

*IUPUI State of Diversity 2007*  
*Chancellor Charles R. Bantz*  
*January 14, 2007*

*Indiana University-Purdue University Indianapolis*  
*A Core Campus of Indiana University*

IUPUI



# The State of Diversity at IUPUI

Charles R. Bantz, Chancellor

January 14, 2007

The data reported in this year's "State of Diversity at IUPUI" are punctuated by a series of events that began last November. IUPUI is an evidence-driven institution. The data told us that our goals for diversity and campus climate were not being met. These data took human shape when a group of students came to a campus Diversity Town Hall Meeting and presented the document "Through Our Eyes: The State of the Black Student at IUPUI."

Our students were disappointed and angry. We knew it from the data, but on November 13 and 14, 2006, I met with students, faculty and staff for seven hours to hear the concerns and issues, and heard the data brought to life.

It was clear that students had not experienced improvement, although improvements have been implemented. But an evidence-based institution doesn't look at inputs; it looks at outcomes, to assess progress.

In several studies, reviewers urged that we do more to implement our convictions. They told us to make the commitment to diversity pervasive throughout the institution and a matter of accountability for people in leadership. They told us to make clear that diversity is rewarding for all. Because an unwelcoming climate has adverse consequences for academic achievement among minorities, the entire student body must be culturally sensitive so they can function productively and creatively in a society predicted to be majority non-white by 2050.

Diversity is rewarding for us all – socially, intellectually, and professionally. But it will not be easy. As Martin Luther King, Jr., wrote: "The greatest progress we have made . . . and the greatest progress we have yet to make . . . is in the human heart." But to fail at diversity is to

fail at our core mission as a university.

To that end, we will create a Campus Diversity Plan that has campuswide support. We will integrate diversity into all facets of campus mission and practice. We will create safe places to explore diversity-related issues. We will assess progress by monitoring our Diversity Performance Indicators. We are making changes.

We will hire a campus diversity officer this year. We will create a multicultural center. We will make changes immediately in how we serve African American students through University College.

We will need your help as we increase our efforts. We must say and demonstrate, again and again, as is necessary, that IUPUI is committed to the personal and professional development of a diverse campus community; to continuous improvement of our programs and services; and to building a strong, welcoming campus community for all.

I ask that each of you help us keep on track in achieving diversity in every aspect of campus and community life. Your experiences, your perspectives, are important if we are to succeed.

I ask everyone who reads this to become involved, if you are not already, in our diversity efforts, whether it be student recruitment, curriculum reform, professional development and advancement, or research of special interest or application to diverse populations.

Please follow our progress by regularly visiting <http://www.iupui.edu/diversity/planning/>.





# Diversity Performance Indicators

The following represents an abridged version of the Diversity Performance Indicators, adopted by the IUPUI Chancellor's Diversity Cabinet in fall 2003 and updated in 2006. This report includes the Cabinet's evaluation for all the indicators, but shows only a sample of the measures included within some of the indicators. The complete set of measures can be found under the Performance Indicators Section of the IUPUI Institutional Profile (<http://www.iport.iupui.edu>).

## Scoring rubric for IUPUI's performance indicators

- -- Either at an acceptable level or clearly heading in the right direction and not requiring any immediate change in course of action. Continual support should be provided to sustain momentum in these areas.
- -- Not at an acceptable level: either improving, but not as quickly as desired; or declining slightly. Strategies and approaches should be reviewed and appropriate adjustments taken to reach an acceptable level or desired rate of improvement.
- -- The current status or direction of change is unacceptable. Immediate, high-priority actions should be taken to address this area.

## ■ Recruit and enroll a diverse student body

Total minority enrollment decreased by 1.8 percent from Fall 2005 to Fall 2006, whereas total enrollments declined by 0.6 percent. As a result, the percent of minority students decreased slightly, 0.2 percent.

A significant decrease in the number of African Americans, 6.4%, accounts for the decline in minority enrollment. Enrollment for all other ethnic minority groups increased.

The total number of minority students enrolled at IUPUI is the second largest of any four-year, public university in the state. However, the 15% overall representation rate puts IUPUI fourth in the state, and lags slightly behind the 18% regional population representation of minorities.

