

**IU Board of Trustees
Campus Diversity Committee
Annual Report**

Chancellor/Provost: Karen Hanson
Campus: Bloomington
Date: August 5, 2009

Indiana state law (IC 21-27-4-4) requires the Trustees of Indiana University to create a diversity committee on each campus to issue an annual report to the Trustees regarding findings, conclusions, and recommendations relating to each of the statutorily defined areas below. This template was created to facilitate development of a consistent and concise report to the Trustees, which may also be shared with the Indiana Commission for Higher Education and interested members of the Indiana General Assembly.

Review and recommend faculty employment policies concerning diversity issues.

According to the 2008 Affirmative Action statistical report on the status of minorities and women, the number of minorities on the IUB campus increased by 14. The increase by itself, however, does not present an even picture because of variability across minority groups. Last year, the total number of blacks decreased by 1, Asians were up 14, Hispanics up 2, and American Indians were down 1. When IUB minority group representations are compared with CIC intuitions, IUB occupies a middle position. In 2008, minority faculty constituted 17% of the IUB faculty, which is the average in the CIC. Only Minnesota, Iowa, and the Pennsylvania State University have lower counts than IUB. University of Michigan, Michigan State, and the University of Illinois have higher percentages of black faculty.

Currently, minority faculty represent 9% of all full professors at IU compared with 13% among CIC institutions. Among all of the CIC institutions, IUB has the lowest percentage of minority faculty at senior ranks. Last year, 92% of minority hires (all but 2) were at the assistant professor level. The numbers and trends suggest that IUB should work more vigorously to increase the number of minorities at senior rank.

Although IUB is losing ground at the senior level ranks in terms of retirements and resignations, among CIC institutions, IUB has the highest percentage of female representation, which increased in all three ranks last year. The highest increase occurred at the senior rank (5%) primarily from promotion from assistant to full professor. Of new hires last year, 40% were female. In 2008, 76% of the hires were at the assistant rank. There was a change in minority representation within the library ranks, however. Since 1993, the number of librarians on the IUB campus has declined by 15 librarians, but during the same period, minority representation increased by 3.

Some units at IUB have performed well this year in terms of hiring women, including the departments of Informatics, Chemistry and Physics, and the School of Business.

We recommend that schools and departments across campus intensify their efforts to recruit and retain minority faculty.

Review faculty and administration personnel complaints concerning diversity issues.

There were no IUB faculty grievances filed with regard to diversity issues during the academic year 2008-2009 either with state or federal administrative agencies or with the courts. In 2009-2010, the Diversity Committee will address issues pertaining to Americans with Disabilities Act accommodations. In 2009, the Committee met with Dr. Vicki Pappas of the Indiana Institute on Disability and Community to discuss disability-related topics and issues.

Action: The Diversity Committee recommended that IUB take steps to “promote a better quality of life for people with disabilities.”

Make recommendations to promote and maintain cultural diversity among faculty members.

Last year, the Diversity Committee recommended that the IUB campus “declare the beginning of a new Strategic Initiative—a **Campus Conversation on Diversity** that engages the faculty, students and staff in discussions about race, gender, sexuality, politics, and religion.” We issued 3 major recommendations, which follow with updates regarding their implementations.

Recommendation 1: That each academic and administrative unit is encouraged to develop and to host activities that promote conversation and engagement at all levels.

Action taken: We began a robust series of activities in 2009 that spoke compellingly to this initiative. Using the theme, “Diversity is Bigger than You Think,” we inaugurated a 2-day campus-wide celebration and conversation on diversity. The event was designed “to both symbolize and magnify IU’s commitment to diversity as an essential part of its academic mission of teaching, learning, scholarship and research.”

All academic and administrative units were invited to participate. We began with a kickoff event on Tuesday, March 24th, featuring remarks by Edwin Marshall, vice president for diversity, equity and multicultural affairs; a talk by Provost Karen Hanson; and performances by Colombian guitarist Efrain Andre Escobar and an Indonesian dance by performer, Erin Wilson.

On Wednesday, March 25th, simultaneous events took place across campus to dramatize the significance of diversity for IU Bloomington. The signature event was a reading and talk that was given by former Poet Laureate of the United States, Rita Dove. The campus also witnessed a number of other exciting activities, including a Hutton Honors' program on sustainability and diversity, the School of Health and Physical Education's Center for Student Leadership's personal development diversity education programs, and online discussions of diversity hosted by the College of Arts and Sciences. From 11:00 a.m. to 11:30 a.m., participants addressed the following significant questions:

- Do you think our campus is diverse?
- Why or why not?
- What makes a diverse campus?
- Why does diversity matter?

Both written and verbal responses declared that the two-day event was a success.

2. That the Dean of Faculties hosts a public review of IUB curriculum transformation efforts since 2001.

Action: We are pleased to report that this recommendation was preempted by the Bloomington Faculty Council and the IUB General Education Committee, which recommended courses for the General Education curriculum. The GE curriculum consists of both Common Ground and Shared goals, which include ethnic and gender components through the following Indiana University requirements: Diversity in the United States, World Languages and Cultures, World Culture courses and International Experience.

A major activity during the 2009-2010 academic year will be a comprehensive assessment of the **Enhancing Minority Attainment (EMA)** plan based on the campus-wide template of ongoing initiatives.