



**A SURVEY OF
DIVERSITY INITIATIVES
AT
INDIANA UNIVERSITY**

December 2003

Dear Colleague,

In an effort to keep the University President, trustees, and other constituencies informed of the diversity and retention initiatives on all of the IU campuses, I am pleased to present this survey of comprehensive efforts related to students, faculty, and professional staff. This is the first such publication ever released by IU, and we plan to update it over the Web on a regular basis.

We embarked on this project by asking each of the campuses to provide as much information as possible on all programs they have which assist students directly either in retention or degree attainment, or in building a more diverse student, faculty and staff demographic. I'm delighted to see the vastness of this landscape: though both retention and diversity are complex, permanent challenges for any institution of higher education, it is clear that the eight campuses of Indiana University are approaching these tasks with an array of programs and innovative ideas that are among the nation's best. I hope that future surveys will reveal a continued increase in both quantity and sophistication of our efforts, as we strive toward achieving significant and easily measurable results in both areas.

IU's programs in retention and diversity reach a great many students, though not all; they exist on all our campuses, some more intensively than others; they are publicly funded and privately funded, many having been created during a period of funding from the Lilly Endowment in the late 1990's, but having been strengthened significantly since and having been incorporated into the regular IU budget. Some of the newer initiatives result from the President's Fund of the Lumina Foundation for Education. We thank both Lumina and Lilly for their critical leadership in both areas, and will work intelligently and diligently across the university to ensure that IU becomes and remains a national leader in diversity and retention initiatives.

In closing, I want to thank my special projects coordinator, Julia Fisher, for her work in compiling this inventory. If you have programs you wish to add to the next version of this report, please let Julia know. Thank you for your concern about these critically important issues for Indiana University.

Sincerely,

Charlie Nelms
Vice President

A Survey of Diversity Initiatives at Indiana University

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**INDIANA UNIVERSITY BLOOMINGTON
BLOOMINGTON, INDIANA 47405**

(812) 855-4848

Campus: Bloomington

Name of program/initiative: Academic Support Summer in Africa Program

Description: The Summer in Africa Program is a Back-to-Africa program designed to put the experience of black Americans in perspective via cultural immersion in a non-American black culture.

Contact: Frank Motley
Maxwell Hall 200
812-856-5748 (Phone)
812-856-5235 (Fax)
fmotley@indiana.edu
<http://www.indiana.edu/~avc4as/programs/>

Target audience: Undergraduate students of color

Purpose: Social integration/cultural support

Number of students served per academic year: 8

Source of funding: One-time funds

Campus: Bloomington

Name of program/initiative: Annual Black History Month Lecture and related activities

Description: This lecture brings a renowned scholar to campus to deliver a campus-wide lecture and to interact with students. Other events include: workshops, art exhibit, performances, and roundtable discussions.

Contact: Gloria Gibson
Memorial Hall West 108
812-855-9632 (Phone)
812-856-5477 (Fax)
gibsong@indiana.edu

Target audience: All students
All faculty
All staff
Community

Purpose: Academic support of students
Academic support and professional development of faculty/staff
Social integration/cultural support
Supplemental instruction
Career exploration
Curriculum enhancements

Number of students served per academic year: 300—400

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Asian Cultural Center Annual Student Retreat

Description: Students experience a two-day intensive leadership program at Bradford Woods.

Contact: Melanie Castillo-Cullather
807 E. Tenth Street
812-856-5361 (Phone)
812-856-5030 (Fax)
mcullath@indiana.edu

Target audience: Undergraduate students of color

Purpose: Academic support of students
Social integration/cultural support
Career exploration

Number of students served per academic year: 20—40

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Asian/Pacific American Heritage Month Keynote Address

Description: This is an annual lecture by a renowned scholar.

Contact: Melanie Castillo-Cullather
807 E. Tenth Street
812-856-5361 (Phone)
812-856-5030 (Fax)
mcullath@indiana.edu

Target audience: All students
All faculty
All staff

Purpose: Academic support of students
Academic support and professional development of faculty/staff
Social integration/cultural support
Supplemental instruction

Number of students served per academic year: 200—300

Source of funding: Base budget
Collaboration with other campus units

Campus: Bloomington

Name of program/initiative: Community and School Partnerships

Description: The Office of Community and School Partnerships seeks to build strong relationships with community organizations and school corporations in the state of Indiana. The office accomplishes its goals through the development of pre-collegiate programs, workshops, campus visits and other activities that help prepare underrepresented youth for college. By intervening early, students will be equipped with the pertinent information for making sound decisions regarding college.

Contact: Mary Tourner
Neal-Marshall Black Culture Center A227
812-856-5935 (Phone)
812-856-0445 (Fax)
mtourner@indiana.edu
<http://www.indiana.edu/~cpartner/>

Target audience: Students of color
Student with high unmet financial needs
First generation students

Purpose: Recruiting
Academic support of students
Social integration/cultural support
Career exploration
“Bridge” program

Number of students served per academic year: 650

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: CultureFest

Description: CultureFest celebrates the history of IU and the cultural diversity present on our campus. A video presentation provides an informative visual history of the growth and development of IU; the remarks by the keynote speaker challenge students to embrace diversity and to become active, enthusiastic leaders; the outdoor portion of the festival introduces students to the culture center directors and information about the programs and services they offer.

Contact: Gloria Gibson and Melanie Payne
Memorial Hall West 108
812-855-9632 (Phone)
812-856-5477 (Fax)
gibsong@indiana.edu

Target audience: All students

Purpose: Learning communities
Social integration/cultural support

Number of students served per academic year: 3,000+

Source of funding: Base budget
Additional support from: Orientation Programs; Union Board; IU Auditorium; Residential Programs and Services

Campus: Bloomington

Name of program/initiative: Dr. Martin Luther King Jr. Celebration Lecture and related events for the celebration of MLK Day.

Description: This annual lecture brings a renowned scholar to campus to deliver a lecture and to interact with students. Other events include: Unite Summit, trip to Memphis, workshops, essay competition, and Leadership Brunch.

Contact: Gloria Gibson
 Memorial Hall West 108
 812-855-9632 (Phone)
 812-856-5477 (Fax)
 gibsong@indiana.edu

Target audience: All students
 All faculty
 All staff
 Community

Purpose: Academic support of students
 Academic support and professional development of faculty/staff
 Social integration/cultural support
 Supplemental instruction
 Career exploration
 Curriculum enhancements

Number of students served per academic year: 300—400

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: FASE (Faculty and Staff for Student Excellence) Mentoring Program

Description: The mission of the FASE Mentoring Program is to help participating students make a positive transition from the high school and home environments to the university and progress toward graduation on schedule, while obtaining the greatest possible benefits from the college experience.

Contact: June Cargile
 Ashton Moenkhaus 251
 812-855-3540 (Phone)
 812-856-5152 (Fax)
 jcargile@indiana.edu
<http://www.indiana.edu/~fase/>

Target audience: Undergraduate students of color
 All faculty
 All professional staff
 Bloomington community

Purpose: Recruiting
 Academic support of students
 Social integration/cultural support
 Career exploration
 “Bridge” programs
 Intrusive advising
 Faculty/staff mentoring

Number of students served per academic year: 450

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Gerald L. Bepko Student Internship Program

Description: The purpose of this program is to improve the diversity of our workforce and the information technology field in general by placing students from traditionally underrepresented populations in internships on exciting, strategic IT projects. Launched in fall 2002, eight internships were widely promoted at career fairs, through academic schools and diversity and student development offices. Hires have consisted of four men (all minorities) and four women (three represented ethnic minorities). The plan is to expand this program to 12 internships in the coming year.

Contact: Deborah Allmayer
2711 E. 10th Street
812-855-1914 (Phone)
812-855-8299 (Fax)
dallmaye@indiana.edu
<http://www.indiana.edu/uits/>

Target audience: Undergraduate students of color
Minorities, including female applicants

Purpose: Recruiting
Service learning
Technology based
Internships

Number of students served per academic year: 8

Source of funding: One-time funds

Campus: Bloomington

Name of program/initiative: Groups Student Support Services

Description: The Groups Student Support Services Program’s mission is to assist the University in supporting, retaining, and increasing the persistence rates of first generation, low income, and physically challenged students. The program is further dedicated to helping students’ academic and social adjustment to university life. The Groups Program strives to achieve its goals by establishing a series of campus-wide collaborative efforts that involve academic coursework, academic and personal advising, tutorial services, financial assistance counseling, and mentoring. As a supportive community of faculty, staff, and students, the Groups Program continually aims to cultivate characteristics of persistence that ultimately lead to graduation, community service, and a commitment to lifelong learning within Groups Program participants.