Minority Student Enrollment in Relation to Service Region <sup>3</sup>

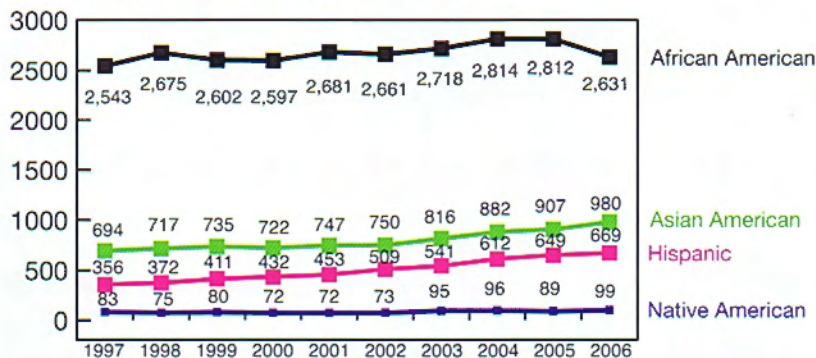
	Fall Semesters									
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
African American	2,543	2,675	2,602	2,597	2,681	2,661	2,718	2,814	2,812	2,631
Asian American	694	717	735	722	747	750	816	882	907	980
Hispanic	356	372	411	432	453	509	541	612	649	669
Native American	83	75	80	72	72	73	95	96	89	99
Total Minority	3,676	3,839	3,828	3,823	3,953	3,993	4,170	4,404	4,457	4,739
Minority as Percent of Total Enrollment	14%	14%	14%	14%	14%	14%	14%	15%	15%	14.7%
Minority as Percent of Regional Population <sup>2</sup>	16%	16%	16%	18%	18%	18%	18%	18%	18% <sup>2</sup>	18% <sup>2</sup>
Total Enrollment	26,983	27,778	27,527	27,474	28,339	29,025	29,860	29,953	29,993	29,764

<sup>1</sup>Based on US Census 2000 data which include a new method for collecting race/ethnicity information. IUPUI has not adopted the new method so figures are not as directly comparable as they were in prior years.

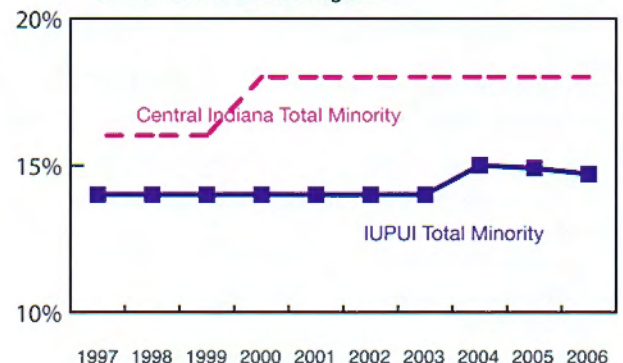
<sup>2</sup>Based on US Census 2002 and 2004 Population estimates data which include a new method for collecting race/ethnicity information. IUPUI has not adopted the new method so figures are not as directly comparable as they were in prior years.

<sup>3</sup>The IUPUI service region is composed of the eight contiguous counties, including Marion County.

Student Enrollment by Minority Group



IUPUI Minority Student Enrollment Compared to Central Indiana Service Region\*



\*Includes Marion County and the seven surrounding counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Morgan and Shelby.



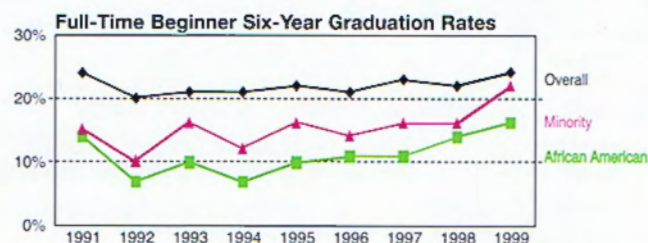
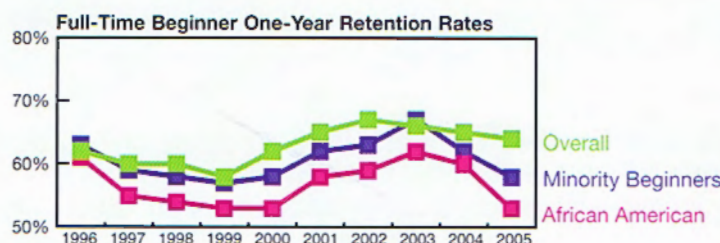
## Retain and Graduate a Diverse Student Body

The overall retention rate and the retention rate for minority students decreased in 2005. A significant decrease in the retention rate among African Americans negated gains made throughout the early 2000's. IUPUI retention rates still remain unacceptably low among all students.

On the positive side, the six-year graduation rate for African Americans and for all minorities as a whole improved this year despite low one-year retention rates for that cohort (1999).

