

**IU Kokomo Diversity Committee  
Meeting Minutes  
Thursday, October 2, 2008  
9:00 a.m.  
Bogle Room**

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

**Absent:** Robert Dible, Leslie Blackamore

The meeting was called to order at 9:00 a.m.

**Diversity Proposals**

An e-mail had been sent from Interim Chancellor Green requesting diversity proposals from the campus. This is the President's University Diversity Initiative and has a \$1 million commitment to fund meritorious proposals that support the continued development of the racial, ethnic, and cultural diversity of all campuses of IU and improved equity of access for IU students from underrepresented communities. Any unit of Indiana University is eligible to apply for funding under this initiative.

Proposals should address at least one of the four dimensions of diversity outlined in the Campus Diversity Plans: Institutional Leadership and Commitment; Curricular and Co-Curricular Transformation; Campus Climate; Representational Diversity. Each proposal will be assessed on its own merits relative to the goals, objectives, and strategies set forth in the Campus Diversity Plan for the campus of the applying unit. The maximum time frame for any given proposal is three years. Proposals will be reviewed competitively and funds will be awarded on the basis of the proposal's priority score ranking.

The proposals are due in the Chancellor's office by October 15. There is some confusion as to the role of the Diversity Committee with the proposals. The committee discussed breaking into sub-committees to develop different proposals, but ultimately decided to wait and find out if the committee would indeed be reviewing all proposals. Gerry Stroman and Catherine Barnes will be attending a meeting with Ed Marshall in the Office of the Vice President for Diversity, Equity, and Multicultural Affairs in Indianapolis on October 3. They hope to receive additional information regarding the diversity proposals. Gerry will then clarify if these proposals are to be a part of the diversity plan or opened up to new ideas.

Although there is \$1 million, this is over a three-year period and is to be split among all campuses including Bloomington and IUPUI.

Donna McLean and Kareem Shabana are both interested in submitting proposals.

### **Subcommittees of Diversity Proposal**

If the Diversity Committee needs to submit proposals, it was suggested the group break into subcommittees to work on several different proposals that can be submitted. When the function of the Diversity Committee regarding proposals is confirmed, subcommittees will be formed if needed.

### **Assessment of Campus**

Kathy Ross had sent information about NSEE diversity data and survey questions that can help form a campus climate survey. The committee now needs to decide which questions to ask on the survey and what data will be most helpful in order to find out from students, staff and faculty what the climate current is. There has not been an assessment done since Chancellor Hill's administration, which is about 14 years ago.

It was suggested that classes could go into the computer room at the end of a class and take the survey. Possibly the learning community classes and the capstone classes could take the survey. This would include incoming students and those students finishing a degree. Surveys could also be sent to sophomores and juniors not in a learning community or cap stone class.

We need to conduct the surveys and then follow-up with focus groups. It is anticipated the surveys and focus groups be completed in the spring of 2009.

IT will soon be sending out a survey and it might be possible to combine the assessment survey with the IT survey.

Gerry Stroman will send an e-mail and soon as she has some answers regarding proposals.

The next meeting on November 6 will be devoted to assessment. The committee will discuss which questions to ask, what instrument to use in order to collect the data, and develop a plan in which to evaluate it.

The meeting concluded at 10:15 a.m.