Contact: Janice Wiggins
Maxwell Hall 200
812-855-0507 (Phone)
812-856-5235 (Fax)
wigginsj@indiana.edu
<http://www.indiana.edu/~groups/>

Target audience: Undergraduate students
Students of color
Students with high unmet financial needs
First generation students

Purpose: Recruiting
Academic support of students
Learning communities
Social integration/cultural support
Intrusive advising
Peer mentoring
Faculty/staff mentoring
Tutoring

Number of students served per academic year: 800

Source of funding: Base budget
Federal grant

Campus: Bloomington

Name of program/initiative: Hispanic Heritage Month

Description: A month-long series of cultural, educational, and social activities celebrating Latino heritage.

Contact: Lillian Casillas
715 E. Seventh Street
812-855-1740 (Phone)
812-856-9788 (Fax)
mlcasill@indiana.edu
<http://www.indiana.edu/~lacasa/>

Target audience: All students
All faculty
All staff

Purpose: Recruiting
Service learning
Learning communities
Social integration/cultural support
Supplemental instruction
Career exploration
“Bridge” programs
Peer mentoring
Faculty/staff mentoring

Number of students served per academic year: 2,135

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Hudson and Holland Scholars Programs

Description: The Hudson Scholars Program was developed to recruit highly qualified and talented minority students to Indiana University Bloomington. The program is intended to provide students with four-year merit based scholarships, to help in the retention of these highly motivated students, and to have them graduate them in four years with little or no loan debt. The Hudson Scholars Program also assists in the enrichments of the intellectual, creative, and leadership pool of graduates in the state of Indiana.

The Holland Scholars Program at Indiana University is a coordinated effort to attract exceptionally well-qualified students from traditionally underrepresented groups to majors in mathematics and the natural sciences. Commissioned to attract potential majors in these specific disciplines, the Holland Scholars Program is a conscious attempt to build upon the success of the Hudson Scholars Program.

Contact: Chandra Dyson
 Memorial Hall West 003A
 812-855-7853 (Phone)
 812-855-8615 (Fax)
 cbaskin@indiana.edu
<http://www.indiana.edu/~mapmass/>

Target audience: Undergraduate honors students of color and first generation

Purpose: Recruiting
 Academic support of students
 Social integration/cultural support
 Financial support

Number of students served per academic year: 100

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: James P. Holland Memorial Lecture

Description: The James P. Holland Memorial Lecture Series invites a renowned scholar of color to campus to interact with students, faculty, and staff, and to deliver a campus-wide lecture. There is a luncheon where students of color in the sciences and honors students can have quality time with the scholar.

Contact: Gloria Gibson and Thomas Donahue
Memorial Hall West 108
812-855-9632 (Phone)
812-856-5477 (Fax)
gibsong@indiana.edu

Target audience: All students
All faculty
All staff
Community

Purpose: Academic support of students
Academic support and professional development of faculty/staff
Curriculum enhancements

Number of students served per academic year: 100—500

Source of funding: Base budget
Collaborative funding with Biology Department and other science units

Campus: Bloomington

Name of program/initiative: LaCasa Referrals

Description: LaCasa refers students, faculty, staff, and community members (primarily students) to appropriate services or sources of information.

Contact: Lillian Casillas
 715 E. Seventh Street
 812-855-1740 (Phone)
 812-856-9788 (Fax)
 mlcasill@indiana.edu
<http://www.indiana.edu/~lacasa/>

Target audience: All students
 All faculty
 All staff

Purpose: Recruiting
 Service learning
 Learning communities
 Social integration/cultural support
 Supplemental instruction
 Career exploration
 Curriculum enhancements
 “Bridge” programs
 Intrusive advising
 Peer mentoring
 Faculty/staff mentoring

Number of students served per academic year: 2,000

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Latino Leadership Conference

Description: Day-long conference that: (1) facilitates student interaction with Latino role models; (2) celebrates Latino scholarship; and (3) provides an opportunity to address Latino issues.

Contact: Lillian Casillas
715 E. Seventh Street
812-855-1740 (Phone)
812-856-9788 (Fax)
mlcasill@indiana.edu
<http://www.indiana.edu/~lacasa/>

Target audience: Latino undergraduate students

Purpose: Recruiting
Service learning
Academic support of students
Academic support and professional development of faculty/staff
Social integration/cultural support
Supplemental instruction
Career exploration
Curriculum enhancements
“Bridge” programs
Peer mentoring
Faculty/staff mentoring

Number of students served per academic year: 190

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Neal-Marshall Black Culture Center Academic Workshops

Description: These workshops are designed to assist students with specific issues pertaining to academic success: study habits, test-taking, time management, etc.

Contact: Oyibo Afoaku
Neal-Marshall Black Culture Center
812-855-9271 (Phone)
812-855-9148 (Fax)
ofoaku@indiana.edu

Target audience: Students of color

Purpose: Academic support of students

Number of students served per academic year: 100 per workshop

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Neal-Marshall Black Culture Center Student Leadership Conference

Description: Students attend leadership workshops and interact with keynote speaker.

Contact: Oyibo Afoaku
Neal-Marshall Black Culture Center
812-855-9271 (Phone)
812-855-9148 (Fax)
ofoaku@indiana.edu

Target audience: Students of color

Purpose: Academic support of students
Social integration/cultural support
Career exploration

Number of students served per academic year: 50—100

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Over a Cup of Tea

Description: The Over a Cup of Tea series is a roundtable discussion of specific topics related to issues of identity, student academic success, racism, or other relevant topics.

Contact: Melanie Castillo-Cullather
807 E. Tenth Street
812-856-5361 (Phone)
812-856-5030 (Fax)
mcullath@indiana.edu

Target audience: All students

Purpose: Academic support of students
Social integration/cultural support
Career exploration

Number of students served per academic year: 100

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Project TEAM (Transformative Education Achievement Model), School of Education

Description: Project TEAM is a program to encourage talented minority students to become teachers. The project recruits students of color (and other qualified students who plan to teach in urban or multicultural schools) into teacher education, provides them with honors work beyond the regular teacher education courses they take, and creates opportunities for them to work with promising students of color from public schools who attend a TEAM summer camp on the Bloomington campus. TEAM has helped the School of Education increase its underrepresented undergraduate student population by over 50 percent since the early 1990s. Since 1996, the program has recruited over 80 students of color on the Bloomington campus, developed and refined its curriculum based on student and program graduate evaluations, and hosted over 200 middle and high school students through campus day visits and the summer camp. Once accepted into the program, students enroll in the TEAM honors seminar each semester until they enter student teaching, typically their last semester on campus. The graduation rate for students who participate in TEAM for at least one year is over 90 percent.

Contact: Christine Bennett
Education 3250
812-855-8131 (Phone)
bennettc@indiana.edu
<http://mypage.iu.edu/~proteam/>

Target audience: Undergraduate students, primarily students of color

Purpose: Recruiting
Academic support of students
Curriculum enhancements

Number of students served per academic year: 35

Source of funding: Eisenhower Professional Development Program
Congressional Funds for Improvement of Education
Vice President for Student Development and Diversity

Campus: Bloomington

Name of program/initiative: RPS (Residential Programs and Services)

Description: The mission of the Division of Residential Programs and Services is to bring the academic life of the University into the student's living environment by providing a residential experience that best meets the educational and developmental goals of our residents outside the classroom, enabling them to succeed inside the classroom. Recognizing that learning takes place both inside and outside the classroom, RPS creates and supports programs that demonstrate commitment to: leadership development and student governance; diversity education that builds understanding and civility; orientation for new students and their families; strong academic communities; faculty involvement in the lives of residents; a variety of educational opportunities; thematic units and interest groups; communities that promote healthy relationships; and responsible and ethical behavior.

Contact: Nancy Lorenz
801 North Jordan
812-856-1764 (Phone)
812-855-3287 (Fax)
lorenzn@indiana.edu
<http://www.rps.indiana.edu/llprograms.html>

Target audience: Undergraduate students

Purpose: Academic support of students
Learning communities
Social integration/cultural support
Peer mentoring
Faculty/staff mentoring

Number of students served per academic year: 12,000

Source of funding: Student room and board fees

Campus: Bloomington

Name of program/initiative: Student Advisor

Description: The student advisor in the Office of Multicultural Affairs provides a number of services to minority students. Those services are (1) one-on-one student advising—advise students on various issues with a focus on diversity issues; (2) mid-term information/advising session—an informal group sessions for students to receive advising and resource information; and (3) mentoring program for Latino alumni and students—connecting Latino undergraduate students with Latino alumni for the purpose of mentoring the student on broad or specific matters.