Minority Student Graduation Rates

Graduation Rates Full-time	Entry Year									
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>All Full-time Beginners</b>										
Six-Year Rate	23%	24%	20%	21%	21%	22%	21%	23%	22%	25%
Eight-Year Rate	30%	32%	27%	28%	29%	30%	29%	31%	30%	
Ten-Year Rate	33%	34%	29%	30%	31%	32%	32%			
<b>African American Beginners</b>										
Six-Year Rate	11%	14%	7%	10%	7%	10%	11%	11%	14%	17%
Eight-Year Rate	18%	19%	13%	13%	14%	17%	18%	18%	19%	
Ten-Year Rate	21%	21%	18%	13%	14%	20%	21%			
<b>Minority Full-time Beginners</b>										
Six-Year Rate	15%	15%	10%	16%	12%	16%	14%	16%	16%	23%
Eight-Year Rate	24%	22%	18%	24%	20%	24%	22%	23%	22%	
Ten-Year Rate	27%	24%	22%	26%	20%	26%	25%			



## Degrees Conferred at Four-Year Indiana Public Universities to Under-Represented Minority Students (African Americans, Native Americans, and Hispanics)

Sorted, Descending, by Total Degrees Conferred to Under-represented Minorities

	2004-05 Total Degrees N (Rank)	Degrees conferred to Under-Represented Minorities*					
		Undergraduate		Graduate		Total	Pct. of All
		N (Rank)		N (Rank)		N (Rank)	N (Rank)
IUPUI	5,898 (3)	402 (1)		163 (2)		565 (1)	10% (4)
Indiana University, Bloomington	8,834 (2)	318 (3)		167 (1)		485 (2)	5% (6)
Purdue University, West Lafayette	9,364 (1)	339 (2)		142 (3)		481 (3)	5% (7)
Ball State University	4,619 (4)	303 (4)		41 (6)		344 (4)	7% (5)
Purdue University, Calumet	1,382 (6)	269 (5)		46 (5)		315 (5)	23% (2)
Indiana University, Northwest	830 (7)	198 (6)		74 (4)		272 (6)	33% (1)
Indiana State University	2,126 (5)	197 (7)		35 (7)		232 (7)	11% (3)
All Others	6,567	313		33		346	5%

## Engage students, through the curriculum and co-curriculum, in learning about their own and other culture and belief systems

When compared to students at similar types of universities, IUPUI students report mixed results with regard to their experiences of diversity in and out of the classroom. Seniors reported similar diversity experiences to other urban university seniors, but freshmen report less positive experiences. IUPUI faculty report slightly lower levels of effort to include diverse perspectives in first-year classes compared to peers at other American Association for State College and Universities (AASCU) institutions that participated in a national project with IUPUI on the First-Year Experience.

## Contribute to the climate for diversity in Indianapolis, Central Indiana, and the entire state

Although difficult to measure in quantitative ways, a range of evidence points to the significant ways in which IUPUI contributes to the climate for diversity in Indianapolis, Central Indiana, and the entire state. For example, the campus does so through direct involvements in improving the quality of life for diverse area communities, and developing IUPUI students as individuals who embrace diversity as a community asset. IUPUI hosted its second university-wide conference on diversity in Spring 2006.

### IUPUI Faculty, Students, and Staff Participating in Community Service

IUPUI is one of three recipients of the 2006 Presidential Award as part of the first President's Higher Education Community

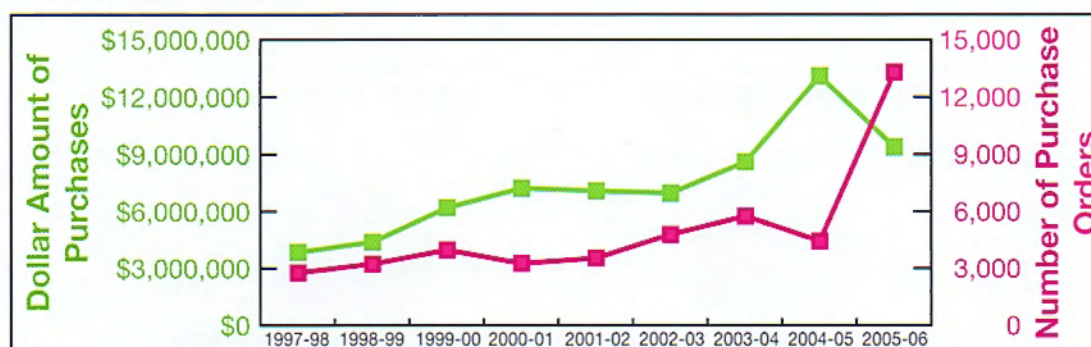


Service Honor Roll which recognized higher education institutions for the outreach of students, faculty and staff members. In 2005-06, about 2,818 students delivered 53,648 hours of service that benefited 296 different community agencies and schools. Services included tutoring, mentoring at-risk youth, AIDS awareness education, college prep initiatives, developing computer applications, translations in medical settings and cultural exchanges.

