

ANNUAL REPORT
Diversity Annual Report Committee (DARC)
at IU Northwest

Submitted to:

IU Board of Trustees

August 4, 2009

PURPOSE of the ANNUAL DIVERSITY REPORT

The purpose of the Annual Diversity report is to prioritize and report the pulse of the institution regarding campus-specific concerns about faculty, administration, staff and student diversity issues. This report will also help identify systemic approaches toward advancing the broader context of diversity (race, ethnicity, gender, age, geography, social class, religion, sexual orientation, and disability), equity, multiculturalism, and the Shared Vision by providing data for use in increasing the presence of underrepresented minorities at IU Northwest.

S H A R E D V I S I O N

The Shared Vision is the long-term campus vision for diversity and equity. It indicates what constituents will come to expect of IU Northwest and inherent benefits from sustained interaction with its faculty, staff, and students.

We, the students, faculty, staff, and alumni of IU Northwest, take pride in our unique identity as Indiana University serving the seven-county region of Northwest Indiana.

As a student-centered campus, we commit ourselves to academic excellence characterized by a love of ideas and achievement in learning, discovery, creativity, and engagement.

Because we value the complete richness of the human family, we embrace diversity in all its facets and aspire to the full nobility of our shared humanity.

We interact in caring and competent ways to support individual and community aspirations and growth.

We honor and value the contributions of all our members.

We promote well-being through an attractive and convenient environment conducive to learning. Our graduates are prepared for life-long learning, ethical practices, successful careers, and effective citizenship.

Indiana University Northwest collaborates and cooperates with other educational institutions, external partners, and the surrounding communities to enhance our overall quality of life.

Annual Report

Chancellor/Provost: Bruce Bergland

Campus: IU Northwest

Date: August 4, 2009

The Diversity Annual Report Committee (DARC), comprised of six members of the IU Northwest Campus Council on Diversity, is submitting its annual report on diversity in compliance with Indiana state law (IC 21-27-4-4). This law requires the Trustees of Indiana University to create a diversity committee on each campus to submit an annual report to the Trustees regarding findings, conclusions, and recommendations relating to each of the statutorily defined areas below.

- Review and recommend faculty employment policies concerning diversity issues.
- Review faculty and administration personnel complaints concerning diversity issues.
- Make recommendations to promote and maintain cultural diversity among faculty members.
- Make recommendations to promote recruitment and retention of minority students.

Members of the DARC are:

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James Wallace Student; Major: General Studies; Minor: Accounting

Process for report generation:

DARC members sought to continue forward with recommendations made in the 2008 Annual Report. These recommendations were revisited and one recommendation from each defined area was selected for more in depth inquiry. Two recommendations were combined in the area of promoting recruitment and retention of minority faculty.

Consensus was reached at the DARC meeting held April 20, 2008 to gain information via survey which indicated whether or not good faith work was being completed per recommendations from the 2008 Annual Report. Three survey instruments were devised: one for enrollment units (Bursar, Admissions, and Financial Aid); another for “outreach units” (all academic units, 21st Century Scholars, Occupational Development); and a third for “complaint units” (Offices of Diversity & Equity and Human Resources). The instruments were distributed by staffs in the Office of Diversity & Equity during the week of April 27, 2009 and responses were compiled for review at the June 5th of the DARC.

DARC members reviewed responses and results are provided in this report as well as recommendations for next levels of progress toward achievement of statutorily defined areas.

The following information reflects perceived campus progress and/or need for improvement in progress towards statutorily defined areas (in bold type) by the IU Board of Trustees.

- ❖ **Review and recommend faculty employment policies concerning diversity issues.**
 - 2008 Recommendation: Extensive resources should be used to recruit and retain minority faculty hires by academic discipline.
 - *2009 Progress Inquiry*: Provide the number of minority hires by academic discipline compared to majority hires – time period: July 1, 2007 until June 30, 2008.
- ❖ **Review faculty and administration personnel complaints concerning diversity issues.**
 - 2008 Recommendation: Existing effort to exert favoritism towards preferred candidates during the hiring process should be identified and eliminated with the support of senior campus and academic administrators.
 - *2009 Progress Inquiry*: Provide the number of identified search complaints from both ODE and HR – time period: July 1, 2007 until June 30, 2008.
- ❖ **Make recommendations to promote and maintain cultural diversity among faculty members.**
 - 2008 Recommendation: Cultural events on campus that will promote campus goodwill and enhanced knowledge about other cultures should be increased. Senior campus administrators, directors, faculty, staff and students should be encouraged to attend.
 - *2009 Progress Inquiry*: Provide the number of ODE, Student Affairs and Student Support Services events along with records of attendance by senior administrators – Chancellor, VC’s and Deans – time period: July 1, 2007 until June 30, 2008.
- ❖ **Make recommendations to promote recruitment and retention of minority students.**
 - 2008 Recommendation: The Division of Enrollment Services and associated programs should prioritize financial assistance for the recruitment and retention of minority students. And outreach recruitment efforts, i.e. campus tours, class visitation, etc. in intermediate, middle and high schools, where minority students are significantly populated, should be increased.

- *2009 Progress Inquiry*: Indicate how your unit prioritized financial assistance for the recruitment and retention of minority students and outreach was performed where minority students are significantly populated – time period: July 1, 2007 until June 30, 2008.

Review and recommend faculty employment policies concerning diversity issues.

2009 Inquiry Result and Recommendation: Result - IU Northwest hiring processes yielded a majority of Caucasian (70%) and female (70%) academic personnel during the inquiry time period. This was especially true for tenured and tenure-track hires. Recommendation – IU Northwest should provide affirmative action data and unit demographics to all academic units prior to search proceedings and increase its resources to attract diverse pools, engage in opportunity hires and retain qualified minority candidates. Emphasis should be placed on recruitment and retention of on minority males.

Review faculty and administration personnel complaints concerning diversity issues.

2009 Inquiry Result and Recommendation: Result – One formal complaint within the ODE was processed with a non-meritorious result during the year of inquiry. No informal complaints were mediated and/or intervened by either the ODE or HR. Recommendation – IU Northwest should continue monitoring its formal and informal complaint logs and prepare constituents for informal resolution via campus-wide dispute resolution and mandatory diversity and compliance training.

Promote and maintain cultural diversity among faculty members.

2009 Inquiry Result and Recommendation: Result – Sixty-nine (69) events were reported as events which should be attended by the Chancellor, a Vice Chancellor, a Dean, a senior administrator or all. Fifteen of such events were attended by one or more of these leadership personnel for 22% coverage/visibility. Among the total number of senior-leader incumbents (12), 42% attended at least one of the fifteen events. Recommendation – Senior administrators should be encouraged to increase their visibility at events within their respective divisions and across campus. Such engagement with the campus community should be regarded as an integral job requirement and addressed accordingly within the performance review process.

Promote recruitment and retention of minority students and ways outreach is performed where minority students are significantly populated.

2009 Inquiry Result and Recommendation: Result – Several academic units reported activities which drew students from various backgrounds and interests. However, with regard to prioritization of scholarships and strategic outreach effort, no priority effort was reported and few units engaged in “minority populated” outreach. Most programs were held on campus and/or at various sites which were primarily used for public events such as the county fair. Recommendation – Academic and outreach-oriented units should have visitation to minority-populated schools, agencies and events mandated as part of the campus general recruitment effort. Priority processing for scholarship funds should be mandated for students recruited as result of campus outreach.

This report is submitted to the Office of the Vice President for Diversity, Equity, and Multicultural Affairs for perusal of the IU Board of Trustees.