

Indiana University School of Social Work Diversity Plan

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.

Recruit and retain specific ethnic students (African American & Hispanic).

Current Status:

Currently being assessed, goal to complete assessment, September of 2007.

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

Develop a comprehensive recruitment and retention plan to attract a diverse student body at the undergraduate level.

Performance Indicators for this Goal/Strategy

Tasks

- 1.1A Develop a comprehensive recruitment plan in coordination with campus Admission Office, Enrollment Center, University College, Ivy Tech, and IUSSW Alumni Association.
- 1.1B Communicate the vision and mission of the BSW program and its commitment to diversity to School and Campus constituencies.
- 1.1C Support the efforts of Title IV-E to attract a more diverse student body to be trained in child welfare field.
- 1.1D. Continue the collaboration with the Diversity Scholars Research Program.
- 1.1F. Develop an ethnic-sensitive recruitment plan to attract Latino students into the program.

Persons Responsible

- 1.1A Sheila Dennis, BSW Student Services Coordinator with assistance from Erika Galyean, Irene Queiro-Tajalli, and Sameeh Khamis (when appropriate).
- 1.1B Office of the Dean, members of the BSW Cabinet, faculty, and members of the IUSSW Alumni Board.
- 1.1C Ondrea Hairston, IV-E Student Coordinator.
- 1.1D. Irene Queiro-Tajalli.
- 1.1F. Irene Queiro-Tajalli, with assistance from Sheila Dennis, Erika Galyean, and selected members of the Latino Social Workers/Human Service Providers Network.

Timeline for Completion (within plan period)

- 1.1A August 1st, 2007
- 1.1B Ongoing
- 1.1C Ongoing
- 1.1D Ongoing
- 1.1F December 2007

1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1 [Cont.] MSW Program & Ph.D. Program

Develop a comprehensive recruitment and retention plan to enhance an already diverse student body at the graduate level.

Performance Indicators for this Goal/Strategy

Tasks

- 1.1A Expand diversity focus in the comprehensive recruitment plan.
- 1.1B Continue work in collaboration with campus Graduate Admission Office, historically Black Institutions, human services organizations and the IUSSW Alumni Association.

- 1.1C Support the efforts of Title IV-E to enhance the current recruitment efforts to continue inclusion of strong diverse student population.

Persons Responsible

- 1.1A Susan Larimer, MSW Student Service and Recruitment Coordinator, with assistance from MSW Team and MSW Committee.
Ph.D. Director with assistance from the Ph.D Committee.
- 1.1B Office of the Dean, members of the MSW Team. Ph.D. Director, faculty, and members of the IUSSW Alumni Board.
- 1.1C Ondrea Hairston, IV-E Student Coordinator.

Timeline for Completion (within plan period)

- 1.1A August 1st, 2007
- 1.1B Ongoing
- 1.1C Ongoing

Report of Accomplishments

Financial Aid. Project AFFIRM is an emergency scholarship fund created in 1984 to assist BSW and MSW students, particularly students of color.

One of our 2007 BSW graduates is an African American scholar in the Diversity Scholars Research Program. Student received a four-year scholarship.

Headcount by Student Level

Social Work From

http://planning.iupui.edu/132.htm_mmid=2&smid=2&schlcode=11#schllist on 5-11-07

Fall Semesters ▶	2002	2003	2004	2005	2006
<i>Student degree Level</i>					
Undergraduate	138	125	134	123	115
Graduate / Professional	381	444	441	538	562
Total	519	569	575	661	677

BSW Retention

From http://planning.iupui.edu/132.htm_mmid=3&smid=7&schlcode=11#schllist

Downloaded on 5-11-07

Social Work

One -Year Retention Rate - Fall to Fall Semester ▶	01-02	02-03	03-04	04-05	05-06
<i>Retention rates are in percentages</i>					
Freshmen/Sophomore	79%	100%	94%	71%	100%
Junior/Senior	94%	95%	93%	92%	95%
All Undergraduates	93%	96%	94%	89%	95%