### IUPUI contracts with Disadvantaged Business Enterprises (DBEs)

IUPUI Purchasing Services' goal is to create opportunities and provide access for minority, women and disadvantaged businesses. To this end over the past year IUPUI actively participated in various outreach events to include the Indiana Business Opportunity Fair; City of Indianapolis, Indianapolis Zoo and NCAA Contracting Opportunity Event; State of Indiana "Buy Indiana Road Show" at Indianapolis Black Expo; U.S. Small Business Administration's Minority Enterprise Development Day; Women in Construction Conference; Indiana Small Business Initiative Conference; Indianapolis Chamber of Commerce Supplier Diversity Networking event; and the Historically Underutilized Small Business Diversity Conference. Additionally IUPUI hosted two Supplier Diversity Workshop/Fairs on the IUPUI campus.

Nonetheless expenditures with M/WBE's declined this past year for several reasons among which were fewer furniture purchases overall due to budget constraints; no new building projects (M/WBE's in the past have successfully won as much as 50% of new building furniture awards worth approximately \$1.5 - \$2 million per project); fewer vehicle purchases due to budget constraints (approximately \$100,000 less with an MBE); unavoidable termination of an annual \$250,000 Life Sciences/Scientific supply contract with an MBE; and the loss of WBE status for a preferred supplier (approximate annual purchases were \$1,000,000).



Note: The number and percentage of purchase orders for 2005-06 are not comparable to figures for prior years. The significant increase in volume is attributable to a change in ordering procedures. Currently all orders sent to suppliers are assigned individual P.O. numbers. Previously numerous orders were consolidated under blanket P.O.s and identified by the department's account number.  
Does not include utilities, pharmaceutical purchases and other clearing accounts.

### Other activities and programs that contribute to the community climate for diversity

Programs and activities entered into the Civic Engagement Inventory are coded according to whether they serve various community needs. Among the 10 categories, five stand out as relating most directly to contributions to the climate for diversity in Indianapolis and the entire state. These categories are: Arts, Humanities, and Cultural Enrichment; Health, Social Sciences, and Human Services; Education and Life-Long Learning; Housing and Community Development; and Government, Urban Planning and Environment.

The complete inventory may be found at <http://www.imir.iupui.edu/ccinv/>.

### Civic Engagement Inventory Activities and Programs Contributing to Diversity

Category	No. of Activities/Programs
Arts, Humanities, and Cultural Enrichment	91
Health, Social Sciences, and Human Services	86
Education and Life-Long Learning	102
Housing and Community Development	30
Government, Urban Planning, and Environment	32

### Enhance diversity in research, scholarship, and creative activity

Limited information is currently available to assess IUPUI progress in establishing diversity in research, scholarship, and creative activity.

#### Ethnic/racial and gender diversity of faculty and research staff

The percentage of women faculty has increased slowly over the last seven years to 30%. Women comprise a larger percentage of research staff, but they are still in the minority. Overall minority representation among faculty and especially research staff is relatively high compared to other IUPUI populations, but it is predominantly Asian American. Representation of African American and Hispanic faculty remains very low.

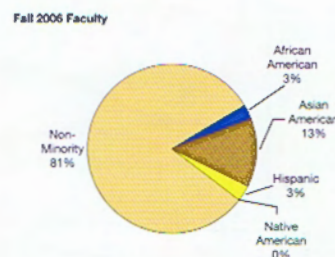


## Ethnic / Racial and Gender Diversity of Faculty and Research Staff

	2001	2002	2003	2004	2005	2006
<b>Faculty <sup>1</sup></b>						
Number of employees	1240	1278	1292	1310	1321	1303
African American	33	38	38	41	39	39
Asian American	121	141	150	161	174	169
Hispanic	32	36	36	41	36	37
Native American	2	3	3	3	3	2
Non-Minority	1052	1060	1065	1064	1069	1056
Percent Female	27%	27%	28%	29%	30%	30%
Percent Minority	15%	17%	18%	19%	19%	19%
<b>Research Staff <sup>2</sup></b>						
Number of employees	188	215	226	214	229	239
African American	1	3	5	3	3	3
Asian American	78	84	85	86	105	115
Hispanic	4	4	4	5	4	4
Native American	0	0	0	0	0	0
Non-Minority	105	124	132	120	117	117
Percent Female	41%	43%	45%	40%	42%	42%
Percent Minority	44%	42%	42%	44%	49%	51%

<sup>1</sup> Excludes clinical faculty, librarians, and lecturers. Includes professional ranks.

