

IU Northwest CAMPUS DIVERSITY PLAN

December 27, 2008

CAMPUS DIVERSITY PLAN GOAL

To develop ambitious, institutionally integrated, campus-specific approaches toward advancing the broad context of diversity (race, ethnicity, gender, age, geography, social class, religion, sexual orientation, disability), equity, and multiculturalism, and to increase the presence of underrepresented minorities in the enrollments of students, recruitment and retention of faculty and professional staff, and utilization of minority and women-owned businesses.

The IU Northwest

S H A R E D V I S I O N

The Shared Vision is the long-term campus vision for diversity and equity. It indicates what constituents will come to expect of IU Northwest and inherent benefits from sustained interaction with its faculty, staff, and students.

We, the students, faculty, staff, and alumni of IU Northwest, take pride in our unique identity as Indiana University serving the seven-county region of Northwest Indiana.

As a student-centered campus, we commit ourselves to academic excellence characterized by a love of ideas and achievement in learning, discovery, creativity, and engagement.

Because we value the complete richness of the human family, we embrace diversity in all its facets and aspire to the full nobility of our shared humanity.

We interact in caring and competent ways to support individual and community aspirations and growth.

We honor and value the contributions of all our members.

We promote well-being through an attractive and convenient environment conducive to learning. Our graduates are prepared for life-long learning, ethical practices, successful careers, and effective citizenship.

Indiana University Northwest collaborates and cooperates with other educational institutions, external partners, and the surrounding communities to enhance our overall quality of life.

IU Northwest Diversity Plan

GOALS, ACTION STRATEGIES, & OBJECTIVES	TIME FRAME	FISCAL NEEDS	CHALLENGES	ASSESSMENT STRATEGIES & PROCEDURES	PERFORMANCE INDICATORS & ACCOUNTABILITY
<i>Institutional Leadership & Commitment</i>					
<p>Goal 1: All members of campus administrative leadership demonstrate accountability for the achievement of campus and departmental diversity and retention initiatives.</p>	<p>Long Term</p>				
Objective 1.1					
<p>Increase the number of departments who model achievement of diversity goals.</p>	<p>Short Term</p>	<p>Campus diversity awards celebration: \$3,500 - \$4,500 estimated.</p>	<p>Development of process and criteria for awards; reluctance to abandon historical practices; limited resources; maintaining current Affirmative Action data; setting realistic departmental goals.</p>	<p>Annual analyses of data to determine accomplishment of goals.</p>	<p>Percentage of underrepresented individuals in the unit. Documented efforts to share best practices. Documented efforts to enhance diversity.</p> <p>Accountable: Unit Heads Office of Diversity & Equity</p>
Objective 1.2					
<p>Develop an Academic Affairs based process for implementing FRAME.</p>	<p>Long Term</p>	<p>Faculty trainers, materials, and department support incentives, etc.: \$10,000.00 estimated.</p>	<p>Mentor participation; fiscal resources; Dean buy-in; monitoring success of mentored faculty.</p>	<p>Annual report from Academic Affairs regarding development of the implementation process.</p>	<p>Number of academic units represented in the FRAME process. Number of mentors trained. Number of mentoring relationships in place. Satisfaction survey of mentees.</p> <p>Accountable: Academic Affairs or designee Office of Diversity & Equity</p>