Contact: Michelle Gutierrez
Memorial Hall West 108
812-855-1991 (Phone)
812-856-5477 (Fax)
anmgutie@indiana.edu
<http://www.indiana.edu/~oma/>

Target audience: Undergraduate students of color

Purpose: Academic support of students
Social integration/cultural support
Intrusive advising

Number of students served per academic year: 500

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Student Affairs

Description: The Division of Student Affairs supports the academic mission of the University through student advocacy, services, and programs that promote the general welfare of students and foster a campus climate conducive to learning and responsible citizenship. The primary goals of the division are intended to: (1) provide opportunities for personal development; (2) foster respect for diversity; (3) encourage physical and emotional wellness among students; (4) protect student rights; and (5) promote ethical behavior.

Units in the Division of Student Affairs are: Dean of Students, Student Advocates, Disability Services, Veterans Affairs, Student Legal Services, Student Ethics, GLBT Support Services, Alcohol-Drug Information Center, Student Activities, Career Development, Counseling and Psychological Services, Health Center.

Contact: Richard McKaig
Franklin Hall 108
812-855-8187 (Phone)
812-855-5381 (Fax)
mckaig@indiana.edu

Target audience: All students

Purpose: Social integration/cultural support
Student advocacy
General Welfare
Campus climate
Ethical behavior
Personal development

Number of students served per academic year: Information not provided

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Student Financial Assistance

Description: The primary mission of the Office of Student Financial Assistance is to encourage the enrollment and continued matriculation of qualified students as defined by the Office of Admissions and the various academic departments on campus. In addition, special efforts are undertaken to assist the campus in the enhancement of minority student attainment.

Contact: Susan Pugh
Franklin Hall 208
812-855-0321 (Phone)
spugh@indiana.edu
<http://www.indiana.edu/~sfa/>

Target audience: All students
Students with high unmet financial needs

Purpose: Financial support of students

Number of students served per academic year: Approximately 25,000

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Twenty-First Century Scholars/GEAR-UP Summer Scholarship

Description: The 21st Century Scholars Program began in 1990 as Indiana’s way of raising the educational aspirations of low- and moderate-income families. The program aims to ensure that all Indiana families can afford a college education for their children. Income eligible seventh and eighth graders who enroll in the program and fulfill a pledge of good citizenship to the state are guaranteed the cost of four years of college tuition at any participating public college or university in Indiana.

A major thrust of the GEAR-UP program is early intervention. Indiana is making great strides in preparing 21st Century Scholars to succeed in college but their academic needs are great and many are best met by the colleges in which they enroll. Because many scholars have not been provided with appropriate curriculum, instruction, or academic support to succeed in college, they might need to take basic preparatory courses before they begin courses to satisfy program and degree requirements.

Contact: Jeanetta Nelms
Ashton Coulter 102
812-856-1591 (Phone)
812-856-1488 (Fax)
jnelms@indiana.edu
http://www.indiana.edu/~avc4as/news/21st_century_scholar.html

Target audience: Undergraduate students
Students of color
Students with high unmet financial needs
First generation students

Purpose: Recruiting
Academic support of students
Social integration/cultural support
Supplemental instruction
“Bridge” programs

Number of students served per academic year: 760

Source of funding: Base budget

Campus: Bloomington

Name of program/initiative: Upward Bound

Description: The Upward Bound Project is a year-round middle and high school program for 50 ninth through twelfth grade students. As required of all federal TRIO programs, two-thirds of Upward Bound students must be both low income and first generation, with the remaining one-third being either first generation OR low income.

Contact: Marshal Chaifetz
 Ashton Aley East 203
 812-856-5203 (Phone)
 812-855-4865 (Fax)
 upbound@indiana.edu
<http://www.indiana.edu/~upbound/>

Target audience: Students of color
 Student with high unmet financial needs
 First generation students

Purpose: Recruiting
 Academic support of students
 Social integration/cultural support
 Career exploration
 “Bridge” program
 Intrusive advising

Number of students served per academic year: 50

Source of funding: Base budget
 Federal grant

**INDIANA UNIVERSITY-PURDUE UNIVERSITY
INDIANAPOLIS
INDIANAPOLIS, INDIANA 46202
(317) 274-5555**

Campus: IUPUI

Name of program/initiative: Addressing Health Disparities

Description: The School of Medicine has two programs to address health disparities. The first, in the Department of Pediatrics, is the Dyson Community Pediatrics Training Initiative, which is a five-year grant to train pediatricians as community leaders with skills to improve the health of children in their communities. The second is the Faculty Development Fellowship Program in Underserved Medicine Leadership Skills in the Department of Family Medicine.

Contact: Patricia Treadwell
University Hospital 3240
317-274-7744 (Phone)
317-274 7051 (Fax)
ptreadwe@iupui.edu

Target audience: Professional students of color
Faculty of color

Purpose: Academic support and professional development of faculty
Peer mentoring
Social integration/cultural support

Number of students served per academic year: 500

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: Admitted Minority Student Phone-A-Thons

Description: During the Fall Phone-a-thon, volunteer students, staff, and faculty call prospective minority students who responded to the PSAT search and inform them about education opportunities at IUPUI and invite them to Explore IUPUI day, Shades of Brilliance.

During the Spring Phone-a-thon, volunteer students, staff, and faculty call admitted minority students and inform them about scholarship opportunities, answer financial aid questions, and invite them to Spring Campus day.

Contact: Felica Ahasteen-Bryant
Cavanaugh Hall 120
317-274-0403 (Phone)
317-278-1862 (Fax)
fahastee@iupui.edu

Target audience: Pre-collegiate minority students

Purpose: Recruiting

per academic year: 300—600

Source of funding: Volunteers

Campus: IUPUI

Name of program/initiative: Classes Relating to Diversity, Department of Anthropology

Description: “The African Diaspora” E384; “Modern Greek Society” E326; “Indians of North America” E320; “African American Culture E336; “Human Variation” B370; Ethnic Identity E457. These classes fulfill both specific area requirements within the major and assist our majors in developing depth of understanding on particular cultures and breadth of understanding through comparison across cultural groups (Principle of Undergraduate Learning #4). Non majors frequently take these courses out of curiosity or to fulfill a social science or other distribution requirement. The goal in such cases is to expose students to an in-depth understanding of other cultures, the influence of culture on human lives and human lives on culture, and to provide a basis for critical inquiry through comparative understanding.

Contact: Rick Ward
Cavanaugh Hall 413B
317-274-0419 (Phone)
reward@iupui.edu

Target audience: Undergraduate students

Purpose: Academic support of students
Social integration/cultural support

Number of students served per academic year: 100

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: Collaborating to Communicate; Developing and Implementing Campaigns with Interdisciplinary Expertise, Herron School of Art

Description: The mission of this course is to create opportunities to explore and identify potential benefits that result from collaboration between students seeking a B.F.A. degree in the Visual Communication Program, Herron School of Art, and students seeking a B.S. in Media Arts and Science in the New Media Program, School of Informatics. Currently, both programs examine communication and media design issues within different contexts. By allowing both groups of students to focus on solving a shared problem within a team structure, participants will be forced to examine the unique and overlapping competencies of each discipline and how they contribute to the production of value. In doing so, it is anticipated that all participants will gain a greater understanding of the principles and processes necessary to orchestrate the communication of topical messages in complex, real-world situations where results matter.

The course objectives will be achieved through the research, development, and implementation of an issue-focused campaign. The campaign content will be focused on the topic of diversity at IUPUI. The IUPUI Diversity Cabinet will function as the client for the campaign.

Contact: Christopher Vice
Herron Main Building 109
317-920-2447 (Phone)
chvice@iupui.edu

Target audience: Undergraduate students

Purpose: Career exploration
Technology-based

Number of students served per academic year: 24

Source of funding: Grant from IUPUI chancellor

Campus: IUPUI

Name of program/initiative: Cultural Awareness through Collaborative Assignment with International Students, Department of Sociology

Description: In a section of Introduction to Sociology, students are required to partner with international students in the English department to complete several assignments reflecting sociological topics in different cultures. One of the goals is to foster students' cultural awareness and enhance their appreciation of cultural differences. The feedback from the students show an impact of these activities on their cultural understanding.