Degrees Conferred

Social Work from

http://planning.iupui.edu/132.htm_mmid=3&smid=9&schlcode=11#schllist

downloaded on 5-11-07

Degree Year (July through June) ▶	01-02	02-03	03-04	04-05	05-06
Certificates	13	25	14	31	30
Associate	0	0	0	0	0
Baccalaureate	63	73	39	51	55
Masters	184	131	169	168	179
Doctorate	1	0	0	2	2
Professional	0	0	0	0	0
Total	261	229	222	252	266

Minority Representation Among Students**Social Work from**

http://planning.iupui.edu/132.htm_mmid=2&smid=3&schlcode=11#schllist on 5-11-07

Fall Semesters ▶	2002	2003	2004	2005	2006
<i>Percentage data</i>					
Minority as a % of School Headcount	14%	13%	14%	15%	15%
African American as a % of School Headcount	12%	12%	12%	13%	12%
Minority Headcount as a % of Campus Headcount	2%	2%	2%	2%	2%

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

Assure that the BSW, MSW, and Ph.D. curricula are representative of the diverse student population the School wants to recruit.

Performance Indicators for this Goal/Strategy**Tasks**

- 1.2A Review the integration of content on diversity in the BSW, MSW, and Ph.D. curricula.
1.2B Make the necessary revisions.

Persons Responsible

- 1.2A (leader/team members) Preliminary review will be performed by Dr. Khadija Khaja and final reviews by the program committees with the participation of the Committee on Diversity
1.2B Program Committees with the participation of the Committee on Diversity

Timeline for Completion (within plan period)

- 1.2A August 1, 2007 and December 2007.
1.2B December 2008

Report of Accomplishments

Classroom and Field Curriculums. Content on diversity is infused throughout the BSW and MSW curriculums. In the BSW program diversity and populations-at-risk are present in course objectives, course topics, readings, and assignments. The BSW program also requires students to take a course in diversity, *S100 Understanding Diversity in a Pluralistic Society*.

One of the BSW Program goals reads,

Demonstrate knowledge of human diversity and the experiences and needs of vulnerable groups. These groups include, but are not limited to, groups distinguished by race, class, ethnicity, culture, family structure, gender, age, marital status, sex, sexual orientation, religion, spirituality, physical and mental ability, and national origin.

One of the MSW program goals read,

Use communication and cultural competence skills differentially with a variety of client populations, colleagues, and members of the community

Each MSW course includes content on diversity and populations-at-risk in course objectives as well as a focus on cultural competency. For example, S501 – Professional Social Work at the Master’s Level: An Immersion includes the objective that a student should be able to:

Identify the forms and mechanisms of discrimination, economic deprivation, and oppression particularly as they relate to the client’s age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.

Course assignments, videos, readings, and discussions include specifics related to these issues.

A combined BSW-MSW elective is offered once a year on *Developmental Issues for Gay, Lesbian, and Bisexual People*.

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration 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

Performance Indicators for this Goal/Strategy

Tasks

2.1A

2.1B

2.1C

Persons Responsible

2.1A (leader/team members)

2.1B

2.1C

Timeline for Completion (within plan period)

2.1A

2.1B

2.1C

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

Performance Indicators for this Goal/Strategy

Tasks

2.2A

2.2B

2.2C

Persons Responsible

2.2A (leader/team members)

2.2B

2.2C

Timeline for Completion (within plan period)

2.2A

2.2B

2.2C

Report of Accomplishments

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

Current Status:

3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3

Operationalize diversity within the context of all of our processes and as described by the university (Goal 1), the profession, and the diversity trends of this Century.

Performance Indicators for this Goal/Strategy

Tasks

- 3.1A Implement a *Strategic Planning Initiative* throughout the 2007-2008 academic year, beginning in August 2007.
- 3.1B Hold an initial retreat with faculty and meet with staff., students, and School constituencies.
- 3.1C Hold several additional face-to-face meetings throughout the year along with tasks groups with participation from students and school constituencies.
- 3.1D Hiring a facilitator to assist with the strategic planning initiative..

Persons Responsible

- 3.1A (leader/team members) Dr. Robert Vernon, Chair of Faculty Senate
- 3.1B Dean's Office, facilitator, Chair of Faculty Senate, Co-chairs of the Diversity Committee
- 3.1C Dean's Office, facilitator, Chair of Faculty Senate, Co-chairs of the Diversity Committee
- 3.1D Dean Michael Patchner.

