








SCHOOL OF HEALTH AND REHABILITATION SCIENCES
DIVERSITY COMMITTEE JUNE 2012 REPORT

This 2011/2012 diversity report for the School of Health and Rehabilitation Sciences (SHRS) covers the 4 dimensions of diversity and equity developed at the campus level:

1. Institutional Leadership and Commitment
2. Curricular Transformation
3. Campus Climate
4. Representational Diversity

Scoring rubric for SHRS's performance indicators	
	The objectives for this goal are achieved.
	The objectives for this goal are achieved; however, trends suggest performance may fall below acceptable levels.
	The objectives for this goal are not fully attained; however, trends suggest the objectives will be attained in the next 1-2 years.
	The objectives of this goal are not fully attained and/or change is not occurring at a desirable rate.
	The objectives for this goal are not fully attained and trends suggest performance is stalled or may even decline to unacceptable levels in the next 1-2 years.
	Performance levels for this goal are unacceptable, but trends suggest performance will improve in the next 1-2 years.
	Performance levels for this goal are unacceptable.

1. Institutional Leadership and Commitment

The commitment of the SHRS to diversity can be demonstrated by:

- a. The diversity goals for the SHRS being incorporated in the school’s strategic plan.
- b. The diversity committee’s goals and activities.

a. Goal 7 of the SHRS Strategic Plan: Diversity

To strengthen the School’s commitment to diversity and to increase cultural competency of faculty, students, and staff.

Strategic Directions:

- Develop and implement a comprehensive plan for increasing diversity
- Establish partnership with the Office of Equity and Inclusion to further the School’s diversity goal and initiatives
- Develop mechanisms to ensure that students develop appropriate cultural competency to work with individuals from diverse backgrounds
- Position the School to attract undergraduate students, nonresident students, and international students
- Assist faculty and students in identifying opportunities to engage in international research and service-learning activities

GOAL 7: Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[a] Conduct a review of the trends of admission and enrollment of minority students [Responsible: AD-AS, D, LT, DC*]	X	X	X	X	X
[b] Establish enrollment targets based on national benchmarks and develop a comprehensive plan for recruitment/retention of underrepresented minority students. [Responsible: D, DC*, and LT]	X	X	X		
[c] Review and update SHRS Diversity Council membership [Responsible: D, DC*]	X	X	X	X	X
[d] Work in collaboration with the IUPUI Multicultural Center to offer at least one diversity-related and cultural competency professional development workshop per year for faculty and staff [Responsible: D, DC*, DCC, F]	X	X	X	X	X
[e] Work in collaboration with the Vice President for Equity and Inclusion to establish articulation agreements with Historically Black Colleges and Universities, Historically Hispanic Serving Colleges and Universities, and other universities with high minority student enrollment [Responsible AD-AS, D*, DC, DCC, LT]	X	X	X	X	X
[f] Assist faculty and students to identify study-abroad opportunities [Responsible: D, DC, DCC*, LT, F]	X	X	X	X	X

[g] Obtain and review documented evidence that program curriculum content and pedagogical strategies reflect commitment to diversity and issues regarding health disparities [Responsible: D, DC*, DCC, F]	X	X	X	X	X
[h] Document and monitor enrollment trends of international students in SHRS and collaborate with Office of International Affairs to increase the enrollment of international students [Responsible: AD-AS*, D, DC, DCC]	X	X	X	X	X
[i] Document and monitor participation in minority student recruitment and retention events such as McNair Scholar's Program, TRIO. [Responsible: AD-AS, D, DC* DCC]	X	X	X	X	X

b. Goals of the SHRS Diversity Committee

- To use the SHRS strategic plan as the basis for the committees direction.
- To be leaders in incorporating the dimensions of diversity and equity developed at the IUPUI campus level.
- Implement diversity goals.

Major achievements for 2011-2012	Details of progress
1. Welcomed new diversity committee members.	Committee is comprised of faculty, staff and student representatives with active involvement of the Dean of the school.
2. Actively maintained the diversity web pages on the SHRS website.	The diversity web pages include: <ol style="list-style-type: none"> 1. SHRS Commitment to Diversity statement 2. Diversity Committee information including the Diversity Annual Report 3. Celebration of diversity 4. Culture and diversity 5. Scholarship information for minority students 6. Diversity resources 7. Feature interviews from diverse students, alumni, and faculty.
3. Maintained a regular meeting schedule.	Five meetings were held during the academic year.
4. Actions made on strategic plan goals.	The committee, the SHRS enrollment services coordinator and Dean have coordinated to make progress in all areas of the Goal 7 of the strategic plan. (further details of specific actions are evident in the report on the remaining 3 dimensions of diversity).

