

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

Chancellor/Provost: Nasser Paydar

Campus: East

Date: June 11, 2008

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. Please submit a completed report by **June 13, 2008** to the Office of the Vice President for Diversity, Equity, and Multicultural Affairs.

Review and recommend faculty employment policies concerning diversity issues.

The diversification of the full-time faculty at IU East was a major goal of every faculty search process. Procedures were developed to implement this goal. In some cases, additional funding was needed to accomplish diversity objectives through hires. Of nine new-to-campus full-time faculty for fall 2008, five contributed to ethnic/cultural diversity (three of African descent and two of East Asian descent), four were women (including two in traditionally male dominated disciplines), and a male in a school with only one other current male faculty member. Another male will be the first full-time faculty member in Music at IU East, so all nine hires contributed to the diversity of the full-time faculty in one way or another.

Review faculty and administration personnel complaints concerning diversity issues.

No complaints received for review.

While the IU East Commission on Diversity and Equity reviewed no personnel complaints, further efforts will be made to publicize the role of the Commission at IU East and to encourage all members of the campus community to participate in the Commission's deliberations.

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

Recommended:

Develop a proposal to hold a one-day retreat for reflection and discussion with respect to Diversity and Equity issues on campus.

Recommended and Completed:

Added a section on Diversity to the annual service reports submitted by full-time faculty, and recommend requiring a brief discussion of Diversity accomplishments in Promotion and Tenure dossiers.

Provided funding for faculty participation in professional Diversity training programs, with an implementation plan submitted upon return.

Make recommendations to promote recruitment and retention of minority students.

Recommended:

Develop and implement an approach to student governance and student organizations to promote student engagement and inclusion.

Implement forms for soliciting ideas from the campus community for improvement in campus climate, with a process for follow-up.

Recommended and Completed:

Developed and implemented an advising and retention structure to promote student engagement and persistence to graduation.

Implemented a student satisfaction survey tool and analyzed results for potential improvements.

Entered into an intentional collaboration with Ivy Tech Region 9 to increase the number of qualified transfer students from Ivy Tech enrolling at IU East to pursue bachelor's degree programs.

Created a new program of scholarships aimed at recruiting more transfer students, 21st Century scholars and other less represented students who demonstrate significant financial need.