

Indiana University Kokomo Diversity Plan

December 2007

Institutional Leadership

Goal 1: Review the effectiveness of campus level leadership and oversight of diversity/equity activities and program (review and combine the resources and efforts of different diversity efforts on campus).

Objective 1.1: Establish a diversity council.

Time Frame: January 2008

Fiscal Needs: None.

Challenges: Time to review, identification of data source, collection of data, and lack of system interface

Assessment of Strategies and Procedures: Is the diversity council created by stated time.

Performance Indicators and Accountability: Council members are named, goals and objectives established and measured appropriately.

Person or Office Responsible: Chancellor

Objective 1.2: Review and improve university wide leadership for retaining underrepresented faculty, staff and students.

Time Frame: June 2008

Fiscal Needs: Clerical support; travel and duplicating expense (estimated \$2500)

Challenges: Time to review, identification of data source and collection of data, council needs to provide guidelines for an exit interview to collect data on retention issues.

Assessment of Strategies and Procedures: Determine if the Council identified categories to review, evaluated effectiveness of leadership and oversight of diversity activities and programs, and identified resources

Performance Indicators and Accountability: A report and recommendations for changes in practices on diversity issues as it relates to individual departments and administrative units.

Person or Office Responsible: Diversity Council

Goal 2: Bring faculty salaries to minima, within discipline and rank across faculty

Objective 2.1: Develop a Task force to review all faculty salary minima, within discipline and rank

Objective 2.2: Determine the condition of faculty salaries in relation to their minima, within discipline and rank.

Time Frame: December 2008

Fiscal Needs: \$150,000 for salary adjustment.

Challenges: Finding appropriate data

Assessment of Strategies and Procedures: IPED and CUP data

Performance Indicators and Accountability: Develop and implement a campus-wide faculty salary plan to phase in appropriate increase.

Person or Office Responsible: Task force

Objective 2.3: Develop a university incentive program such as the Chancellor's Diversity Excellence Award as a reward to a faculty, Chair, or Administrator that has contributed in a significant way to achieving diversity.

Time Frame: Annually starting January 2009 Convocation

Fiscal Needs: \$1,000 and Plaque

Challenges: Identification and nomination of deserving candidate each year

Assessment of Strategies and Procedures: The number of faculty, staff and administrators nominated for the award each year (one award is expected each year).

Performance Indicators and Accountability: Granting the award each year

Person or Office Responsible: Chancellor

Goal 3: Diversity awareness in campus leadership

Objective 3.1: Campus supervisors and professional staff will build knowledge, skills, and competencies as it relates to diversity.

Time Frame: December 2008

Fiscal Needs: \$5000 (two sessions of training on diversity).

Challenges: Time and inclination to support and attend training

Assessment of Strategies and Procedures: Number of supervisors and professional staff that attend the diversity training by December 2009 (80 percent attendance expected).

Performance Indicators and Accountability: Evidence and artifacts collected indicating skills learnt, and knowledge from diversity training is applied. Evaluation and assessment of training sessions benchmarked.

Person or Office Responsible:

1. Chancellor,
2. Vice Chancellors,
3. Affirmative Action Officer; and
4. Human Resources Director.

Curricular & Co-curricular Transformation

Goal 1: Identify, develop and implement a comprehensive program of education and training opportunities, made available to students, faculty, and staff as well as designed to include a review of legal issues, best practices, and research related to recognizing, valuing, and effectively managing differences in diverse and global world.

Objective 1.1: Faculty, during the annual review process will identify how they have addresses infusion of multicultural education into their curriculum and instruction, regardless of subject matter

Time Frame: December Spring 2009

Fiscal Needs: None.

Challenges: inclination of faculty to provide this new requirement in their annual report

Assessment of Strategies and Procedures: Review aggregate data from faculty and Deans to ensure compliance.

Performance Indicators and Accountability: Faculty annual reports and utilization of teaching learning center on multicultural curriculum and instruction.

