

# **Diversity Plan of the IU School of Liberal Arts**

**2007-2010**

The IU School of Liberal Arts is dedicated to preparing our students to effect positive change in an increasingly complex world. Such preparation includes academic, cultural, and environmental contexts. In support of this goal, the School of Liberal Arts embraces the inherent worth of all individuals with whom we share our campus and our community. Understanding of and respect for personal attributes will be reflected in classroom instruction, school programs and policies, and in the composition of our faculty, staff, and student body.

We recognize that diversity is a key to meeting, and exceeding, all of our goals. Diversity encompasses the range of personal demographics and includes, but is not limited to, race, gender, ethnicity, national origin, sexual orientation, age, physical and mental ability, religion, socioeconomic class, and political ideology. We believe that any environment is enhanced when individuals who have diverse backgrounds and ideas come together to learn and share with each other. We believe further that such learning and sharing are meaningful only when everyone has an equal opportunity to shape the environment in which they co-exist and to participate in the decisions that affect them.

We wish to acknowledge the vibrant and viable community that existed on the site our campus now occupies. In doing so we commit ourselves to ensuring that every member of this community – on and off campus – feels welcome and valued. Moreover, we acknowledge that not every member of this community has always perceived such to be the case. We embrace our daily opportunity and responsibility to honor our shared history as we seek to build upon our nationally recognized programs. The School of Liberal Arts is at its best only when everyone in our community has a reason to be as proud of our achievements and as excited about our future as we are.

Finally, the Diversity Plan of the School of Liberal Arts is designed to assess the current state diversity in the School and to guide a course for future action. As we view it, this Diversity Plan is a living document that must document and direct change in the School of Liberal Arts.

## **Diversity Values:**

Definition: We define diversity broadly and inclusively, to include ideas as well as social, cultural, and physical characteristics.

Diversity encompasses the complexities of human beings and includes but is not limited to race, ethnicity, gender, gender identity, sexual preference, age, physical and mental differences, religious identification, and social class. We believe the educational environment is enhanced when diverse groups of people with diverse ideas come together to learn.

Responsibility: Diversity is the responsibility of everyone in the School of Liberal Arts, including faculty, staff, and students.

## **Diversity Council:**

The Diversity Council of the School of Liberal Arts advises the Dean on any and all matters related to diversity. The Council is appointed by the Dean and should include representatives of the faculty, staff, students, and alumni of the School of Liberal Arts. Such appointments are to be made in consultation with appropriate faculty, staff, and student bodies that include: the Agenda Council of the Faculty Assembly; the Resources and Planning Committee; the Staff Advisory Council; and, the Student Council of the School of Liberal Arts. The Directors of the African American and African Diaspora Studies and the Women's Studies Programs, or their representatives, are members of the Diversity Council. Because of their membership on the IUPUI Affirmative Action Council, the Associate Dean for Academic Affairs and the Assistant Director for Finance and Administration are ex-officio members of the Diversity Council of the School of Liberal Arts.

Membership, Spring 2007: Robert White (chair); Wanda Colwell (staff); Vanessa Fry (student); Gina Gibau (Women's Studies); Susanmarie Harrington (faculty); Monica Knab (alumna); Monroe Little (African American and African Diaspora Studies); Aaron Method (student); Sharon Peterman (ex-officio); Larry Smith (staff); Marianne Wokeck (ex-officio).

## Goal and Objectives

**GOAL: To promote a diverse student body, faculty, staff, and curriculum, consistent with the Strategic Plan of the School of Liberal Arts.**

*Objective 1: To recruit and retain a diverse student body:*

### Liberal Arts

Fall Semesters ▶	2002	2003	2004	2005	2006
<i>Percentage data</i>					
Minority as a % of School Population	15%	15%	15%	16%	18%
African American as a % of School Population	12%	10%	11%	12%	12%
Minority Population as a % of Campus Population	5%	5%	5%	6%	6%
African American Population as a % of Campus Population	6%	5%	6%	7%	7%