Contact: Wan-Ning Bao
Cavanaugh Hall 303
317-274-2665 (Phone)
317-278-3654 (Fax)
wbao@iupui.edu

Target audience: Undergraduate students

Purpose: Curriculum enhancement

Number of students served per academic year: 43

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: Cultural Diversity Minor, Department of Anthropology

Description: The minor in cultural diversity was designed to provide an admittedly limited credential to teachers, health care workers, social service employees, and other individuals who work in a diverse multicultural setting or who wish to work in such areas.

Contact: Rick Ward
Cavanaugh Hall 413B
317-274-0419 (Phone)
reward@iupui.edu

Target audience: Undergraduate students

Purpose: Academic support of students
Social integration/cultural support

Number of students served per academic year: 4—5 minors

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: Direct Mail Campaign to PSAT Minority Students' Parents

Description: As part of the Ecruit project, five days after sending an e-mail to the student, a letter is sent to the parent that introduces them to the Ecruit service and encourages them to have their student sign on to the service. The letter also promotes the Campus Day programs.

Contact: Mike Donahue
Cavanaugh Hall 129
317-274-0402 (Phone)
317-278-1862 (Fax)
mdonahue@iupui.edu

Target audience: Pre-collegiate students

Purpose: Recruiting
Social integration/cultural support

Number of students served per academic year: 1,300

Source of funding: Base budget
Special minority recruitment funds

Campus: IUPUI

Name of program/initiative: “Doing Diversities”: Transforming an Introductory Anthropology Course, Department of Anthropology

Description: This project is one that involves the transformation of an introductory anthropology course through a Web-based assignment. Dubbed “doing diversity,” the assignment requires students to research common topics in anthropology and to construct group Web pages that would display the resources acquired (books, articles, and Web sites) for present and future anthropology students. The goal of this project is to introduce a practical element into a course that is designed to expose student to global cultural diversity by requiring them to work in teams in the construction of a course Web site.

Contact: Gina Sanchez Gibau
Cavanaugh Hall 413C
317-274-4926 (Phone)
gsanchez@iupui.edu
<http://iupui.edu/~a104/>

Target audience: Undergraduate students

Purpose: Technology based
Curriculum enhancements

Number of students served per academic year: 49

Source of funding: One-time funds—a grant from Office for Professional Development

Campus: IUPUI

Name of program/initiative: Freshman Application Guide in Spanish

Description: A Spanish translation of the Freshman Application Guide with a PDF downloadable version is on the IUPUI Web site.

Contact: Mike Donahue
Cavanaugh Hall 129
317-274-0402 (Phone)
317-278-1862 (Fax)
mdonahue@iupui.edu

Target audience: Pre-collegiate students

Purpose: Recruiting
Social integration/cultural support

Number of students served per academic year: 500

Source of funding: None

Campus: IUPUI

Name or program/initiative Guidance Counselor Toolkit

Description: The Guidance Counselor Toolkit is a recruitment initiative targeted to middle school and high school counselors that provides information about educational opportunities and student services at IUPUI. The binder was distributed to all guidance counselors in the greater Indianapolis area. A section in the toolkit contains information about cultural diversity programs, financial aid information, and scholarship opportunities for underrepresented populations at IUPUI.

Contact: Felica Ahasteen-Bryant
Cavanaugh Hall 129
317-274-0403 (Phone)
317-278-1862 (Fax)
fahastee@iupui.edu

Target audience: High school and middle school counselors
Pre-collegiate students

Purpose: Recruiting

Number of students served per academic year: All students in Indianapolis area

Source of funding: Grant from IU Marketing

Campus: IUPUI

Name of program/initiative: High School Visits and College Nights

Description: In addition to visits to all high schools in the Indianapolis area and some in the Gary area, IUPUI attends college nights in the Gary and Fort Wayne area.

Contact: Mike Donahue
Cavanaugh Hall 169
317-274-0402 (Phone)
317-278-1862 (Fax)
mdonahue@iupui.edu

Target audience: Pre-collegiate students

Purpose: Recruiting

Number of students served per academic year: 400+

Source of funding: Base budget
Minority recruitment funds

Campus: IUPUI

Name of program/initiative: Learning Diversity through Service Learning in Communities,
Department of Sociology

Description: A service learning component has been incorporated into a section of Control of Crime. The goals of this service learning component are to enhance students' cultural and racial understanding, increase their tolerance and appreciation of diversity, and facilitate their civic responsibility. Students develop and participate in various projects in communities, daycare centers, Boys and Girls Clubs, and middle schools. All of these projects target poor and minority communities and at-risk youth and children. Through positive interaction with people of different socioeconomic and racial backgrounds, students learn about racial and cultural diversity and thus gain a strong sense of civic responsibility. There is evidence showing the lasting impact of these service learning projects on students.

Contact: Wan-Ning Bao
Cavanaugh Hall 303
317-274-2665 (Phone)
317-278-3654 (Fax)
wbao@iupui.edu

Target audience: Undergraduate students

Purpose: Service learning

Number of students served per academic year: 54

Source of funding: One-time funds—a grant from Multicultural Course Transformation

Campus: IUPUI

Name of program/initiative: Minority Engineering Advancement Program (MEAP), School of Engineering and Technology

Description: The Minority Engineering Advancement Program was established in 1976 in response to the small number of minorities in the engineering profession. During the early 1970s a national effort was launched and many organizations and programs were developed to increase the representation of underrepresented minorities in the fields of engineering and technology. Enhancing the recruitment and retention of minority students in the School of Engineering and Technology continues to be a priority. Like many other engineering and technology schools, minorities continue to make up a small fraction of the student in the school. The Minority Engineering Advancement Program strives to circumvent some of the inhibitors that prevent minorities from selecting engineering and technology as potential careers.

Contact: Patrick Gee
Engineering/Science & Technology 164C
317-274-2943 (Phone)
317-274-4567 (Fax)
pgee@iupui.edu
www.engr.iupui.meap

Target audience: Students of color

Purpose: Recruiting
Career exploration

Number of students served per academic year: 90

Source of funding: Base budget
Industry support

Campus: IUPUI

Name of program/initiative: MRSP (Minority Research Scholars Program)

Description: MRSP is a performance-based scholarship program. It is a highly structured research-enriched program that introduces students to hands-on projects in the freshman year and, under guidance from faculty research mentors, increases their research activity and sophistication in steps culminating in scholarly presentations and publications prior to graduation. The goal of MRSP is to increase the recruitment, retention, and graduation rates of talented minority students from science-based majors and others in which talented minority student graduates are underrepresented. Recruitment is focused on students who meet the following requirements: (1) are in the ethnic minority groups of African American, Hispanic, Native American, Asian or Pacific Islander; (2) are in the top 25% of their graduating class; (3) achieve a minimum SAT score of 1000 or ACT score of 21; and (4) complete application requirements and are admitted without condition to IUPUI. Continuing IUPUI students may apply for the scholarship if the above requirements are met and the student has a 3.0 or better GPA at IUPUI. In addition, the student must enroll in an academic major in the IUPUI schools of Science, Nursing, Business, Allied Health, Engineering and Technology, Dentistry (Dental Hygiene major), Physical Education, or Social Work.

Contact: Marchusa Huff
Nursing School 478
317-274-8049 (Phone)
317-278-1378 (Fax)
mnhuff@iupui.edu

Target audience: Undergraduate students of color

Purpose: Recruiting
Academic support of students
Learning communities
Intrusive advising
Faculty/staff mentoring of students
Financial aid

Number of students served per academic year: 15—25

Source of funding: Base budget
Individual schools support tuition and mandatory fees for scholars

Campus: IUPUI

Name of program/initiative: Native American Heritage Month

Description: Events held during November to celebrate Native American Heritage Month include storytelling, presentations, and the Autumn Pow Wow. In addition to promoting cultural awareness for the community and campus, one of the purposes of these events is to attract prospective students to IUPUI.

Contact: Felica Ahasteen-Bryant
Cavanaugh Hall 129
317-274-0403 (Phone)
317-278-1862 (Fax)
fahastee@iupui.edu

Target audience: All students
All faculty
All staff
Pre-collegiate students
Parents
Community

Purpose: Recruiting
Social integration/cultural support

Number of students served per academic year: 500

Source of funding: Donations and sponsorship with Eiteljorg Museum and the Department of History/Liberal Arts

Campus: IUPUI

Name of program/initiative: NBMAP (Norman Brown Minority Achievers Program)

Description: NBMAP is a scholarship program targeted to beginning freshmen and continuing IUPUI students who have been historically under-represented in their racial and ethnic populations. Funding is awarded up to \$2,000 per academic year per student. Each scholar is paired with a faculty or staff mentor. A committee is maintained by voluntary advisors who oversee the program administration (assisted by the Office of Student Scholarships) and volunteer faculty or staff mentors.

