IU Kokomo Diversity Committee
Meeting Minutes
Monday, December 1, 2008
9:00 a.m.
Bogle Room

Present: Catherine Barnes, Mary Bourke, Donna McLean, Kathy Ross, Masato Ogawa, Gerry Stroman

Absent: Robert Dibie, Leslie Blackamore, JR Pico, Kareem Shabana

Guest: Sharon Calhoon

The meeting was called to order at 9:08 a.m.

The committee would like to look into replacing the student representative. Due to her class schedule, Leslie Blackamore is unable to attend the majority of meetings.

Campus Climate Survey
The meeting began with the discussion of which of the three areas (information, attitudes, or behaviors) should be used for the diversity survey. Sharon Calhoon, director for the Center for Teaching, Learning and Assessment, asked the committee what goals they have for the survey. The main reason is to assess the campus community and get a baseline of the campus climate regarding many different minority populations. Once this information is gathered, focus groups can be formed to tackle the issues found that hinder the learning environment for those students.

Ultimately the goal of the survey is to find ways to promote diversity and design programming that will be conducive to a better learning experience for all members of the campus community (students, faculty, and staff).

To clarify the charge of this committee: The Diversity Report for Kokomo refers to only race/ethnicity, but the Diversity Plan speaks to diversity as a whole, which includes other areas such as socio-economic status, disability, and sexual orientation, and the committee wants to be sure that these other areas are part of the committee’s charge.

The group decided they would like the survey to cover campus climate in general. Sharon suggested the committee find what the research says are the important factors regarding campus climate—what are the characteristics of a “positive” campus climate?
Once these factors are identified, a survey can be developed to assess those factors on our campus.

Since input is needed from all committee members in order to move forward, it was suggested that information to be read be sent electronically and have responses sent to Gerry Stroman by a specific date. Items from established surveys could be used if they measure what the committee wants to measure. A sub-committee can be formed to decide on the final questions.

The goal is to have survey questions chosen, IRB approval granted and the survey ready to be given by mid to late September.

**Chancellor’s Diversity Excellence Award**

A new award to promote diversity has been created. The Chancellor’s Diversity Excellence Award will be awarded to a faculty, dean, chair, senior administrator, or staff member who has contributed in a significant way to achieving the goals of the Strategic Plan for Diversity at Indiana University Kokomo. The criteria for this award is attached. Those attending the meeting would like to remove the last sentence that reads “Consideration will also be given to the number of goals impacted.” They would like all applications considered more on depth of contribution instead of breadth. Please let Gerry Stroman know if you agree.

Applicants that are nominated but not chosen for a given year should be rolled to the next year indefinitely and given an opportunity to resubmit any new information.

Nominations will be due on February 1, nominee information forms will be due on March 1, and the award will be given at the Fall Convocation.

The recipient of the award will receive $1000 and a plaque.

Once the committee has decided on the criteria, Cabinet and Administrative Council will review. Approval will be needed from those groups.

Meeting adjourned at 11:05.