<sup>2</sup> Includes staff with academic appointments who have scientist/scholar and research associate titles.



## Recruit, Develop, and Support Diverse Faculty and Staff

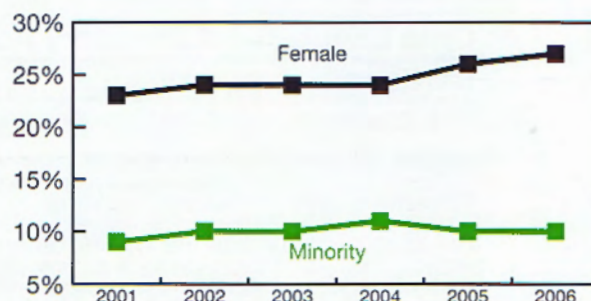
Like most colleges and universities, IUPUI struggles to recruit and retain an adequate number of faculty and high-level administrators and staff representing under-served minority groups.

Women occupy about 3 in 10 high level faculty and administrative positions and minorities 1 in 10. The trend in representation of women has increased slightly through the years but has remained fairly flat for minority representation.

### Under-represented Groups in High Level Faculty and Administrative Positions

	2001	2002	2003	2004	2005	2006
Number of Employees	708	715	721	747	740	747
Percent Female	23%	24%	24%	24%	26%	27%
Percent Minority	9%	10%	10%	11%	10%	10%

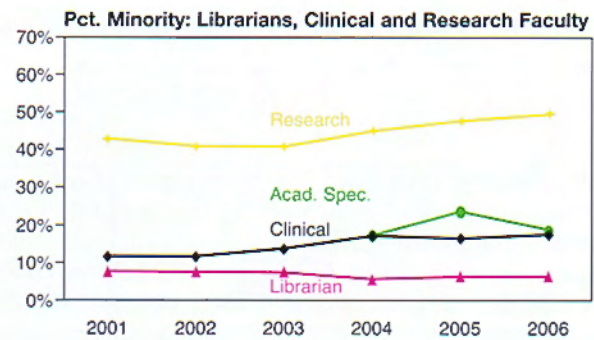
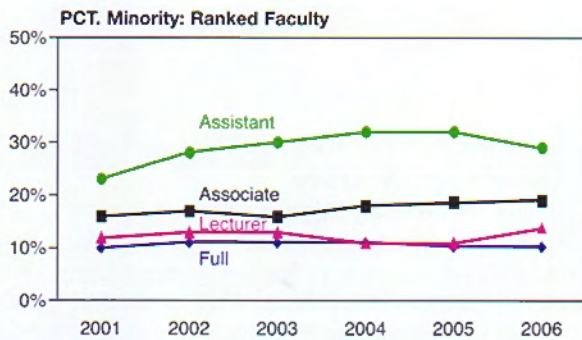
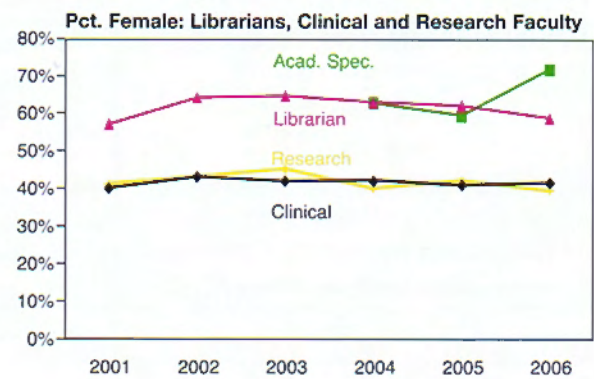
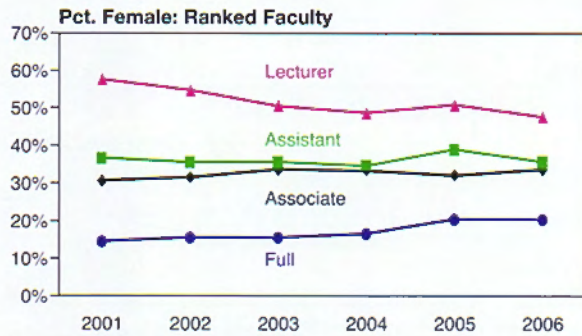
Note: Includes faculty with full professor rank, faculty with administrative duties (chair and above), and professional staff with a rank of PA16 or higher.