Contact: Felica Ahasteen-Bryant
Cavanaugh Hall 129
317-274-0403 (Phone)
317-278-1862 (Fax)
fahastee@iupui.edu

Target audience: Undergraduate students of color

Purpose: Recruiting
Faculty/staff mentoring

Number of students served per academic year: 35

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: OMPD (Office for Multicultural Professional Development)

Description: The Office for Multicultural Professional Development assists and provides consultation for the recruitment and retention of faculty and academic staff of color and supports their career advancement. This may occur through individual and/or department consultation, resource development, and sponsorship of events. OMPD also has a mission to develop and insure best practices in multicultural teaching. This may be accomplished by providing consultation on improving the curriculum, climate in the classroom, and pedagogy related to diversity and multiculturalism. The major projects of IMPD include: IUPUI Multiculturalism Classroom Resource Guide; the Diversity Inquiry Group; Annual IUPUI Symposium Highlighting the Research of Faculty, Staff, and Students of Color; Minority Faculty Development Grant Program; Women of Color Network; and a number of links and resources on its Web site related to multiculturalism in higher education, recruitment of minority faculty and academic staff, career development and academic job search.

Contact: Sherree Wilson
University Library 1140
317-278-6221 (Phone)
317-278-3602 (Fax)
sawilson@iupui.edu
www.opd.iupui.edu/multicultural/

Target audience: Faculty, staff, and students of color

Purpose: Faculty and staff recruiting
Academic support and professional development of faculty/staff
Faculty and staff mentoring

Number of students served per academic year: 401 faculty and staff

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: PSAT Search

Description: Contact is made with all minority students in the state who took the PSAT but who did not provide e-mail addresses. Both students and parents are contacted with a personalized letter that introduces them to IUPUI and Indianapolis. Student who return a pre-paid card are added to the prospect system and names are provided to IUPUI schools. Students are contacted during phone-a thons and are sent invitations to Campus Day and programs devoted to minority recruitment.

Contact: Franklin Oliver and Mike Donahue
Cavanaugh Hall 129
317-274-0404 (Phone)
317-278-1862 (Fax)
foliver@iupui.edu; mdonahue@iupui.edu

Target audience: Pre-collegiate students

Purpose: Recruiting
Social integration/cultural support

Number of students served per academic year: 1,400

Source of funding: Base budget
Special minority recruitment funds

Campus:	IUPUI
Name of program/initiative:	Partnership with Eiteljorg Museum
Description:	The IUPUI-Eiteljorg Museum Partnership Committee was created by office of Student Life and Diversity,. The committee provides joint tours, a recruitment booth at Indian Market, presentation of front-line meetings and counselor meetings. The committee serves as a means to Introduces staff, students, prospective students and parents to Native American Culture.
Contact:	Felica Ahasteen-Bryant Cavanaugh Hall 129 317-274-0403 (Phone) 317-278-1862 (Fax) fahastee@iupui.edu
Target audience:	All students All faculty All professional staff Pre-collegiate students Parents of prospective students
Purpose:	Recruiting Social integration/cultural support
Number of students served per academic year:	1,000+
Source of funding:	None

Campus: IUPUI

Name of program/initiative: Project TEAM (Transformative Education Achievement Model),
School of Education

Description: Project TEAM is an important part of the School of Education's efforts to prepare teachers for culturally diverse student populations. The primary purpose of Project TEAM is to offer a community within the School of Education that provides academic, social, personal, and financial support for students in the program.

Contact: Claudette Lands
Education/Social Work Building 2114
317-274-3289 (Phone)
317-274-6864 (Fax)
clands@iupui.edu

Target audience: Undergraduate students

Purpose: Service learning
Academic support of students
Social integration/cultural support

Number of students served per academic year: 15

Source of funding: State or federal grant

Campus: IUPUI

Name of program/initiative: Recruitment of Underrepresented Minorities, IU School of Medicine

Description: The IU School of Medicine has developed the following programs and strategies to recruit underrepresented minorities: (1) The T35 program of summer research (Dr. David Wilkes) for minority undergraduate students to conduct research with a faculty mentor; (2) the Master of Science in Medical Science program (Dr. William Agbor-Baiyee) to further prepare prospective medical students for the rigors of medical school; (3) recruitment visits to Historically Black Colleges by admissions office personnel; and (4) a partnership with the local Center for Leadership Development to identify and nurture high school students who have an interest in science.

Contact: Patricia Treadwell
University Hospital 3240
317-274-7744 (Phone)
317- 274 7051 (Fax)
ptreadwe@iupui.edu

Target audience: Pre-collegiate and undergraduate students of color

Purpose: Recruiting
Service learning
Academic support of students

Number of students served per academic year: 500

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: Retention of Underrepresented Minorities, IU School of Medicine

Description: The School of Medicine has adopted several strategies to help retain underrepresented minorities: (1) students have a curricular requirement to fulfill competency VI (the social and community contexts of health care) which encompasses medical service learning; (2) two student groups, SNMA (Student National Medical Association—primarily African American medical students) and SOL (Society of Latinos), have incorporated community service and health care education into their mission in addition to student-to-student support and tutoring; the Diversity Council sponsors a “Diversity Week”; and cultural competency seminars are presented to the medical students.

Contact: Patricia Treadwell
University Hospital 3240
317-274-7744 (Phone)
317-274 7051 (Fax)
ptreadwe@iupui.edu

Target audience: Professional students of color

Purpose: Service learning
Academic support of students
Peer mentoring
Social integration/cultural support

Number of students served per academic year: 500

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: Search and Screen Diversity Advocates, School of Engineering & Technology

Description: This school ad-hoc diversity committee was formed to make every effort to ensure that the Purdue School of Engineering and Technology at IUPUI promotes diversity and affirmative action. The responsibility of the committee members is to serve as affirmative action advocates. For every faculty search, at least one Diversity Advocate serves on the search and screen committee. The responsibility of an affirmative action advocates is to raise the awareness of diversity within the search and screen process with a goal of hiring faculty that would appeal to a diverse student body. In addition, the Diversity Advocates ensure that the campus' affirmative action policies and procedures are followed. The Diversity Advocates are provided special training in the area of affirmative action.

Contact: Patricia Fox
Technology Building
317-274-0808 (Phone)
317-274-4567 (Fax)
psfox@iupui.edu

Target audience: Faculty of color
Women faculty

Purpose: Recruiting
Faculty/staff hiring

Number of students served per academic year: None

Source of funding: None

Campus: IUPUI

Name of program/initiative: Shared Heritage Program, Herron School of Art

Description: The Shared Heritage Scholarship Program empowers individual African American students by celebrating the multiple perspectives within the community, removing obstacles for attaining success, and providing knowledge and opportunity about professional careers in art. The goals of the program include: (1) establishing a mentoring program for the scholarship recipients to help remove obstacles so they will be empowered to complete their education and obtain successful careers utilizing their degrees; (2) working with high school counselors, teachers, and community organizations to help identify potential candidates for Shared Heritage scholarships; (3) promoting and encouraging schools (K-12) and organizations to sponsor African American youth for Herron Saturday School and Honors Art Program; and (4) providing scholarship opportunities to deserving minority student who wish to pursue a degree at Herron School of Art.

Contact: Joshua Sutton
Herron Main Building 202
317-920-2408 (Phone)
317-920-2418 (Fax)
jrsutton@iupui.edu
www.herron.iupui.edu

Target audience: African American pre-collegiate, undergraduate, and graduate students

Purpose: Recruiting
Academic support of students
Social integration/cultural support
Career exploration
Mentoring
Scholarships

Number of students served per academic year: N/A

Source of funding: Private fundraising

Campus: IUPUI

Name of program/initiative: Spanish Brochure

Description: This brochure, which is targeted to Latino/Hispanic prospective students and parents, discusses the IUPUI educational and support services. The brochure is written in English and Spanish in cooperation with the World Languages Department.

Contact: Felica Ahasteen-Bryant
Cavanaugh Hall 120
317-274-0403 (Phone)
317-278-1862 (Fax)
fahastee@iupui.edu

Target audience: Pre-collegiate students and their parents

Purpose: Recruiting
Social integration/cultural support

Number of students served per academic year: 500 students and parents

Source of funding: Base budget

Campus: IUPUI

Name of program/initiative: SROP (Summer Research Opportunities Program)

Description: SROP offers outstanding undergraduates an opportunity to receive first-hand exposure to graduate school and faculty life through an intensive summer research experience. Students work under faculty mentorship either on an individual basis or as part of a research team. During the nine-week program, which is directed through the Graduate Office, participants master important research skills and contribute to work that is a vital part of the academic research world. In combination with this intensive research, SROP seminars give participants a realistic groundwork for advanced study, helping them prepare for doctoral or master's work. SROP participants receive a stipend and tuition waiver as well as allowances for travel and lodging. Students from underrepresented groups (African American, American Indians, Hispanics, and Asian Americans) in any academic discipline are eligible to apply.

