

MEMORANDUM

TO: Black Student Initiative Leadership
Black Faculty Staff Council Executive Committee
Faculty Council Executive Committee
Staff Council Executive Committee
IUPUI Council of Deans
IUPUI Dialogue Group
IUPUI Diversity Cabinet

FROM: Charles R. Bantz
Indiana University Executive Vice President
and Chancellor of IUPUI

DATE: September 21, 2007

RE: Improving Campus Diversity Progress Report

Introduction

Last November, our students let us know that they were disappointed and angry that campus goals for creating diversity and a campus climate conducive to diversity were not being met.

In a unique expression of democracy that academia encourages, the disappointment and anger took the shape of student protests and the document "Through Our Eyes: The State of the Black Student at IUPUI," which laid out grievances and demands for change. The Black Student Initiative reminded us that to fail at diversity is to fail at our core mission as a university.

In response, I re-committed this campus to living by our

ideals, promising a number of actions reflective of our convictions that diversity is indeed important.

Our commitment to take action was announced in various forums, including the January 2007 publication of the “IUPUI State of Diversity” report, an annual report to the campus and the community that provides the statistical backdrop for what diversity looks like on the IUPUI campus.

Progress on Action Steps

In November 2006, I cited several action steps the campus would take to improve diversity on the IUPUI campus. Have we made progress regarding keeping those commitments? Yes, we have.

Action Step: Partnership with Indianapolis Urban League.

- IUPUI engaged the assistance of Joe Slash of the Indianapolis Urban League to help examine diversity issues and facilitate discussions with student leaders.

Action Step: Begin a search for a full-time campus diversity officer.

- The position of vice chancellor for diversity, equity, and inclusion (VCDEI) has been established. The search is under way to recruit the first person who will serve in this position as a full-time campus diversity officer. The job description is posted. The search committee (list attached) is moving

rapidly with the help of a Virginia-based national search consultant (Ayers & Associates, Inc).

Action Step: Assemble a working group to help monitor campus diversity improvement efforts.

- The team that designed the position of vice chancellor for diversity, equity, and inclusion made working with appropriate campus administrators to monitor diversity improvement efforts campuswide a central part of the job. In addition, this year Vice Chancellor Whitney led the creation of Diversity Councils in each school, so the new vice chancellor will have those councils already working. Each Diversity Council has submitted a report articulating how it will pursue the campus vision, mission, values, and goals for diversity (see www.iupui.edu/diversity/planning <<http://www.iupui.edu/diversity/planning>>).

Action Step: Launch a complete review of how funds are dispersed to student groups.

- A review panel, including outside university experts in administration of student programs, reviewed how funds are dispersed to student groups and examined the level of funding for student activities. Its report was received in March and led to the formation of a campus team to redesign the distribution system. The new system went into effect July 1 with the creation of IUPUI's first Student Fee Advisory Board, which began meeting in August. More information can be found at www.life.iupui.edu <<file:///C:/Documents%20and%20Settings/payne/Local%20Settings/payne/Local%20Settings/payne/Local%20Settings/Temporary%20Internet%20Files/Local%20Settings/Temporary>>).

[%20Internet%20Files\Local%20Settings\Temporary%20Internet%20Files\OLK1702\www.life.iupui.edu> .](#)

Action Step: Establish a team to implement a multicultural center.

- Engineering and technology professor Sam White chaired a committee that has prepared a conceptual design for a multicultural center. In July 2007, a follow-up committee was assembled to implement the development of the center (list attached). The plan calls for renovating University College space that will be vacated by January 2008. The architectural firm of Blackburn and Associates has been retained to help configure space to meet the needs of the center.

Action Step: Evaluate cultural competency training, and determine if such training should be mandatory.

In addition to Human Resources Administration's ongoing supervisory training in achieving effectiveness through negotiation, building effective relationships, learning assertive communication techniques, building collaboration and consensus-based decision-making, and promoting civility, the campus sponsored several new diversity skill building efforts particularly designed to expand training in cultural competency.

- Representatives of the IUPUI Police Department, Human Resources Administration, Affirmative Action Office, and other staff members have met regularly to revise diversity training materials and provide ongoing development of officers' multicultural competencies for interaction with the campus community.