Timeline for Completion (within plan period)

- 3.1A August 2008
- 3.1B Academic year 2007-2008
- 3.1C August 2007
- 3.1D Mid-summer 2007

Report of Accomplishments

In early 1980s the School created a system-wide Diversity Committee composed of staff, faculty, and students. The committee was originally called the Committee on Race and Poverty, then the Minority and Women Committee, followed by the Minorities and Women Committee and finally the Diversity Committee. This committee was dissolved in the late 1990s and its charged was integrated within a number of other school committees.

In Spring 2007 the School created a new system-wide Diversity Committee. This committee, with representation from IUSSW faculty, staff, and students from IUPUI, IU Bloomington, IU East, IU South Bend, and IUN will have a dual function, that is, it will attend to the diversity agenda for the whole school and it will provide leadership with specific diversity agendas for each campus.

Recent Trends for Academic Responsibility Centers : Results

Minority and Gender Representation among Academic Appointments

Social Work From

http://planning.iupui.edu/132.htm_mmid=4&smid=35&schlcode=11#schllist on 5-11-07

Fall Semesters ▶	2002	2003	2004	2005	2006
Professor - Pct Female	33%	43%	43%	43%	33%
Professor - Pct Minority	17%	14%	14%	14%	17%
Associate Professor - Pct Female	62%	62%	62%	57%	57%
Associate Professor - Pct Minority	15%	23%	23%	21%	21%
Assistant Professor - Pct Female	88%	83%	86%	100%	86%
Assistant Professor - Pct Minority	38%	33%	29%	33%	43%
Instructor - Pct Female	--	--	--	--	--
Instructor - Pct Minority	--	--	--	--	--

3.2 School/Department Goal or Implementation Strategy for Diversity Goal 3

Develop School documents that reflect the conceptualization of diversity as aspire in goal #1

Performance Indicators for this Goal/Strategy

Tasks

3.2A Make an inventory of all School documents to be reviewed with a focus on diversity.

3.2B Create new documents and revise current ones

Persons Responsible

3.2A (leader/team members) Dean's Office and co-chairs of the Diversity Committee (or their designees).

3.2B Diversity Committee

Timeline for Completion (within plan period)

3.2A Preliminary review end of summer

3.2B 2007-December 2009

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Report of Accomplishments

Diversity is integrated in the current mission of the School of Social Work. It reads,

“...The School is dedicated to the enhancement of the quality of life for all people, particularly the citizens of Indiana, and to the advancement of just social, political, and economic conditions through excellence in teaching, scholarship, and service. Within the context of a diverse, multicultural, urbanized, global, and technologically oriented society, the School prepares social workers who will shape solutions to a wide range of interpersonal and social problems by developing and using knowledge critically while upholding the traditions, values, and ethics of the social work profession”.

An extremely important policy that covers all aspects of our School is the IUSSW Policy on Nondiscrimination. This policy states:

Based on tradition of the social work profession, and consistent with Indiana University's Equal Opportunity Policy, the Indiana University School of Social Work affirms and conducts all aspects of

its teaching, scholarship, and service activities without discrimination on the basis of race, color, gender, socio-economic status, marital status, national or ethnic origin, age, religion/creed, disability, and political or sexual orientation.

The School of Social Work has a strong commitment to diversity and nondiscrimination. Indeed, diversity is celebrated as a strength. This perspective is demonstrated by the composition of its faculty and student body, curriculum content, recruitment and retention activities, participation in University committees dealing with oppressed populations, numerous service activities, including advocacy on behalf of the disadvantaged, selection of field practicum sites, and School policies.

The above statement appears in several School of Social Work documents, including School Bulletin, and student handbooks.

Revised 4/16/07

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

Current Status:

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

Performance Indicators for this Goal/Strategy

Tasks

4.1A

4.1B

4.1C

Persons Responsible

4.1A (leader/team members)

4.1B

4.1C

Timeline for Completion (within plan period)

4.1A

4.1B

4.1C

Report of Accomplishments

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

Performance Indicators for this Goal/Strategy

Tasks

4.2A

4.2B

4.2C

Persons Responsible

4.2A (leader/team members)

4.2B

4.2C

Timeline for Completion (within plan period)

4.2A

4.2B

4.2C

Report of Accomplishments