Person or Office Responsible:

1. Chairs
2. Deans; and
3. Vice Chancellor for Academic Affairs.

Objective 1.2: Review the general education requirements and

1. Document the courses that incorporate multicultural perspectives.
2. Increase the number of courses that incorporate multicultural perspectives.
3. Require all students to take at least one course that incorporate multicultural perspectives.

Time Frame: Spring 2009

Fiscal Needs: None.

Challenges: inclination of faculty to adopt multicultural perspective in some of their courses; the perception that food, language and international celebration are the essence of multicultural education.

Assessment of Strategies and Procedures:

1. Report submitted to Vice Chancellor for Academic Affairs
2. Increase in the number of courses offered and number of students participating.

3. Change in the requirements for completing general education requirements.

Performance Indicators and Accountability: Faculty annual reports

Person or Office Responsible: 1. Chairs
2. Deans; and
3. Vice Chancellor for Academic Affairs.

Objective 1.3: All undergraduate majors will have a diversity requirement identified.

Time Frame: Fall 2009

Fiscal Needs: Up to \$10,000 grants to develop courses.

Challenges: Financial scarcity and reaching consensus.

Assessment of Strategies and Procedures: Gather course list and syllabi from programs with majors.

Performance Indicators and Accountability: Number of programs major with diversity courses.

Person or Office Responsible: 1. Chairs,
2. Deans;
3. Vice Chancellor for Academic Affairs.

Objective 1.4: The Campus will implement a general education diversity requirement

Time Frame: Fall 2009

Fiscal Needs: None

Challenges: Reaching a consensus in the Curriculum Committee and Faculty Senate.

Assessment of Strategies and Procedures: Gather course list and syllabi from programs with majors.

Performance Indicators and Accountability: Names of General Education courses designated as fulfilling diversity requirement.

Person or Office Responsible: 1. Chairs
2. Deans; and
3. Vice Chancellor for Academic Affairs.

Objective 1.5: Develop and offer intensive seminar for faculty to transform their courses to incorporate multicultural perspectives.

Time Frame: Spring 2009

Fiscal Needs: None.

Challenges: inclination of faculty to provide this new requirement in their annual report

Assessment of Strategies and Procedures: Number of courses certified through peer review as exemplary in their inclusion of multicultural perspectives.

Performance Indicators and Accountability: Number of faculty that attended the intensive seminar

Person or Office Responsible: 1. Chairs
2. Deans; and
3. Vice Chancellor for Academic Affairs.

Campus Climate

Goal 1: Design, develop, and implement a comprehensive system of responsibility, accountability, and recognition for increasing campus diversity, improving campus climate, and advancing the knowledge base for creating and sustaining a culturally diverse community of learners, teachers, researchers and workers.

Objective 1.1: Update and institutionalize an initial diversity assessment and establish a continuous improvement process, characterized by periodic faculty, staff, and student survey; diversity programs inventories; and other assessments that provide information on areas needing improvement and areas of success.

Time Frame: Fall 2009 and on going

Fiscal Needs: \$1000

Challenges: Time identifying the stakeholders; encouraging participation.

Assessment of Strategies and Procedures: Publication and dissemination of assessment and inventory results and establishment of committees and task forces to design and recommend improvement strategies and identification of successful approaches that should be sustained.

Performance Indicators and Accountability: Relationship between number of forum conducted and diversity opinion poll results

Person or Office Responsible: 1. Vice Chancellor for Academic Affairs
2. Diversity Council.

Objective 1.2: The Diversity Council will hold two forums during fall 2008 to ascertain needs and aspirations of diverse campus communities regarding interest in speakers, service learning, and event to coordinate activities.

Time Frame: Fall 2008

Fiscal Needs: \$100 for refreshments

Challenges: Time identifying the right group; encouraging participation.

Assessment of Strategies and Procedures: Opinion poll results gathered and listed.

Performance Indicators and Accountability: Relationship between number of forums conducted and diversity opinion poll results.

Person or Office Responsible: Diversity Council.

Objective 1.3: A clear message of diversity, tolerance, and inclusiveness will be evident in all forms of media and organization (web, advertisement, marketing, students Activities, etc.)

Time Frame: As from fall 2008.

