

Diversity Cabinet Sub-Committee
November 24, 2009; 4:00-5:00 PM

Attendees: Ken Durgans (chair), Kim Kirkland, Gary Pike, Kim Stewart-Brinston
Absent: Sherrée Wilson, Theron Wilson
Minutes taken by: Alicia Añino

I. IUPUI survey

The group looked over the data that Gary brought from various surveys so that 2009 “traffic lights” could be assigned to each diversity performance indicator.

II. Assign results on IUPUI progress

A. Recruitment of a racially diverse student population

Last year: yellow, up arrow

This year: yellow, up arrow

This year there were more readmits and transfers that were from underrepresented groups. 16% of transfer students are minority and 19% of readmits (out longer than 1 year) are minority students. Overall, 14% (excluding Asian Americans, which are not historically counted as underrepresented populations in higher education) of new students were minorities.

8% of first time freshmen, 17% of readmits, and 13% of transfer students are African American; Hispanic numbers have stayed stable.

B. Retention and graduation of a racially diverse undergraduate student population

Last year: red, up arrow

This year: yellow

There was a big improvement in retention this year. More African American (73%) than white (72%) students were retained at the 1 year rate.

C. Diversity of the curriculum

Last year: yellow

This year: yellow

The group discussed finding out what is going on that has contributed to the numbers. Are diversity/cultural competence apparent in the course syllabi, objectives, desired outcomes, goals, etc.? Kim Stewart-Brinston mentioned looking at the PUL (Principles of Undergraduate Learning) matrices.

D. Diversity in the co-curriculum

Last year: yellow

This year: yellow

First year students were way below average in comparison with IUPUI's peers. Our seniors were average.

E. Campus climate for diversity (for students, staff, and faculty)

Last year: red

This year: red

F. Diversity in civic engagement

Last year: green

This year: green

The Center for Service Learning is the only organization that tracks civic engagement so numbers are obviously only a percentage of the actual civic engagement.

G. Diversity of faculty and staff

Last year: red, up arrow

This year: red, up arrow

Gender equity has remained flat; there have been small gains with minority ranked faculty. Latinos and Asian Americans have increased, but African Americans have decreased. IUPUI is well below our peer institutions.

Although new faculty now have an orientation (Mary Fisher) it was started after this survey went out. Strategies need to be developed for addressing old faculty concerns.

IUPUI counts practice personnel (IU School of Medicine, nursing) which may bloat the number of female staff.

H. Diversity of campus leadership (Deans, Managers, Directors, Chairs, etc.)

Last year: red, up arrow

This year: red, up arrow

There has been growth in female campus leadership roles and all minority areas except for Latino and Native American. There will be no international faculty/staff because if they have a green card they are not considered international; at this level there is no personnel without a green card/permanent residency.

**Note: only one African American Department Chair*

III. Tasks

- Gary will pull information by school/academic unit
- Gary will prepare report for 12/15 Diversity Cabinet meeting
- Kim Kirkland will get Native American numbers