Fall Semesters ▶	2002	2003	2004	2005	2006
<b>Student Population Data (Includes Liberal Arts Majors in Graduate School)</b>					
Minority					
African American	170	156	178	202	211
Asian/Natv Haw/Pacific Islander	21	31	37	37	39
Hispanic	31	29	36	45	57
Native American	4	6	5	7	12
Minority Total	226	222	256	291	319
International	43	47	33	29	35
All Others	1291	1394	1477	1523	1586
Total	1560	1663	1766	1843	1940
Percent Minority	14.5%	13.3%	14.5%	15.8%	16.4%
African American as a % of Liberal Arts Population	10.9%	9.4%	10.1%	11.0%	10.9%

Fall Semesters ▶	2002	2003	2004	2005	2006
<b>Students (Excludes Liberal Arts Majors in Graduate School)</b>					
Minority					
African American	164	150	170	183	187
Asian/Natv Haw/Pacific Islander	20	29	34	32	35
Hispanic	29	26	34	41	50
Native American	4	6	4	3	8
Minority Total	217	211	242	259	280
International	19	23	17	16	17
All Others	1180	1238	1307	1301	1304
Total	1416	1472	1566	1576	1601
Pct. Minority	15.3%	14.3%	15.5%	16.4%	17.5%

Fall Semesters ▶	2002	2003	2004	2005	2006
<b>Students (Exc. Liberal Arts Majors in Graduate School and "Non" Majors in Liberal Arts prior to 2004)</b>					
Total	1339	1400	1566	1576	1601
Minority Total - School Headcount	207	205	242	259	280
African American	155	146	170	183	187
Pct. Minority	15.5%	14.6%	15.5%	16.4%	17.5%

**Actions Taken:**

In collaboration with the Indiana Department of Education, Division of Language Minority and Migrant Programs, Liberal Arts is centrally involved in META/Mapping Education Toward Achievement, a one-day annual workshop for Hispanic high school students focused on careers and on preparing for college.

The School of Liberal Arts supports the following programs:

Diversity Scholars Research Program (DSRP)

McNair Scholars

IREX (international student exchange)

**Evidence of Progress:**

The number of students identified by the campus as “minority students” in the School of Liberal Arts has risen consistently.

African American students as a percentage of student headcount remain above the campus average.

The development of the BA in International Studies.

*Objective 2: Engage students, through the curriculum and co-curriculum, in learning about their own and other cultures and belief systems*

**Actions Taken:**

The School of Liberal Arts offers the following academic programs:

BA in International Studies

BS in American Sign Language/English Interpreting

Dual degree in German and Engineering

Dual degree in French and Engineering

Minor in Women's Studies

Minor in African American and African Diaspora Studies

Minor in American Studies

Minor in Cultural Diversity (Anthropology)

Virtually every department offers courses on subjects that are central to the understanding of the diverse world in which we live. Other Schools recognize this and as such often require Liberal Arts courses of their students because these courses address cultural relativity, ethnocentrism, examine differences in human behavior across time and space, and a host of other topics all reflected in the more general term, "diversity."

The Preston Eagleson Award is granted to the student presenting the best 10-15 page essay advancing our understanding of the African or African American experience.

The curriculum of the School of Liberal Arts offers many courses that either focus on a specific area outside the U.S. or examine a particular issue from a global perspective (e.g., Chinese history, comparative literature, women in developing countries). The School provides an overwhelming majority of the courses that satisfy the principle of undergraduate learning focused on culture and society, and many of these courses have an international focus or aspect to them. Students majoring (or pursuing a minor) in any Liberal Arts discipline can focus their studies on international topics (e.g, international economics, European philosophy, Asian religion). Students majoring or pursuing a minor in the following disciplines will automatically have a strong international focus to their studies: Anthropology, Chinese, Classics, French, Geography, German, History, Japanese, and Spanish.

The School of Liberal Arts supports overseas study programs in the following countries:

Australia, France, Greece, Jordan, Macedonia, Mexico, Poland, Spain and the United Kingdom

**Evidence of Progress (2006-07):**

Development of the dual degree in French and Engineering.

Development of the BA in International Studies.

