

IU Kokomo Diversity Committee
Meeting Minutes
Thursday, September 4, 2008
3:00 p.m.
Bogle Room

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

Absent: J.R. Pico, Robert Dible

The meeting was called to order at 3:00 p.m. Introductions were made by the committee. Johnathan Grant, editor of the *Correspondent*, attended the meeting to listen to the committee's input and see how more diversity can be brought to the student newspaper.

An e-mail had been sent from Storme Day in Ed Marshall's office requiring the committee to keep accurate and detailed minutes of all meetings and have meeting agendas posted at the entrance of the meeting room.

Meetings for Academic Year

Meeting dates for the remainder of the academic year were discussed. A minimum of seven committee members which makes a quorum must be present in order to vote and conduct official business. The consensus of the group was to have a meeting once a month on a Thursday morning from 9:00-10:00 a.m. The following dates will be set: October 2, November 6, January 15, February 5, March 5, April 2 and May 7.

Diversity Plan and Report

When President McRobbie released his initiatives, diversity was at the top of the list. Interim Chancellor Green has also made diversity a priority for this campus. The Diversity Plan and Report have been discussed at Administrative Council and at Cabinet. Ed Marshall from Bloomington will be working with the committee to help engage the campus.

Priorities and Activities for the Academic Year

Several priorities and activities have been discussed and are being implemented. An assessment of the climate on campus is a priority. IUPUI already has an instrument they are using to assess the climate. Kathy Ross will contact IUPUI to get the specifics of the instrument they are using and see if it is applicable to our campus. An on-line survey was also discussed in order to receive feedback from students. The survey could be anonymous, could include a reward, and can also generate data immediately. Kathy will also check with a university in Chicago that has had success with their survey.

Mentoring processes are another priority. Brown Bag Lecture Series have found some success in other departments. Partnering with CTLA and co-sponsoring a series for faculty regarding multicultural issues was discussed. Coordinating with other units and having one lecture a semester were some other ideas.

An orientation for minority students is becoming more successful. There was only one student at the very first orientation and this year there were 15 students, five parents, the chancellor, the dean and someone from the registrars office.

A couple of minority graduates in the nursing program are coming back to the university to promote the education they received here to other minority students. Using past graduates is found to make a difference in how the more traditional aged students relate to their ongoing education.

Other Things to Highlight

Salary minima has been done for faculty and is now being looked at for all staff. The goal is to get salaries up to minimum of market. Once the data is done we would like to pull the minority salaries for faculty and staff and make sure they are in line.

Catherine Barnes discussed climate recruitment and retention efforts. She takes students with her for recruitment efforts. They are the voice. She brings the facts and lets the students represent the school. She has been working with Early Outreach and the 21st Century Scholars Program to bring in more minorities. Catherine also spoke about the Men of Color Conference. This is a two-day conference with the first day designed with issues for high school students and the second day designed for college students.

The group discussed the fact that Ivy Tech does have a large percentage of minority students. Their recruiting efforts and a key spokesperson for the school have done a good job of bringing those students to their campus. IU Kokomo needs to look into recruiting students that live and work in this area to attend our university and stay in the community upon completion of a degree.

Next month's meeting will continue the discussion of recruiting and assessment.

The meeting concluded at 4:35 p.m.

Prepared by Nancy Land