Contact: Gwendolyn Johnson
 Union Building 518
 317-274-1554 (Phone)
 317-278-2490 (Fax)
 gwjohnso@iupui.edu
 www.iupui.edu/~resgrad/grad/srop.htm

Target audience: Undergraduate students of color

Purpose: Recruiting
 Academic support of students
 Social integration/cultural support
 Supplemental instruction
 Career exploration
 Curriculum enhancements
 "Bridge" programs
 Faculty/staff mentoring

Number of students served per academic year: 10 or less

Source of funding: Base budget
 Annual funding requests from UROP and Honors Program at IUPUI

**INDIANA UNIVERSITY EAST
2325 CHESTER BOULEVARD
RICHMOND, INDIANA 47374**

(765) 973-8200

Campus: East

Name of program/initiative: H.E.A.T (Higher Education Academic Transition)

Description: IU East students, mostly Multicultural Awareness Organization members, volunteer to assist high school sophomores, juniors, and seniors with their transition to college.

Contact: Timothy Williams
Middlefork Hall 164
765-973-8320 (Phone)
765-973-8610 (Fax)
timwill@indiana.edu

Target audience: All students

Purpose: Recruiting
Social integration/cultural support
Bridge program

Number of students served per academic year: 141 (combined with MAO and Moving On)

Source of funding: Base budget

Campus: East

Name of program/initiative: Moving On

Description: Moving On is a two-week summer academic enrichment program that takes place on campus for minority students entering seventh through twelfth grades. They receive instructions from college professors and local community school teachers to enhance social and academic skills.

Contact: Timothy Williams
Middlefork Hall 164
765-973-8320 (Phone)
765-973-8610 (Fax)
timwill@indiana.edu

Target audience: Students of color

Purpose: Recruiting
Social integration/cultural support
Bridge program

Number of students served per academic year: 141 (combined with MAO and H.E.A.T)

Source of funding: Base budget

Campus: East

Name of program/initiative: MAO (Multicultural Awareness Organization)

Description: In this student-lead group that meets on a bi-weekly schedule, students learn about each other's similarities and differences and are involved in diversity education and community service projects.

Contact: Timothy Williams
Middlefork Hall 164
765-973-8320 (Phone)
765-973-8610 (Fax)
timwill@indiana.edu

Target audience: All students

Purpose: Recruiting
Social integration/cultural support
Bridge program

Number of students served per academic year: 141 (combined with H.E.A.T and Moving On)

Source of funding: Base budget

**INDIANA UNIVERSITY-PURDUE UNIVERSITY
FORT WAYNE**

**2101 CHESTER BOULEVARD
FORT WAYNE, INDIANA 46805**

(260) 481-6100

Campus: IPFW

Initiative or Program: Admissions Publications for Students of Color

Description: The IPFW Office of Admissions designs, produces, and pays for printing of brochures targeting African American, Hispanic, and international students. One-half of the print run is given to the Office of Multicultural Services for its use in working with students. The other half is used by the Office of Admissions both as a mailing piece and in personal office conversations and in recruiting in high schools.

Contact: Carol Isaacs
Kettler Hall 112A
260-481-6812 (Phone)
260-481-6880 (Fax)
isaacs@ipfw.edu

Target audience: Pre-collegiate students of color

Purpose: Recruiting

Number of students served per academic year: N/A

Source of funds: Base budget

Campus: IPFW

Initiative or Program: Mini College Fair prior to campus events attracting minority audiences

Description: During and prior to events or speakers on campus that are attended by significant number of people of color, the IPFW Admissions and Financial Aid offices organize and staff tables/displays with IPFW information available to attendees. Examples of such events are Danny Glover, Archbishop Desmond Tutu, and Latinos Count.

Contact: Carol Isaacs
Kettler Hall 112A
260 481-6812 (Phone)
260 481-6880 (Fax)
isaacs@ipfw.edu

Target audience: Pre-collegiate students of color

Purpose: Recruiting

Number of students served per academic year: 50

Source of funds: Base budget

Campus: IPFW

Initiative or Program: Taking the Initiative: Creating an Exceptional Campus Environment for a Diversity Community of Learners

Description: The keynote speaker at this three-day institute was Edgar F. Beckham, Senior Fellow at the AAC&U. The overarching goal of the institute was to advance IPFW's Strategic Plan, especially Goal 2: to create an exceptional campus environment for a diverse community of learners. VCAA Susan Hannah presented a keynote lecture describing where IPFW is in terms of diversity goals and where it wants to be. Edgar Beckham's keynote address focused on models for institutional transformation. Besides lectures, the institute events included interactive theatre, a student panel, a simulation game, and breakout sessions to explore issues in smaller groups. Faculty, students, and staff who attended the entire three-day event became eligible to submit proposals for funding to launch a new initiative on behalf of IPFW's diversity goals. The intent was to fund initiatives that will be integrated into the missions of the sponsoring units on campus.

Contact: Jeanette Clausen
Kettler Hall 174
260-481-6637 (Phone)
260-481-5773 (Fax)
clausen@ipfw.edu

Primary Target: All students
All faculty
All staff

Purpose: Academic support and professional development of faculty/staff
Social integration/cultural support
Curriculum enhancements
Engaging faculty, students, and staff in the university's goals.

Number of students served per year: 100 students; 85 faculty/staff

Source of funds: One-time funds

**INDIANA UNIVERSITY KOKOMO
2300 SOUTH WASHINGTON STREET
KOKOMO, INDIANA 46904**

(765) 453-2000

Campus:	Kokomo
Initiative or Program:	Enhancing Minority Attainment Conference
Description:	Each year faculty, staff, and administrators from all eight IU campuses gather at IU Kokomo for a two-day conference on infusing diversity and equity into the curriculum and transforming the institutions. The goal of the conference is to prepare IU students to live and work in a diverse world. For the past three years, the conference has attracted over 300 faculty and staff ,who have been able to move forward numerous campus activities related to this initiative. Each campus now has a diversity committee designed to promote diversity and equity through the institution.
Contact:	Susan Sciame-Giesecke Main Building 221C 765-455-9399 (Phone) 765-455-9566 (Fax) sgieseck@iuk.edu
Target audience:	All faculty All professional staff
Purpose:	Academic support and professional development of faculty/staff Curriculum enhancements Institutional enhancement
Number of students served per academic year:	300 faculty/staff
Source of funds:	One-time funds

Campus:	Kokomo
Initiative or Program:	Faculty Recruitment
Description:	<p>Despite IU Kokomo’s efforts to identify and recruit from a diverse pool of applicants, the campus has realized limited success in hiring minority faculty. Recognizing that the campus needed to be more proactive to affect hiring outcomes, the campus has retained the services of a faculty recruiter who has had success in helping IU Kokomo attract a more diverse candidate pool. Initially, the recruiter is assisting with a search in the Division of Education. Should this approach prove successful, the campus will plan selectively to continue using an external recruiter. In addition, the campus cabinet has approved a policy giving the Vice Chancellor for Academic Affairs the authority to offer up to 110 percent of budgeted salary to secure the appointment of minority candidates who have been recommended for faculty position.</p>
Contact:	<p>Stuart Green Main Building 126 765-455-9227 (Phone) 765-455-9444 (Fax) sgreen@iuk.edu</p>
Target audience:	Faculty of color
Purpose:	<p>Recruiting Faculty/staff hiring</p>
Number of students served per academic year:	Currently 182 minority students; 13 minority faculty
Source of funds:	Base budget

Campus: Kokomo

Initiative or Program: MERIT (Minority Enrollment and Retention Initiative Team)

Description: MERIT is an initiative to identify and recruit underrepresented minority students and, upon matriculation, utilize the Office of Campus Climate to assist students with additional support needs.

Contact: Catherine Barnes
East Building 234B
765-455-9359 (Phone)
765-455-9537 (Fax)
cibarnes@iuk.edu

Target audience: Precollegiate and undergraduate students of color

Purpose: Recruiting
Academic support of students
Social integration/cultural support
“Bridge” program
Intrusive advising
Peer mentoring

Number of students served per academic year: 50

Source of funds: Base budget

Campus: Kokomo

Initiative or Program: SPEA Transition Course (V100)

Description: This one credit hour course guides SPEA majors through their first semester by providing library orientation, Lexis-Nexis orientation, and a review of time management concepts and student skills. The course also serves as an introduction to diversity issues in the criminal justice arena.