Establishment of overseas study programs:

University of Newcastle, England (2006)

Hakuoh University, Japan (2006)

Number of Students participating in study abroad:

For 2005-06, our figures show 71 Liberal Arts students studying abroad. Their characteristics are as follows:

8 service learning	32 white	52 female	2 Africa	63 summer	52 ugrad
	3 Hispanic	19 male	4 Australia	1 spring break	19 grad
	1 African American		1 Caribbean	5 spring	
	35 unknown		4 Central America	1 fall	
			20 Eastern Europe	1 AY	
			3 Middle East		
			37 Western Europe		

*Objective 3: Recruit, develop and advance a diverse faculty:*

## Faculty Population

Fall Semesters ▶	2002	2003	2004	2005	2006
Professor - Female	14	11	14	18	21
Professor - Minority	2	2	2	2	3
Professor - Total	48	44	49	54	59
Associate Professor - Female	23	25	22	24	26
Associate Professor - Minority	8	8	8	10	12
Associate Professor - Total	62	61	61	60	64
Assistant Professor - Female	16	14	17	16	13
Assistant Professor - Minority	7	7	8	7	6
Assistant Professor - Total	31	30	31	28	23
Instructor - Female	--	--	--	--	--
Instructor - Minority	--	--	--	--	--
Instructor - Total	0	0	0	0	0
Lecturer - Female	32	28	38	40	38
Lecturer - Minority	7	8	7	6	7
Lecturer - Total	54	51	66	67	67
Academic Specialist - Female	--	--	--	--	--
Academic Specialist - Minority	--	--	--	--	--
Academic Specialist - Total	0	2	2	3	0
Research Ranks - Female	2	4	4	3	1
Research Ranks - Minority	1	3	2	2	1
Research Ranks - Total	6	7	8	5	5
Librarians - Female	--	--	--	--	--
Librarians - Minority	--	--	--	--	--
Librarians - Total	0	1	1	1	1
Total - Female	87	82	95	101	99
Total - Minority	25	28	27	27	29
Total	201	196	218	218	219

## Liberal Arts

Fall Semesters ▶	2002	2003	2004	2005	2006
Professor - Pct Female	29%	25%	29%	33%	36%
Professor - Pct Minority	4%	5%	4%	4%	5%
Associate Professor - Pct Female	37%	41%	36%	40%	41%
Associate Professor - Pct Minority	13%	13%	13%	17%	19%
Assistant Professor - Pct Female	52%	47%	55%	57%	57%
Assistant Professor - Pct Minority	23%	23%	26%	25%	26%
Instructor - Pct Female	--	--	--	--	--
Instructor - Pct Minority	--	--	--	--	--
Lecturer - Pct Female	59%	55%	58%	60%	57%
Lecturer - Pct Minority	13%	16%	11%	9%	10%
Clinical Ranks - Pct Female	--	--	--	--	--
Clinical Ranks - Pct Minority	--	--	--	--	--
Academic Specialist - Pct Female	--	--	--	--	--
Academic Specialist - Pct Minority	--	--	--	--	--
Research Ranks - Pct Female	33%	57%	50%	60%	20%
Research Ranks - Pct Minority	17%	43%	25%	40%	20%
Librarians - Pct Female	--	--	--	--	--
Librarians - Pct Minority	--	--	--	--	--
Total - Pct Female	43%	42%	44%	46%	45%



**Policies:**

Every faculty search committee appoints a member who will serve as the "Affirmative Action Conscience" of the committee. This person is charged with raising affirmative action issues when, and if, appropriate. In addition, each search committee includes a representative from outside the department undertaking the search. In some instances, this person serves the role of the Affirmative Action Consciences.

The Dean of the School of Liberal Arts serves as a member of the Chancellor's Diversity Cabinet. Other School representatives also serve on the Cabinet.

The School of Liberal Arts sends two representatives to the Affirmative Action Council, one representing faculty interests and the other representing staff interests.

