

DIVERSITY PLAN
IUPUI DIVISION OF STUDENT LIFE & DIVERSITY
2007- 2008

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of diverse students

Current Status:

1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1:

Strengthen and build strategic partnerships designed to support the recruitment, achievement and persistence of a diverse student body.

Tasks

- 1.1A Assess current strategic partnerships to determine effectiveness.
- 1.1B Increase the number of strategic academic partnerships.
- 1.1C Increase the number of strategic community partnerships.

Persons Responsible

- 1.1A Rob Aaron
- 1.1B Frank Ross
- 1.1C Lorrie Brown

Timeline for Completion (within plan period)

- 1.1A May 1, 2008, review annually
- 1.1B July 1, 2008
- 1.1C July 1, 2008

Report of Accomplishments

1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1

Increase student engagement among diverse students at IUPUI.

Tasks

- 1.2A Create a Greek Life Program to include governing councils (NPHC, NIC, NPC, and multicultural council)
- 1.2B Build capacity within the Student Activities Program Board to strengthen campus-wide diversity programming
- 1.2C Increase the number of diverse students who are involved in civic engagement activities
- 1.2D Increase the number of students involved from all underrepresented groups on campus: i.e. African American, Latino students, Native American, Asian, GLBT, International, Disabilities etc.
- 1.2E Explore possible development of and/or support for culturally-based resource centers

Persons Responsible

- 1.2A TBD
- 1.2B Diana Sims-Harris
- 1.2C Lorrie Brown
- 1.2D Michelle Verduzco

1.2E Dan Maxwell and Rob Aaron

Timeline for Completion (within plan period)

- 1.2A Fall 2007
- 1.2B July 1, 2008
- 1.2C July 1, 2008
- 1.2D July 1, 2008
- 1.2E Fall 2007

Report of Accomplishments

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration reflective of the campus mission while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status:

2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2

Be leaders in student development utilizing best professional practices.

Tasks

- 2.1A Provide and promote diversity-related professional development opportunities for all SLD employees
- 2.1B Support Division staff to attend conferences and workshops related to diversity
- 2.1C Every staff person's annual performance review will update a professional development plan outlining how they will continue to learn about issues of diversity
- 2.1D Participate in the NASPA Undergraduate Fellows Program, designed to promote careers in student affairs to diverse undergraduate students.

Persons Responsible

- 2.1A Chair of SLD Professional Development Committee
- 2.1B All management staff
- 2.1C All management staff
- 2.1D Karen Whitney/ Frank Ross

Timeline for Completion (within plan period)

- 2.1A Ongoing
- 2.1B Ongoing
- 2.1C Fall 2007
- 2.1D Ongoing

Report of Accomplishments

2.2 School/Department Goal or Implementation Strategy for Diversity Goal 2

Increase collaboration with diverse faculty, staff and student diversity advocacy groups on campus

Tasks

2.2A Develop a template to assess each SLD unit's collaboration with diverse cultural advocacy groups

Persons Responsible

2.2A Pam King and Diana Sims-Harris

Timeline for Completion (within plan period)

2.2A July 1, 2008

Report of Accomplishments

Diversity Goal 3: Make diversity a strategic priority touching all aspects and levels of the campus mission

Current Status:

Actively contribute to building an inclusive campus community

Performance Indicators for this Goal/Strategy

Tasks

3.1A Assess SLD impact on inclusive campus environment

3.1B Collect national benchmarking data of diversity best practices from peer institutions

Persons Responsible

3.1A Nicole Oglesby and Rob Aaron

3.1B Nicole Oglesby and Rob Aaron

Timeline for Completion (within plan period)

3.1A July 1, 2008

3.1B July 1, 2008

Report of Accomplishments

Diversity Goal 4: Regularly assess, evaluate, and improve diversity efforts of IUPUI

Current Status:

4.1 School/Department Goal or Implementation Strategy for Diversity Goal 4

Develop SLD diversity assessment plan

Tasks

- 4.1A Assess satisfaction and usage of SLD facilities, programs and services by diverse students
- 4.1B Identify key diversity performance indicators from which to evaluate performance within the Division

Persons Responsible

- 4.1A Rob Aaron
- 4.1B Rob Aaron

Timeline for Completion (within plan period)

- 4.1A July 1, 2008
- 4.1B July 1, 2008