Contact: Allen Anderson
East Building 330
765-455-9417 (Phone)
765-455-9500 (Fax)
allander@iuk.edu

Target audience: SPEA majors

Purpose: Service learning
Academic support of students
Social integration/cultural support
Curriculum innovations
Career explorations

Number of students served per academic year: 25—30 per semester

Source of funds: Base budget

INDIANA UNIVERSITY NORTHWEST

3400 BROADWAY

GARY, INDIANA 45408

(219) 980-6500

Campus: Northwest

Name of program/initiative: Committee to Recruit and Retain a Diverse Faculty and Staff

Description: This committee supports the campus shared vision to expand employment opportunities for minorities, women, and persons with disabilities by aggressively seeking candidates with an interest in developing curricula that addresses multicultural issues and/or with demonstrated success in working with diverse populations of students. The committee is also working with current employees on efforts to provide support to and retain a diverse faculty and staff.

Contact: Delores Rice
Marram Hall 110
219-980-6705 (Phone)
219 980-6543 (Fax)
drice@iun.edu

Target audience: Faculty and staff of color
Female faculty and staff

Purpose: Faculty/staff recruiting and mentoring

Number of students served per academic year: None

Source of funding: None

Campus: Northwest

Name of program/initiative: Multicultural Affairs

Description: Multicultural Affairs is a program designed to increase retention among students of color on the IU Northwest campus.

Contact: Henrietta Moore
Raintree Hall 227
219-980-6763 (Phone)
219-981-5621 (Fax)
hmoore@iun.edu
<http://www.iun.edu/~students/oma/>

Target audience: Students of color

Purpose: Recruiting
Service learning
Academic support of students
Social integration/cultural support
Career exploration
Peer mentoring

Number of students served per academic year: 250

Source of funding: Base budget

INDIANA UNIVERSITY SOUTH BEND

P.O. Box 7111

SOUTH BEND, INDIANA 46634

(574) 237-4872

Campus: South Bend

Name of program/initiative: Cohort Groups for Academic Excellence

Description: Cohort Groups for Academic Excellence is part of the Minority Enhancement Initiative providing support and assistance to African American and Latino students. The program assists students in developing strategies to enable them to persist and excel academically in college.

Contact: Charlotte Pfeifer
Administration Building 117C
574-237-6536 (Phone)
574-239-5019 (Fax)
cpfeifer@iusb.edu

Target audience: Undergraduate students
First generation students
Students of color
Faculty
Professional staff
Community mentors

Purpose: Academic support
Social integration
Cultural support
Recruitment
Curriculum enhancements
Bridge programs
Mentoring
Career exploration

Number of students served per academic year: 50

Source of funding: One-time

Campus: South Bend

Name of program/initiative: Conversations on Race

Description: From its inception, Conversations on Race has been a catalyst for change by providing a day of small-group discussions facilitated by students, faculty, staff and community members. Past keynote speakers have included Dr. Cornel West, Jaime Escalante, Rev. Walter Fauntroy, Arun Gandhi, Congressman John Lewis and former Olympic medallist Billy Mills. The 2003 speaker will be attorney and political scientist, Dr. Carol Swain from Vanderbilt University. She will speak on the New White Nationalism.

Contact: Charlotte Pfeifer
Administration Building 117C
574-237-6536 (Phone)
574-239-5019 (Fax)
cpfeifer@iusb.edu

Target audience: Faculty
Staff
Students
Community

Purpose: Academic support
Professional development of faculty/staff/students
Social integration/cultural support
Recruitment
Curriculum enhancements

Number of students served per academic year: 50—75

Source of funding: Base budget
Co-sponsors (internal/external)

Campus: South Bend

Name of program/initiative: Disabled Student Services (LD)

Description: Disabled Student Services provides academic support and classroom accommodations for students with a documented learning disability and/or attention deficit disorder to increase success towards a degree.

Contact: Donna Lamborn
Administration Building 149
574-237-4832 (Phone)
574-239-5018 (Fax)
dlamborn@iusb.edu
www.iusb.edu/~sbdss

Target audience: Undergraduate and graduate students with above mentioned documented disabilities.

Purpose: Academic support
Faculty support

Number of students served per academic year: 130

Source of funding: One-time base budget

Campus: South Bend

Name of program/initiative: Disabled Student Services

Description: Disabled Student Services provides reasonable accommodations to ensure equal and full access to education and an avenue to graduation to those students with a physical or psychological disability.

Contact: Mark Dosch
Administration Building 147
574-237- 4479 (Phone)
574-239- 5018 (Fax)
mdosch@iusb.edu
www.iusb.edu/~sbdss

Target audience: Students with a documented physical/psychological disability

Purpose: Academic support
Faculty support

Number of students served per academic year: 252

Source of funding: One-time base budget

Campus: South Bend

Name of program/initiative: Educating Children of Color

Description: This program established a regular partnership with the School of Education. Promotion of interaction between K-12 educators and IUSB education faculty was developed on issues that pertain to educating children of color, prospective teachers, and affecting curricular development.

Contact: Charlotte Pfeifer
Administration Building 117C
574-237-6536 (Phone)
574-239-5019 (Fax)
cpfeifer@iusb.edu

Target audience: K-12 educators
Education faculty
Community
Parents

Purpose: Academic support
Social integration/cultural support
Curriculum enhancements
Curriculum innovations
Professional development
Career exploration
Faculty hiring

Number of students served per academic year: 10

Source of funding: Base budget
Foundation account

Campus: South Bend

Name of program/initiative: Midwest Black Man's Think Tank

Description: Sponsored by the Minority Enhancement Initiative, The Black Man's Think Tank focuses on the barriers to access and success in the Community of Color in general and the Black Male Community specifically. This two-day conference offers a comprehensive view by utilizing nationally known speakers and local/sectional facilitators to exam those barriers. The goal of this initiative is to build capacity, influence whole system improvements and to achieve tangible long-term progress in the community.

Contact: Charlotte Pfeifer
Administration Building 117C
574-237-6536 (Phone)
574-239-5019 (Fax)
cpfeifer@iusb.edu

Target audience: Faculty
Staff
Undergraduate and graduate students
Community
Pre-collegiate students
First generation students
Students of color

Purpose: Academic support
Professional development of faculty/staff/students
Social integration/cultural support
Recruitment
Curriculum enhancements
Bridge programs
Peer mentoring

Number of students served per academic year: 50—75

Source of funding: One-time
Community grant
Foundation account

Campus: South Bend

Name of program/initiative: Twenty-First Century Scholars Program

Description: The 21st Century Scholars Program was developed to provide eligible seventh- and eighth-grade students from low and moderate income families the opportunity to commit to earning higher education scholarships. Qualifying students who enroll in the program and fulfill the eligibility requirements are guaranteed the cost of four years of college in any participating public college or university in Indiana.

Contact: Karen White
Administration Building 153
574-237-4477 (Phone)
574-239-5018 (Fax)
kwhite@iusb.edu

Target audience: 21st Century entering and continuing scholars

Purpose: Academic support
Social Integration/Cultural support
First generation student retention
Advisory support

Number of students served per academic year: 149

Source of funding: Base budget
State Student Assistance Commission of Indiana.

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(812) 941-2000

Campus: Southeast

Name of program/initiative: Affirmative Action Goals

Description: Goals are set in order to ensure that the campus strives for a diverse faculty and staff. It also strives to eliminate discriminatory practices and barriers to employment and education to reach these goals.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All students
All faculty
All staff

Purpose: Recruiting
Faculty/staff hiring

Number of students served per academic year: None

Source of funding: None

Campus: Southeast

Name of program/initiative: Bookstore Diversity Celebrations

Description: The Bookstore has reading material available and an awareness display to celebrate African American History Month and Women's History Month. The store has a display window that is available for the use of special interest organizations for the campus and external community.

Contact: Ebbie Carrol or Juanita Schickel
Library Building 007
812-941-2451 (Phone)
812-941-2580 (Fax)
ecarroll@ius.edu

Target audience: All students
All faculty
All staff

Purpose: Academic support of students
Learning communities
Social integration/cultural support
Peer mentoring

Number of students served per academic year: 5,500

Source of funding: None

`Campus: Southeast

Name of program/initiative: Bridge to College Course

Description: As part of the Bridge to College course, Jackie Love, campus Director of Equity and Diversity, has been invited to speak to the class on matters of diversity. Because the students all live in a small, predominantly white town, it is important for them to have an understanding of diversity before leaving for college campuses where they will be exposed to new and different types of people. Ms. Love's presentation has always been informative and helpful. After the presentation, students are asked to write an essay examining diversity issues in their home town.