## Faculty

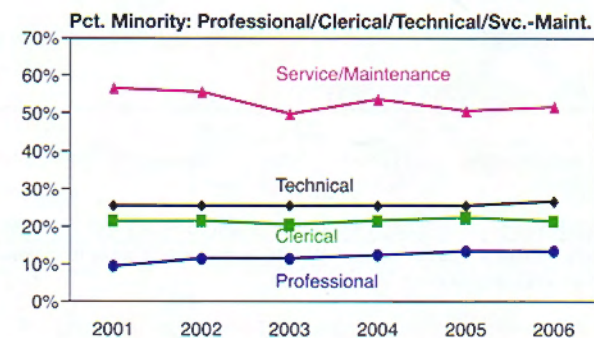
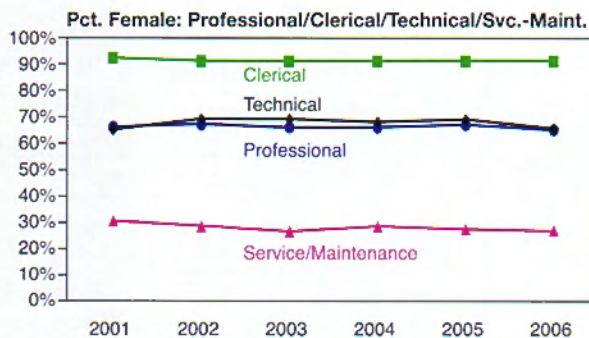
Female representation among ranked faculty improved slightly this year with modest increases among associate and full professor. However representation remains relatively low for full professor. Women comprise a majority of librarians and the relatively new rank of academic specialist and just under half of clinical and research faculty ranks.

Overall minority representation has increased considerably over time among assistant professors. This trend is not nearly as dramatic when considering only African American, Hispanics and Native Americans (i.e., when excluding Asian Americans.) Minority representation among full professors remains especially low. Minority representation in the clinical, librarian and research faculty ranks is also low, when considering only African Americans, Hispanics, and Native Americans.



## Staff

Women constitute a majority of clerical employees, and minorities a majority of service/maintenance employees. Women are well represented among professional and technical staff as well. Minority representation is relatively low however among professional staff.





## Engage the Campus Community in Global Issues and Perspectives

IUPUI continues to attract more international students. A growing, but still very small number of IUPUI students participate in study abroad programs.

### International Students at IUPUI

	2001	2002	2003	2004	2005	2006
Total International Students	812	840	913	925	916	955
Total countries	92	91	96	98	102	93
Countries sending 5+ Students	25	25	30	27	29	30
Pct. of students from top 2	38%	39%	37%	38%	36%	37%
Pct. of students from top 10	69%	69%	67%	70%	68%	68%

### IUPUI students studying abroad

Although the numbers are increasing, only a modest number of IUPUI students (1.5% of the undergraduate population) currently study abroad.

#### IUPUI students studying abroad <sup>1</sup>

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
Number of Students	141	151	209	210	255	270	308	328

Includes all types of study (e.g. short-term courses, service learning, exchange programs, etc.)

## Student, Faculty, and Staff Perceptions of the Campus Climate for Diversity

IUPUI assesses student, faculty, and staff perceptions of the campus climate for diversity through a series of surveys. A new "perceptions of social inclusion" section was included on the 2003 and 2005 student surveys, the 2003 and 2006 staff survey, and the 2005 faculty survey. Although there are results from two student and staff surveys, it is premature to make conclusions about trends. The results of these analysis show mostly positive reflections on the campus climate for diversity, but some notable areas of concern. Most notably, while IUPUI minority students express a balance of positive and negative views of inclusion, minority staff and faculty express more negative than positive experiences.

### Student Perceptions of Social Inclusion

<i>I Have Experienced . . .</i>	<i>Based on my . . .</i>					
	<i>Race / Ethnicity</i>					
	Minority 2003	Minority 2005	Non-Minority 2003	Non-Minority 2005	Total 2003	Total 2005
Feeling connected to others on campus	16.7%	21.1%	3.6%	2.9%	5.1%	6.3%
Negative or disparaging comments	17.4%	15.8%	2.3%	2.1%	4.1%	5.4%
Not being taken seriously	10.9%	17.9%	0.6%	0.8%	1.8%	4.3%
Encouragement in pursuing my academic goals	14.5%	20.0%	0.9%	0.9%	2.5%	4.3%
Feeling isolated or unwelcome	17.4%	16.3%	1.6%	1.9%	3.4%	5.5%
Offensive language or humor	10.1%	9.5%	1.5%	1.2%	2.4%	2.6%
Discrimination	13.8%	12.1%	1.9%	1.4%	3.3%	4.0%
Joining a group or organized activity that promotes my interests	7.2%	11.6%	0.8%	1.0%	1.5%	3.2%
Discouragement in pursuing my academic goals	8.0%	13.7%	0.5%	0.5%	1.3%	3.0%
Harassment	3.6%	3.7%	0.5%	0.7%	0.8%	1.4%