2. Curricular Transformation

School Aspiration: The benchmark set by the committee is 75%.

School Outcome: The committee reviewed curriculum in all departments in the SHRS for the presence of curricular objectives relating to diversity. The results varied between the reporting departments; 53% for the physical therapy department, 80% for the occupational therapy department, 100% for nutrition & dietetics and 100% for health sciences. The department average for the SHRS was 83%, with the lowest department (physical therapy) improving by 13%. However it would be ideal for each department to reach the benchmark of 75% in the following year.

Highlights of Achievement: To reach this benchmark the SHRS diversity committee goal is to encourage faculty where it would be appropriate to incorporate a diversity objective in their syllabi as appropriate. Below is a template for a diversity objective that the diversity committee formulated with student and faculty member input:

“The student will be able to apply content in a manner that recognizes and respects individual differences along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical/cognitive/psychosocial abilities and religious beliefs.”

The faculty of the school was very receptive to the committee’s suggestion, however we think it would be beneficial to continue to give all faculty a reminder at the end of year faculty meeting for incorporation into their fall syllabi.

3. Campus Climate ●

School Aspiration: To foster an environment that accepts, respects and recognizes individual differences along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political views, languages, or ideologies. As well as preparing students to work with individuals from diverse backgrounds.

School Outcome: A campus climate survey performed in Fall of 2011 within the School of Health & Rehabilitation Sciences, yielded a 52% return rate with 90% of our students' reporting that SHRS faculty and staff are committed to promoting an environment that respects and celebrates diversity. The survey results were also beneficial for the committee's direction for the next 1-2 years. When the students were asked "if they felt prepared to live and work in a diverse and complex society", 68% answered agree or strongly agree which means we have 32% of our students feeling unprepared. The results of the student self-evaluation on this survey in regards to their preparedness to work with diverse populations suggest the need for improvement. The SHRS Diversity Committee will develop and implement a plan to increase the capacity and ability of students' to work with individuals from diverse backgrounds.

Highlights of Achievement: A diversity event is planned for August 28th, 2012. The speaker is organized: we have the Director of Minority Affairs for the State of Indiana, Antoniette Holt speaking at the event and then facilitating a community panel. The room and time is set: CE450A, 1-4pm. The committee has agreement from all departments within the SHRS to release their students to attend this event.

4. Representational Diversity

School Aspiration: To mirror national data for minority representation across all the departments/programs with regard to student, staff and faculty diversity.

School Outcome: See Tables 1-6 for the outcomes for student, staff and faculty representation.

Table 1. Minority representation among all Students in the SHRS (Data from the IMIR report updated May 16th, 2012)

		2006	2007	2008	2009	2010	2011
Number of students	African American	6	4	5	5	2	22
	Asian/Pacific Islander	5	6	6	1	6	7
	Hispanic/Latino	4	7	2	2	5	14
	Native American	0	1	0	1	0	0
	Total Minority	15	18	13	16	12	43
	International	0	0	0	1	1	6
	Caucasian	167	178	187	183	206	282
	Unknown	15	10	11	17	7	12
	Total Students	197	206	211	217	227	343
Percentage distribution	African American	<1%	<1%	<1%	<1%	<1%	6.4%
	Asian/Pacific Islander	<1%	<1%	<1%	<1%	<1%	2%
	Hispanic/Latino	<1%	<1%	<1%	<1%	<1%	4.1%
	Native American	0	<1%	0	<1%	0	0
	Total Minority	<1%	<1%	<1%	<1%	<1%	12.5%

Table 2. Minority student representation by departments in the SHRS in 2011 (Data from the IMIR report updated May 16th, 2012)

		Nutrition & Dietetics	Physical Therapy	Occupational Therapy	Health Sciences
Number of students	African American	0	0	1	20
	Asian/Pacific Islander	0	2	3	2
	Hispanic/Latino	0	0	2	12
	Native American	0	0	0	0
	Total Minority	0	2	6	34
	International	0	0	0	6
	Caucasian	25	102	63	84
	Unknown	0	5	3	4
	Total Students	25	109	72	126
	Percentage distribution	African American	0	0	1.4%
Asian/Pacific Islander		0	1.8%	4.2%	1.6%
Hispanic/Latino		0	0	2.8%	9.5%
Native American		0	0	0	0
Total Minority		0	1.8%	8.3%	27%

Table 3. National trends for student minority representation (Data from the Association of Schools of Allied Health Professions 2011, accessed 5/17/12)