Contact: Michael Abernethy
Library Building 200C
812-941-2096 (Phone)
812-941-2529 (Fax)
mabernet@ius.edu

Target audience: All students

Purpose: "Bridge" program

Number of students served per academic year: 21

Source of funding: None

Campus: Southeast

Name of program/initiative: Children's Diversity Storytelling

Description: Stories related to diversity are shared with the children at the IU Southeast Children's Center.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@indiana.edu

Target audience: Children in the Children's Center

Purpose: Academic support of students
Learning communities
Social integration/cultural support
Curriculum innovations
"Bridge" programs

Number of students served per academic year: 80

Source of funding: Base budget

Campus: Southeast

Name of program/initiative: Diversity Celebration Months

Description: The campus celebrates special months, such as Black History Month, Native American Month, Women's History Month, Asian American Month, Disability Awareness Month, etc.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All students
All faculty
All staff

Purpose: Recruiting
Social integration/cultural support
Curriculum innovations
Faculty/staff hiring

Number of students served per academic year: 1,267

Source of funding: Base budget

Campus: Southeast

Name of program/initiative: Diversity Conference

Description: The diversity conference provides an opportunity for students, faculty, staff, and community members to engage in enticing thought on the nature of the benefits of diversity and change in the workplace.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All students
All faculty
All staff
Community

Purpose: Recruiting
Service learning
Learning communities
Social integration/cultural support
Curriculum enhancements
Faculty/staff mentoring
Faculty/staff hiring

Number of students served per academic year: 35

Source of funding: Base budget

Campus: Southeast

Name of program/initiative: Diversity Learning Community: Faculty and Teaching Staff

Description: The goals of the Diversity Learning Community are to (1) increase personal awareness about diversity issues; (2) increase use of interactive multicultural teaching techniques; (3) transform the curriculum through development of content areas and pedagogical applications, and (5) provide personal comfort in dealing with multicultural students, staff, and faculty. The community meets seven times per semester with the following topics as focus areas: race, gender, sexual orientation, (dis)ability, ethnicity, and religious diversity.

Contact: Samantha Early
Knobview Hall 110B
812-941-2231 (Phone)
812-941-2529 (Fax)
searly@ius.edu

Target audience: All faculty
All staff

Purpose: Academic support of students
Academic support and professional development of faculty/staff
Learning communities
Social integration/cultural support
Curriculum innovations
Curriculum enhancements

Number of students served per academic year: 350

Source of funding: Base budget
One-time funds
State or federal grant
Other

Campus: Southeast

Name of program/initiative: Diversity Survey

Description: In order for the Council of Diversity to get a better understanding of campus attitudes regarding diversity, a survey was designed to measure understanding of diversity, attitudes regarding diversity, the prevalence of discrimination on campus, and similar issues. The survey was given to both freshmen and seniors to compare differences between those just entering college and those who have been exposed to a collegiate environment for an extended time. Results were shared with the Council, the Director of Equity and Diversity for IUS, and the Chancellor.

Contact: Michael Abernethy
Library Building 200C
812-941-2096 (Phone)
mabernet@ius.edu

Target audience: First-year students and seniors

Purpose: Academic support and professional development of faculty/staff

Number of students served per academic year: 150

Source of funding: Base budget

Campus: Southeast

Name of program/initiative: EEO/ADA Training for Managers

Description: This training session is used to educate deans/directors and the community on issues related to EEO and ADA. Definitions and responsibilities are discussed.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All faculty
All profession staff
Deans, directors

Purpose: Faculty/staff hiring

Number of students served per academic year: N/A

Source of funding: Base budget

Campus: Southeast

Name of program/initiative: Explorations on Diversity Education

Description: Explorations on Diversity Education is a summer course in Ecuador that includes teaching and learning in two schools and UNESCO literacy centers, as well as seminars and cultural visits.

Contact: Magdalena Herdoíza Estévez
Hillside Hall 0005
812-941-2302 (Phone)
812-941-2667 (Fax)
mherdoiz@ius.edu

Target audience: All students

Purpose: Service learning
Academic support of students
Supplemental instruction
Curriculum enhancements
Understanding of cultural diversity and its impact in teaching diverse students
Discovery and appreciation of other cultures

Number of students served per academic year: 8—10

Source of funding: Self-supported by students
A few scholarship funds from the campus.

Campus: Southeast

Name of program/initiative: Film Festivals

Description: Film Festivals are used to teach students, faculty, and staff about diversity education through the power of film, movies, etc.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All students
All faculty
All staff

Purpose: Academic support of students
Learning communities
Curriculum innovations

Number of students served per academic year: 300

Source of funding: Base budget

Campus: Southeast

Name of program/initiative: Hispanic Volunteer Income Tax Assistance

Description: The IUS School of Business accounting majors and students in the MBA program are trained in tax preparation and provide tax return preparation for poor elderly and non-English-speaking people in the community. Sessions are conducted for Spanish-speaking taxpayers as part of this program.

Contact: Linda Christiansen
Hillside Hall 011B
812-941-2519 (Phone)
812-941-2672 (Fax)
lchristi@ius.edu

Target audience: All students
Hispanic working-poor taxpayers

Purpose: Service learning
Academic support of students
Academic support and professional development of faculty/staff
Curriculum enhancements

Number of students served per academic year: 25 students and 20 Hispanic community members

Source of funding: None

Campus: Southeast

Name of program/initiative: Multicultural Student Union

Description: The mission of the Multicultural Student Union is to provide a forum for all culturally diverse students to discuss and resolve common concerns, plan social and educational activities, and provide support for all diverse students.

Contact: Jackie Love and Michelle Turner
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu, miltur@ius.edu

Target audience: Undergraduate students of color

Purpose: Academic support of students
Learning communities
Social integration/cultural support
Faculty/staff mentoring

Number of students served per academic year: 30

Source of funding: None

Campus: Southeast

Name of program/initiative: NETWORK (New Energy to Work Out Racial Kinks)

Description: NETWORK is a monthly luncheon to discuss issues related to race in a safe environment. The program features lunch and a speaker.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All students
All faculty
All staff
Community

Purpose: Recruiting
Academic support of students
Academic support and professional development of faculty/staff
Social integration/cultural support
Curriculum innovations
Curriculum enhancements

Number of students served per academic year: 60

Source of funding: One-time funds

Campus: Southeast

Name of program/initiative: Racial Issues Dialogue

Description: Racial Issues Dialogue is a program, usually held in a small, intimate setting, which is used to talk about and discuss issues related to race. Students, faculty, and staff are all invited to attend.

Contact: Jackie Love
Library Building 024
812-941-2306 (Phone)
812-941-2549 (Fax)
jclove@ius.edu

Target audience: All students
All faculty
All staff

Purpose: Curriculum innovations
Supplemental instruction
Curriculum enhancements

Number of students served per academic year: 10—15 each session

Source of funding: None

Campus: Southeast

Name of program/initiative: Student Success Coordinator

Description: The role of the Student Success Coordinator is to provide individual and group advising for University Division students and to coordinate and implement retention programs primarily for students of color.

Contact: Sherry Haehl
Library Building 006
812-941-2243 (Phone)
812-941-2542 (Fax)
shaehl@ius.edu

Target audience: Undergraduate students

Purpose: Academic support of students
Social integration/cultural support
Intrusive advising

Number of students served per academic year: 2,000

Source of funding: State or federal grant

Campus: Southeast

Name of program/initiative: World Music Concert Series

Description: In conjunction with the MLS seminar Geography of Music, five concerts were scheduled during the semester. The concerts consisted of: Tenrec, a Celtic band; Dos Aquas, Flamenco music and dance; Su Zhang, performing Chinese folk music; Ut Gret, improvisational ensemble; and Mousa, African drumming. The concerts were an hour long each and were free to the public. There is hope to create a similar concert series annually, depending on funding.

Contact: Debbie NeSmith
812-941-2604 (Phone)
812-941-2608 (Fax)
dnesmith@ius.edu

Joanna Goldstein
Music Department
812-941-2345
812-941-2660
jgoldste@ius.edu

Target audience: All students
All faculty
All staff
General public

Purpose: Educational and cultural outreach to the community at large as well as the university community.
Interdisciplinary graduate degree

Number of students served per academic year: Approximately 75 total people per concert

Source of funding: One-time funds