## Staff Perceptions of Social Inclusion

<i>I Have Experienced . . .</i>	<i>Based on my . . . Race / Ethnicity</i>					
	Minority 2003	Minority 2006	Non-Minority 2003	Non-Minority 2006	Total 2003	Total 2006
Negative or insulting comments	18.7%	17.7%	1.7%	2.3%	5.2%	5.1%
Not being taken seriously	14.6%	13.8%	0.7%	0.3%	3.5%	2.8%
Feeling isolated or unwelcome	18.4%	16.6%	1.3%	1.0%	4.8%	3.9%
Discrimination	17.6%	16.6%	1.6%	1.3%	4.9%	4.1%
Feeling connected to others on campus	8.9%	9.7%	0.9%	0.6%	2.5%	2.3%
Offensive language or humor	10.0%	9.3%	1.4%	1.1%	3.2%	2.6%
Discouragement in pursuing my career goals	7.5%	7.8%	0.4%	0.2%	1.9%	1.6%
Encouragement in pursuing my career goals	5.2%	6.3%	0.6%	0.1%	1.5%	1.2%
Harassment	6.5%	6.0%	0.4%	0.4%	1.6%	1.5%
Joining a group or organized activity that promotes my interests	6.3%	6.3%	0.4%	0.1%	1.5%	1.2%

N of respondents = 3194, with 599 minority

## Faculty Perceptions of Social Inclusion

<i>I Have Experienced . . .</i>	<i>Based on my . . . Race / Ethnicity</i>		
	Minority 2005	Non-Minority 2005	Total 2005
Negative or insulting comments	7.7%	3.3%	4.0%
Not being taken seriously	2.4%	2.3%	2.3%
Feeling isolated or unwelcome	3.0%	2.9%	2.9%
Feeling connected to others on campus	3.6%	1.7%	2.0%
Discouragement in pursuing my career goals	2.4%	0.8%	1.1%
Discrimination	3.6%	2.2%	2.4%
Joining a group or organized activity that promotes my interests	1.8%	1.9%	1.9%
Encouragement in pursuing my career goals	1.8%	3.6%	1.6%
Offensive language or humor	3.6%	1.8%	2.1%
Harassment	0.6%	0.7%	0.7%

N of respondents = 3194, with 599 minority



# A Vision for Diversity at IUPUI

At Indiana University–Purdue University Indianapolis (IUPUI), diversity means three things: (1) diversity is an educational and social asset to be reflected in our learning and work objectives; (2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and (3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.

When IUPUI began in 1969 as a newly constituted, shared campus of Indiana University and Purdue University, it was established in a historically African American neighborhood close to the center of Indianapolis and adjacent to Indiana Avenue, the home of the Madame C. J. Walker Theatre. The new Urban League building is now also located there, thus linking the campus with a rich African American tradition that has been a founding value. As a new kind of urban university committed to local engagement, the campus continues its determination to provide access to all citizens who historically have been underrepresented in Indiana's system of postsecondary education. That vision remains a vital part of the campus's mission and is reaffirmed in this Vision for Diversity at IUPUI.

As Indiana's metropolitan university, IUPUI has a responsibility to use education to transform the lives of individual citizens for the improvement of the entire statewide community, to develop the human potential of all people in central Indiana for their personal and social advancement, and to create a civil community of learning where difference can be understood, respected, and practiced with dignity by each of its members. Diversity at IUPUI is an educational asset to be used and replenished, and it is an economic and social necessity. When diversity is understood and embraced, IUPUI can benefit from higher levels of communication, teamwork, and optimism.

IUPUI is committed to promoting an environment that respects and celebrates diversity, that appreciates individual differences, and that builds on collective talents and experiences for the benefit of the larger societal good. Accordingly, IUPUI's view of diversity goes well beyond facilitating equality of opportunity. It supports the fullness of diversity—

creating systems that encourage creativity and innovation; sensitizing people in the organization to issues of culture; and creating an environment that supports multiple perspectives and initiatives.

By reflecting in its own numbers the diversity of the city, state, and world of which it is a part, IUPUI will create opportunities for access and achievement for all of its citizens. By engaging diverse learners, teachers, researchers, scholars, clinicians, and staff with each other in reflective and intentional goals, IUPUI can better prepare graduates for citizenship, for work, and for personal fulfillment. Through the continuing education of all its constituents, IUPUI is committed to raising the academic community's awareness of itself and its potential to change and improve.