**Actions Taken (2006-07):**

A team of faculty (Edward Curtis, Millennium Scholar and Religious Studies; Monroe Little, African American and African Diaspora Studies and History, Elizabeth Kryder-Reid, Museum Studies and Anthropology, Phil Scarpino, History, and Marianne Wokeck, Associate Dean and History) were awarded Commitment to Excellence Funds for their proposal "Enhancing Diversity through Public Scholars".

**Evidence of Progress (2006-07):**

Data from IMIR indicate that faculty ranks are becoming more diverse.

Objective 4: Recruit and retain a diverse staff:

### Liberal Arts

Fall Semesters ▶	2002	2003	2004	2005	2006
Professional - Pct Female	68%	67%	67%	67%	67%
Professional - Pct Minority	11%	10%	11%	11%	11%
Clerical - Pct Female	94%	92%	89%	91%	89%
Clerical - Pct Minority	19%	20%	18%	21%	19%
Technician - Pct Female	60%	60%	60%	60%	--
Technician - Pct Minority	0%	0%	0%	0%	--
Total - Pct Female	78%	77%	76%	77%	76%
Total - Pct Minority	14%	13%	13%	14%	14%

Fall Semesters ▶	2002	2003	2004	2005	2006
Professional - Female	55	49	55	51	51
Professional - Minority	9	7	9	8	8
Professional - Total	81	73	82	76	76
Clerical - Female	49	47	50	52	51
Clerical - Minority	10	10	10	12	11
Clerical - Total	52	51	56	57	57
Technician - Female	3	3	3	3	2
Technician - Minority	0	0	0	0	0
Technician - Total	5	5	5	5	4
Total - Female	107	99	108	106	104
Total - Minority	19	17	19	20	19
Total Staff for RC	138	129	143	138	137

**Policies in place:**

The Associate Director of Finance and Administration (in addition to the Associate Dean for Academic Affairs) is a member of the campus' Affirmative Action Council.

**Actions Taken (2006-07):****Evidence of Progress (2006-07):**

Data from IMIR indicate that staff ranks are stable with respect to diversity.

*Objective 5: Contribute to the climate for diversity in Indianapolis, Central Indiana, and the entire state*

**Actions Taken (2006-07):**

The School of Liberal Arts hosts the annual Joseph T. Taylor Symposium.

Through its sabbatical speakers series, faculty of the School of Liberal Arts showcase their research for the community.

**Evidence of Progress (2006-07):**

*Objective 6: Support diversity in research, scholarship and creative activity*

**Policies:**

International research is a pervasive theme across all liberal arts departments. Roughly one-third of Liberal Arts faculty conduct their primary research outside the U.S. This research examines such issues as international relations; the history, economics, politics, culture, social life, and current forces of change for specific nations or regions; a wide range of world languages and literatures; the methods and theories of cross-cultural communication, research, and understanding; the nature and impact of globalization. This research is conducted in dozens of nations, representing every continent of the world. It is frequently done in collaboration with colleagues, universities, and/or local groups in these nations. And, it results in articles, books, presentations, workshops, consultancies, guest teaching, and applied projects and grants both in the U.S. and in these nations.

**Actions Taken (2006-07):**

Searched for three Public Scholars of African American Studies, with CTE funds.

**Evidence of Progress (2006-07):**

Hired a Public Scholar of African American History and Museum Studies and a Public Scholar of African American Studies and Undergraduate Research.

## **Action Steps:**

1. Place on the School web pages a web link that will allow students, faculty, staff, and interested parties to bring concerns to the attention of the Diversity Council.
2. Work with the Office of the Dean of Students to help ensure that student evaluations are distributed and collected in an appropriate manner.
3. Update tables in this plan to reflect not only percentages but also the size of the populations represented.  
Completed.

# *IU School of Liberal Arts at IUPUI*

## **Strategic Plan**

**2006-2010**

As Indiana University's only School of Liberal Arts, we offer the benefits of a small college in combination with the advantages of the large urban research campus that is Indiana University-Purdue University Indianapolis (IUPUI). We are the home of 11 departments, 14 academic programs and six institutes and research centers with national and international reputations for scholarly activity. At the undergraduate level, we offer a range of bachelor's degrees, undergraduate minors, and certificates. At the graduate level, we offer a Ph.D. in Philanthropic Studies, and master's degrees and graduate certificates in several fields. Located in the state capital, we are in a unique position to develop partnerships – in Indianapolis, across the nation, and internationally – as we contribute to social, cultural, and economic development and foster life-long learning and civic engagement.