		Nutrition & Dietetics	Physical therapy	Occupational therapy	Health Sciences
Number of students	African American	158	288	163	<i>Data not reported</i>
	Asian	117	490	176	
	Hispanic/Latino	71	324	175	
	American Indian or Alaskan Native	3	27	5	
	Native Hawaiian or Other Pacific Islander	13	56	11	
	Total Minority	435	1429	617	
	All Others	2032	9099	3851	
	Total Students	2467	10528	4468	
Percentage Distribution	African American	6.4%	2.7%	3.6%	
	Asian	4.7%	4.6%	3.9%	
	Hispanic/Latino	2.9%	3.1%	3.9%	
	American Indian or Alaskan Native	<0.2%	<0.3%	<0.2%	
	Native Hawaiian or Other Pacific Islander	<0.6%	<0.6%	<0.3%	
	Total Minority	17.6%	13.6%	13.8%	

Table 4. Staff and Faculty Ethnic/Racial Composition in the SHRS (Data from the Dean’s office)

Classification	2010-2011											2011-2012										
	N	AI	%	C	%	AA	%	H	%	A	%	N	AI	%	C	%	AA	%	H	%	A	%
Tenured	8	0	0	7	88	1	12	0	0	0	0	9	0	0	8	89%	1	11%	0	0	0	0
Tenure Track	8	0	0	6	76	1	12	0	0	1	12	7	0	0	5	72%	1	14%	0	0	1	14%
Clinical Track	2	0	0	1	100	0	0	0	0	1	0	2	0	0	1	50%	0	0	0	0	1	50%
Long Term Clinical	3	0	0	3	100	0	0	0	0	0	0	4	0	0	4	0	0	0	0	0	0	0
Lecturer	2	0	0	2	100	0	0	0	0	0	0	4	0	0	4	0	0	0	0	0	0	0
Research Scientist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Research Associate	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staff	9	0	0	7	78	1	11	0	0	1	11	10	0	0	7	70%	2	20%	0	0	1	10%
Visit. Asst. Res. Prof.	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visiting Lecturer	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	35	0	0	29	82	3	9	0	0	3	9	36	0	0	29	81%	4	11%	0	0	3	8%
AI = American Indian		C = Caucasian				AA = African American				H= Hispanic				A = Asian								

Table 5. Staff and Faculty Gender Composition in the SHRS (Data from the Dean's office)

Classification	2010-2011					2011-2012				
	Number	Male	%	Female	%	Number	Male	%	Female	%
Tenured	8	4	50	4	50	9	5	55	4	45
Tenure Track	8	3	38	5	62	7	2	29	5	71
Clinical Track	2	0	0	2	100	2	0	0	2	100
Long Term Clinical	3	0	0	3	100	4	1	25	3	75
Lecturer	2	0	0	2	100	4	0	0	4	100
Research Scientist	0	0	0	0	0	0	0	0	0	0
Research Associate	1	1	100	0	0	0	0	0	0	0
Staff	9	2	22	7	78	10	1	10	9	90
Visiting Asst. Res. Prof.	1	0	0	1	100	0	0	0	0	0
Visiting Lecturer	1	0	0	1	100	0	0	0	0	0
Total	35	10	29	25	71	36	9	25	27	75

Table 6: National Trends for Faculty Ethnic/Racial Composition (Data from the Association of Schools of Allied Health Professions 2011, accessed 5/17/12)

		Nutrition & Dietetics	Physical therapy	Occupational therapy	Health Sciences
Number of faculty	African American	9	24	19	<i>Data not reported</i>
	Asian	10	26	16	
	Hispanic/Latino	6	25	5	
	American Indian or Alaskan Native	1	1	2	
	Native Hawaiian or Other Pacific Islander	0	2	1	
	Total Minority	26	78	43	
	White or Caucasian	124	668	331	
	Total faculty	150	746	374	
Percentage Distribution	African American	6%	3.2%	5%	
	Asian	6.7%	3.5%	4.3%	
	Hispanic/Latino	4%	3.3%	1.3%	
	American Indian or Alaskan Native	<0.7%	<0.2%	<0.6%	
	Native Hawaiian or Other Pacific Islander	0%	<0.3%	<0.3%	
	Total Minority	17.3%	10.5%	11.5%	

Highlights of Achievement:

Overall the student body has become more diverse with an increase in minority student representation when the SHRS is considered as a whole, with an increase of 11.5% from 2010 to 2011. This is partially due to the increase in the number of students enrolled in the undergraduate degrees through the Department of Health Sciences. However, additionally when the data from individual departments in Table 2 is compared to last year’s data from the 2010-2011 report; the Occupational Therapy department’s total minority student percentage increased from <1% to 8.3% and the Physical Therapy department’s total minority student percentage increased from <1% to 1.8%. We expect to see more growth in this area as we add a Physician Assistant program and enroll students in this program. Additionally a new Director for Student Enrollment services will bring new ideas for continued minority student outreach and enrollment.