Thomas, the new Director of Campus Climate, will be a member of this committee. She will be given notice of the November and December meetings. Once the committee can add their class times to Outlook schedules, the meetings for Spring can be set.

Meeting adjourned at 4:40
Prepared by Nancy Larkin