Within the Indianapolis metropolitan region, IUPUI will seek through education to be the catalyst for creating a quality of life among the best in the United States. Its location at the state's crossroads, amid Indiana's historic African American cultural center and near new Hispanic communities, will help assure that Indianapolis is a city of the future in which all citizens have the capacity to succeed to the fullest extent of their potential, independent of any characteristics that might differentiate one from another.

## **To achieve this vision, IUPUI has committed itself to:**

1. Recruit, retain, and graduate diverse students proportionate to their representation in Indiana in accord with the service mission of each school; those schools with statewide missions will have goals reflective of the state whereas other schools will have goals reflective of central Indiana.
2. Recruit, retain, advance and recognize a diverse faculty and staff reflective of each unit's mission while creating a campuswide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.
3. Recruit, retain, and promote a diverse senior leadership among faculty, administrators, staff and students.
4. Create an internationally diverse community engaged globally through enrolling students from other nations, providing a variety of opportunities to study abroad, and collaborating with other universities.





# IUPUI Diversity Cabinet

5. Provide a civil learning and work environment free from discrimination and intolerance so that each member of the IUPUI community can succeed to the highest level of his or her potential. IUPUI will set high expectations for personal conduct and achievement and maintain high standards for rewarding accomplishment.
6. Offer a physical environment free from barriers that would limit the ability of students, faculty, and visitors to participate fully in the life and work of the IUPUI community.
7. Ensure curriculum content and pedagogical strategies that reflect a commitment to diversity.
8. Develop and maintain library collections that reflect the full diversity of the human experience and commentary on it, and resist censorship or the restriction of access to scholarly materials.
9. Engage in research that is mindful of the rich patterning that is characteristic of the human condition.
10. Promote culturally competent practice in the professional schools.
11. Coordinate the diversity efforts of IUPUI to enhance their cumulative initiatives and establish the measures and means to assess institutional progress in meeting these objectives; report publicly on progress annually; revise its objectives, strategies, and goals as necessary to achieve its vision.
12. Develop programs and activities that increase the sense of diversity in the arts and the aesthetic dimensions of the campus.
13. Develop co-curricular programs and interdisciplinary activities that increase the sense of diversity on campus.

—Adopted November 2001

## IUPUI DIVERSITY CABINET 2006-2007\*

Charles R. Bantz  
Chancellor, IUPUI, and  
IU Vice President  
for Long-Range Planning

Lillian L. Charleston  
Affirmative Action Officer  
Office of Affirmative Action

Scott Evenbeck, Dean  
University College, IUPUI

Natasha Flowers, Director  
Multicultural Professional  
Development, IUPUI

Kathleen S. Grove, Director  
Office for Women  
755 W. Michigan St., UL 1140

Gwendolyn Johnson, Assistant Dean  
IU Graduate School

John R. Jones  
Associate Dean of Students  
Student Life & Diversity, IUPUI

Khawla Murtadha  
Executive Associate Dean  
IU School of Education

Bart Ng, President  
IUPUI Faculty Council

Paula Parker-Sawyers, Executive  
Director  
Indiana Office of Faith Based and  
Community Initiatives

Gary Pike, Executive Director  
Information Management &  
Institutional Research

Ellen Poffenberger  
Assistant Vice Chancellor  
Human Resources Administration  
IUPUI

Rebecca E. Porter, Exec. Director  
Enrollment Services, IUPUI

Irene R. Queiro-Tajalli, Director  
BSW Programs  
IU School of Social Work

Frank E. Ross, Ph.D.  
Assistant Vice Chancellor for  
Student Life & Diversity  
IUPUI

Lillian Stokes, Ph.D., Director  
Diversity and Enrichment  
IU School of Nursing

Uday Sukhatme  
Executive Vice Chancellor and  
Dean of the Faculties, IUPUI

Susan Sutton, Associate Dean  
Office of International Affairs

Patricia A. Treadwell, Assistant Dean  
Cultural Diversity  
IU School of Medicine

Regina Turner  
Black Faculty & Staff Council  
University College

Richard C. Turner  
Professor of English  
School of Liberal Arts

Robert W. White, Dean  
School of Liberal Arts

Sam White  
Clinical Professor of ECE and  
Senior Advisor to the Dean  
PU School of Engineering & Technology

Karen M. Whitney  
Vice Chancellor for Student Life and  
Diversity & Dean of Students

Olgen Williams, Executive Director  
Christamore House/WESCO

Sherrée A. Wilson, Special Assistant  
Office of the Chancellor

Shelton Woods, ACE Fellow  
Office of the Chancellor

\* As of 9/25/06



**IUPUI**

Two world-renowned universities.  
One dynamic campus