### **Our Mission:**

*Creating and exchanging knowledge that promotes understanding of the human experience.*

### **Our Vision:**

*As one of the premier sites of liberal arts education, scholarship, professional service, and civic engagement in the state of Indiana, the School of Liberal Arts will contribute to the social, cultural and economic development of the state, and will foster life-long learning that engenders commitment to civil society through an engaged and educated citizenry.*

## *Our Core Values:*

**A liberal arts education is rooted in reflection, teaching and learning, scholarship, and service to people across cultures and over time. To promote a better understanding of a complex world, the School of Liberal Arts builds on this tradition and reflects it in our Core Values:**

- **Student learning:** We provide an intellectual climate and curriculum that challenges students to think critically, communicate clearly and achieve in their chosen fields.
- **Diversity:** Diversity encompasses the complexities of human beings and includes but is not limited to race, ethnicity, gender, gender identity, sexual preference, age, physical and mental differences, religious identification, and social class. We believe the educational environment is enhanced when diverse groups of people with diverse ideas come together to learn.
- **Excellence:** We seek excellence -- quality rather than quantity -- in the areas of teaching and learning, research and creative activity, and civic engagement and professional service.
- **Collaboration with the community:** We value civic involvement as way of enriching the academic environment, engaging citizens and enhancing our constituent communities.
- **Interdisciplinary, international and multicultural approaches:** We take a broad perspective on intellectual questions, civic engagement, and the education of students in order to provide a well-rounded education.
- **Stewardship:** We steward the resources of the School of Liberal Arts – and measure their impact – in the most effective, efficient, ethical, and timely manner possible.
- **Collegiality:** Students, staff, and faculty are joined in a collaborative partnership characterized by mutual respect to promote the vision and mission of the School of Liberal Arts.
- **Accessibility:** As a public institution, we are dedicated to making a high quality education as accessible as possible for all students through flexible scheduling, loans, scholarships and other means.



## OUR GOALS

**Goal 1:** The School of Liberal Arts will teach students well, providing them with the academic, technological, and practical skills requisite for meaningful and satisfying lives and careers.

**Rationale:** *We must ensure that our students benefit fully from a liberal arts education and that employers and the general metropolitan Indianapolis community understand that a person with a degree from the School of Liberal Arts is intellectually well-rounded, an effective communicator and a critical thinker.*

**Goal 2:** The School of Liberal Arts will be recognized as a center of excellence for both disciplinary and interdisciplinary research and scholarship in the humanities and social sciences.

**Rationale:** *Our central location in the state's capital, at the crossroads of professional, medical, humanistic, and artistic education and within the highly collaborative environment of IUPUI positions us well to develop new fields of interdisciplinary study that complement existing expertise in academic disciplines, thereby creating new knowledge and applying knowledge to better serve our mission.*

**Goal 3:** The School of Liberal Arts will seek and build partnerships that shape and support its constituent communities.

**Rationale:** *Community partnerships are vital if we are to provide real-world learning for our students, alumni, faculty and staff, and if they, in turn, are to deliver the benefits of the liberal arts to those we serve.*

**Goal 4:** The School of Liberal Arts will provide a learning and work environment that welcomes top caliber, highly qualified and diverse individuals and promotes opportunities for individual growth.

**Rationale:** Only by attracting and retaining top talent can we achieve our goals.

**Goal 5:** The School of Liberal Arts will maximize its resources to further its mission and pursue its strategic development.

**Rationale:** *The School must be a responsible steward of its state and private resources.*

**Goal 6:** The School of Liberal Arts will better communicate its purpose and value to its constituent communities.

**Rationale:** *If we are to attract funding, employees, partners, and students, our purpose and benefits must be widely understood and accepted.*