- On February 16, Stephen Young presented “Microinequities: The Power of Small” at an IUPUI Leadership Forum sponsored by Human Resources Administration. Young is cofounder and senior partner of Insight Education Systems, a management consulting firm specializing in diversity leadership and organizational development services. The two sessions, which focused on the effects of micro-messages in the workplace and tools for implementing change in the workplace, attracted 155 participants.
- Human Resources Administration’s Training and Organization Development team regularly offers workshops on diversity awareness, valuing diversity, and managing diversity, including Crucial Conversations: Tools for Talking When Stakes are High®.
- The IUPUI Staff Council hosted “Beyond Awareness: Diversity at IUPUI” on April 13. The two-hour presentation featured David Casey, WellPoint vice president, workforce development and Chief Diversity Officer, and McKenzie Lewis, corporate diversity director of WellPoint, discussing strategies for attracting, retaining, and promoting a diverse workforce.
- In addition to these programs, Executive Vice Chancellor Uday Sukhatme and Vice Chancellor Robert Martin are working with Faculty Council and Staff Council to institute further workplace diversity and civility training for campus employees.

Other Efforts

A number of other concerns were expressed in “Through Our Eyes” and subsequent conversations with students. Efforts are on-going to address these concerns.

Faculty Diversity, Diversity in the Curriculum, and Expansion

of African American Studies Program

In “Through Our Eyes,” students called for expansion of the African American studies program. IUPUI had already launched such an effort, which has led to the appointment of three new hires for the African American studies program. These hires in the School of Liberal Arts at IUPUI were funded with \$499,000 in Commitment to Excellence monies.

- Bessie House-Soremekun, formerly of Kent State University, has joined the IUPUI faculty as a professor of political science and African American and African Diaspora Studies, with the title of Public Scholar of African American Studies and Civic Engagement.
- Ronda Henry has been hired as Public Scholar of African American Studies and Undergraduate Research. Formerly on the faculty of DePauw University, she also has joint appointments as associate professor of English and African American and African Diaspora Studies.
- Modupe Labode was appointed as Public Scholar of African American History and Museums and is also an assistant professor of history and museum studies. She received her D. Phil. in history from Oxford University and was formerly on the faculty at Iowa State University,

IUPUI has also developed a faculty recruitment fund of \$500,000 to attract underrepresented faculty to the campus. To date, seven hires have been made under this program.

As part of a commitment to incorporate diversity into the curriculum, the School of Liberal Arts has offered a major in African American and African Diaspora Studies under its Individualized Major Program since 2001, but since students did

not appear to be aware of it, efforts have been made in the last year to make this opportunity better known. The School of Liberal Arts is also discussing how black history can be better infused into the undergraduate curriculum. Development of a certificate program in diversity studies is also under way.

A number of offices have led efforts to infuse diversity in the curriculum, including the Center for Teaching & Learning (CTL), Center for Urban and Multicultural Education (CUME), and Multicultural Teaching Community of Practice (led by Dr. Gina Sanchez Gibau). The Office for Professional Development has provided faculty a variety of resources for multicultural teaching and learning, including customized consultation and workshops on diversity for schools, departments, and other groups of faculty. See www.opd.iupui.edu/diversity <<http://www.opd.iupui.edu/diversity>> for details.

To further identify areas of need, a Faculty of Color Climate Study will be initiated in the fall of 2007. Natasha Flowers, Edward Gonzalez, and Sherrée Wilson are directing this effort through the Center for Urban and Multicultural Education.

Student Success

A Black Student Resource Guide will be distributed this fall. The goal of the guide is to assist in the retention and graduation of black students by providing information that relates to social and academic life at IUPUI and Indianapolis.

Communication with Students

- In fall 2007, Chancellor Bantz continues to host his “Chat with The Chancellor Series”, open-door forums to allow students opportunities to share their concerns and ideas about their campus experience. The first occurred on Thursday, September 5. Others are scheduled for October 24 and November 7, 5 pm – 6pm, in University College.

- The Division of Student Life has created a web site devoted to diversity issues: www.iupui.edu/diversity/help/ <<http://www.iupui.edu/diversity/help/>> . This site serves as a one-stop portal to activities, policies, goals, etc. that relate to diversity at IUPUI.
- The first issue of the new online newsletter Diversity Matters@IUPUI appeared in spring 2007. This newsletter is available at www.iupui.edu/diversity/newsletter <<http://www.iupui.edu/diversity/newsletter>> .
- The Center for Urban and Multicultural Education has been hired to conduct a study to determine the preferred and most effective ways for communication with students. CUME is the research arm of the IU School of Education at IUPUI. One of its four interrelated research networks, made up of faculty and community stakeholders, is Diversity/Culture, Learning, and Teaching.

These efforts are only those steps that link directly to the issues brought out in the Black Student Initiative. They are very important steps, but they are the first of many steps on the journey to make IUPUI welcoming to all members of our community and to make our students, particularly our students of color, successful.