Curricular & Cocurricular Transformation

GOALS, ACTION STRATEGIES, & OBJECTIVES	TIME FRAME	FISCAL NEEDS	CHALLENGES	ASSESSMENT STRATEGIES & PROCEDURES	PERFORMANCE INDICATORS & ACCOUNTABILITY
Goal 1: Improve graduation rates for minority students.	Long Term				
Objective 1.1					
Implement black male retention program: Student African-American Brotherhood (SAAB).	Short Term	\$24,899.00 for 9 months in 2007/2008, \$116,733.00 in 2008/2009.	Coordinating program activities at two campuses (IU Northwest, IVY Tech); fostering community buy-in; competing community programs; campus-wide mentoring support.	Evaluate program data and report findings to relevant constituents. Evaluated data will include comparative first year participant GPAs, satisfaction with campus experience, first to second year retention rates, professional development satisfaction and growth in achievement by post-secondary participants.	Number of participants; student satisfaction in the IU Northwest academic experience; student persistence to next levels of academic rank; student workforce readiness; student GPA's; student self esteem. Accountable: Office of Diversity & Equity
Objective 1.2					
Determine reasons why minority students in good standing leave IU Northwest.	Short Term	Staffing hours, survey materials: estimated \$15,000.00	Contact with students after withdrawal. Evaluating student self-report.	Gather and analyze data from exit surveys. Annual report drawn from exit survey data.	Minority graduation rates; action agendas based upon progress reports and exit survey data Accountable: Academic Affairs Enrollment Services Student Affairs

Campus Climate

GOALS, ACTION STRATEGIES, & OBJECTIVES	TIME FRAME	FISCAL NEEDS	CHALLENGES	ASSESSMENT STRATEGIES & PROCEDURES	PERFORMANCE INDICATORS & ACCOUNTABILITY
<p>Goal 1: Develop the ability of the campus to raise concerns and address issues related to diversity by bringing the campus community together through dialogue.</p>	Long Term				
<p>Objective 1.1</p>	Long Term	<p>Staff support in ODE, Material and supplies for study circles, refreshments, post circle activity support: \$10,000.00 estimated plus staffing needs.</p>	<p>Convening a diverse group of participants. Release time for facilitators and participants; ODE program staffing. Process for addressing requests for post circle projects.</p>	<p>Pre and post assessment for study circle participants.</p>	<p>Number of participants per year; diversity of participants; results of pre and post assessment.</p> <p>Accountable: Office of Diversity & Equity</p>
<p>Goal 2: Provide a physically and environmentally compliant campus that is conducive to learning for all members of the IU Northwest campus.</p>	Long Term				
<p>Objective 2.1</p>	Long Term	<p>To be determined.</p>	<p>Coordination with existing building and renovation processes; aligning recommendations for improvement with facilities principles; fiscal needs.</p>	<p>Annual report on results of assessments on physical facilities; annual progress report on renovations.</p>	<p>Completed assessment reports; renovation plans; compliance with ADA, EPA, OSHA, and IU Northwest system criteria.</p> <p>Accountable: Environmental Health and Safety Physical Plant</p>

Representational Diversity

GOALS, ACTION STRATEGIES, & OBJECTIVES	TIME FRAME	FISCAL NEEDS	CHALLENGES	ASSESSMENT STRATEGIES & PROCEDURES	PERFORMANCE INDICATORS & ACCOUNTABILITY
Goal 1: Increase opportunities for minority and women-owned vendors to do business with IU Northwest.	Short Term				
Objective 1.1 Market IU Northwest’s commitment to minority and women-owned businesses in northwest Indiana through recruitment and outreach programs such as business opportunity fairs which emphasize access to business partnerships.	Short Term	Refreshments and participation fees to be determined.	Building community interest in minority business initiative.	Annual report of contacts and contracts with women and minority owned businesses.	Number of fair participants and diversity; number of minority and women-owned contacts and contracts with the university; Understanding of vendor opportunities with IU Northwest business processes. Accountable: Office of Purchasing
Goal 2: Enhance recruitment of minority students.	Long Term				
Objective 2.1 Develop a pipeline to connect minority students from Northwest Indiana schools to academic units at IU Northwest, e.g., West Side High School’s Performing Arts Program.	Long Term	Comparable to costs of West Side Theatre Guild - \$18,000, Emerson Performing Arts Collaboration - \$10,000, and Competitive Edge Programs - \$11,000 (excluding external costs)	Creating positive school/community relationships; Coordination of outreach among academic units; resource needs.	Annual report documenting programs linking community programs with academic units.	Number of new and existing programs which engage minority students; number of minority applicants and number of minority students enrolled. Accountable: Academic Deans Office of Admissions