Fiscal Needs: Not sure

Challenges: Time identifying the assessment techniques; encouraging participation.

Assessment of Strategies and Procedures: Content analysis of all university publications.

Performance Indicators and Accountability: The Diversity Council will analyze whether the marketing, climate and communication within IU Kokomo are consistent with a message of diversity tolerance and inclusiveness and/or comply with this goal.

Person or Office Responsible: Diversity Council.

Objective 1.4: Conduct a campus climate survey

Time Frame: As from fall 2008.

Fiscal Needs: \$500

Challenges: Time identifying the right student group; encouraging faculty and staff participation.

Assessment of Strategies and Procedures: Analysis of survey.

Performance Indicators and Accountability: The Diversity Council will analyze survey.

Person or Office Responsible: Diversity Council (ad hoc committee).

Objective 1.5: Include a diversity question in exit survey for employees leaving IU Kokomo.

Time Frame: As from fall 2008.

Fiscal Needs: Not sure

Challenges: Encouraging employees leaving the university service to participate.

Assessment of Strategies and Procedures: Analysis of survey.

Performance Indicators and Accountability: The Diversity Council will analyze survey.

Person or Office Responsible: Human Resources.

Representational Diversity

Goal 1: Develop and implement activities and programs designed to increase and enhance student, faculty and staff diversity at all levels of the university, with particular focus on racial/ethnic and gender differences.

Objective 1.1: To that end provide funds for recruitment and retention of diverse student, faculty and staff.

Time Frame: July 2008

Fiscal Needs: \$84,000

Challenges: Time identifying the right diverse group and encouraging participation.

Assessment of Strategies and Procedures: 1. Number of at-risk student application and number of at-risk students retained; amount of funding for at-risk students.
2. Greater focus and dedication on recruitment resources on selected geographical locations and ethnic/cultural communities with larger number of students from underrepresented groups.

Performance Indicators and Accountability: Increase in the number of scholarships, grants, and work-study based on 2007 data. Increase annually by 5 percent the number of scholarships for at-risk students.

Person or Office Responsible: 1. Chancellor;
2. Vice Chancellor Student Services.

Goal 2: Provide Education support by a diverse faculty, staff and administration.

Objective 2.1: To that end provide funds for recruitment and retention to assure meeting diversity goals.

Time Frame: June 2008

Fiscal Needs: 10 % above salary level as needed

Challenges: Finding the money and attracting diverse groups to apply for positions in Kokomo.

Assessment of Strategies and Procedures: Number of diverse applicants and number of diverse faculty, staff and administrators retained.

Performance Indicators and Accountability: Increase the number of applications and the number of diverse faculty, staff, and administrators retained based on fall 2007 Affirmative Action counts.

Person or Office Responsible: 1. Chancellor;
2. All Vice Chancellors.

Objective 2.2: Institute a University Development campaign to support a scholarship program that would include strategies to increase diversity and maintain enrollment levels of incoming undergraduate and graduate students.

Time Frame: Fall 2008

Fiscal Needs: \$5,000

Challenges: Finding the money and staff to launch the campaign.

Assessment of Strategies and Procedures: Endowment established; financial aid available.

Performance Indicators and Accountability: Increase the number of diverse applications and subsequent hires.

Person or Office Responsible: 1. Chancellor;
2. Vice Chancellor for External Relations.

Objective 2.3: Strengthen faculty and staff search procedures so that underrepresented groups are selected to participate on search committees, to be included in the pools of interviewed candidates and thus hired.

Time Frame: Spring 2008

Fiscal Needs: Not sure

Challenges: Finding the money and attracting diverse groups to apply for job in Kokomo.

Assessment of Strategies and Procedures: Number of diverse applicants as well as the number of diverse faculty, staff and administrators retained.

Performance Indicators and Accountability: 1. Increase proportion of new faculty who are members of underrepresented groups.
2. Increased proportion of new staff hires who are members of underrepresented groups.
3. Update recruitment and hiring procedure documents.

Person or Office Responsible: 1. Chancellor
2. All Vice Chancellors.
3. Human Resources Director
4. Affirmative Action Officer