

CAMPUS DIVERSITY PLAN

2007

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 of faculty and professional staff, and utilization of minority and women-owned businesses.

PART I: CAMPUS VISION & MISSION

IUPUI Diversity Vision

The vision for diversity is a clear statement, an inspiring word picture of where we would like IUPUI to be in 2-3 years.

We envision a world-renowned urban campus animated by the spirit of pluralism—the quest to appreciate difference, to seek understanding across social and cultural barriers, to risk transformation through interaction with others, and to empower populations underrepresented in American higher education.

IUPUI Diversity Mission

The Diversity Mission lists our organization's primary purpose in advancing diversity.

The Campus Community will pursue the following goals and objectives in order to realize our Campus Mission's strong commitment to diversity by:

Using education to develop the potential of all students, faculty and staff for their personal, social,

and professional advancement;

Developing an inclusive community where differences can be understood, respected, and valued and;

Preparing our graduates to shape and influence our city, state, and global society

PART II: CAMPUS GOALS, ACTION STRATEGIES & MEASURABLE OBJECTIVES

For each of the four dimensions of diversity and equity, identify campus-specific goals, action strategies, and measurable objectives addressing each of the following:

FOUR DIMENSIONS OF DIVERSITY AND EQUITY

1. **Institutional Leadership and Commitment** – The clarity of expectations, investment of human and fiscal resources, and accountability as demonstrated through the words and actions of campus leadership at all levels;
2. **Curricular and Co-Curricular Transformation** – The extent to which principles of multiculturalism, pluralism, equity and diversity are currently incorporated into the curriculum and co-curriculum, as well as ongoing efforts to further infuse them into same;

3. **Campus Climate** – The degree to which the events, messages, symbols, values, etc., of the campus make it a welcoming and inclusive environment for all students, faculty, staff, and members of the broader community; and
 4. **Representational Diversity** – The degree to which the campus attracts, retains, and develops students, faculty, and staff of color, commensurate with the campus mission and service region.
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IUPUI Campus Diversity Goals - 2007

The IUPUI Campus Diversity Goals 2007 reflect a campus wide planning process. The Campus Goals provide direction to the Schools and Administrative Units of IUPUI. Specific School and Administrative plans are presented in Part III.

Institutional Leadership & Commitment

Goal 1: 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.

Objective 1.1 Increase the diversity within the campus leadership.

Goal 2: Regularly assess, evaluate, improve, and communicate diversity efforts of IUPUI.

Objective 2.1 Establish appropriate measures and means to assess institutional progress in meeting these goals and objectives.

Objective 2.2 Report publicly on progress.

Objective 2.3 Revise objectives, strategies, and goals as necessary to achieve the campus vision.

Curricular & Co-curricular Transformation

Goal 1: Make diversity a strategic priority touching all aspects of the campus mission.

Objective 1.1 Ensure curriculum content and pedagogical strategies reflect a commitment to diversity.

Objective 1.2 Engage in research, scholarship and creative activity that is mindful of the human condition.

Objective 1.3 Maintain and enhance the library collections that reflect the full diversity of the human experience and commentary on it, and resist censorship or restriction of access to scholarly materials.

Objective 1.4 Ensure that civic engagement activities are experienced in a culturally relevant context.

Objective 1.5 Promote culturally competent practices.

Objective 1.6 Enhance programs and activities that increase the understanding of diversity.

Objective 1.7 Provide curricular, co-curricular and interdisciplinary activities that increase the ability of students to recognize their own cultural traditions and to understand and appreciate the diversity of the human experience, both within the United States and internationally.

Campus Climate

Goal 1: Make diversity a strategic priority touching all aspects of the campus mission.

Objective 1.1. Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.

Objective 1.2 Offer a physical environment that is inviting and accessible for all students, faculty, staff and visitors which allows for full participations in the life and work of the IUPUI community.

Representational Diversity

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

Objective 1.1 Ensure that the entire student population is at least proportionate to Indiana's in accord with the service mission of each academic unit; those units with statewide missions will have goals reflective of the state whereas other units will have goals reflective of Central Indiana.

Objective 1.2 Create an internationally diverse community by enrolling and graduating students from other nations, providing a variety of opportunities for IUPUI students to study abroad.

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.

Objective 2.1 A. Increase the diversity within the senior leadership.

Objective 2.2 Increase the diversity within the faculty and staff to become more reflective of the desired student population.

Objective 2.3 Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.

Objective 2.4 Establish high expectations for achievement and reward individuals for achieving these high expectations.

Objective 2.5 Enhance faculty and staff programs and activities that increase the sense of diversity.

PART III: SCHOOL & ADMINISTRATIVE DIVERSITY PLANS

<http://www.iupui.edu/diversity/planning/>

Completed Plans

- Department of Administrative Finance
- Department of Human Resources Administration
- Department of Planning and Institutional Improvement
- Division of Student Life
- Department of University Information Technology Services (UITS)
- Kelley School of Business
- School of Dentistry
- School of Education
- School of Health and Rehabilitation Sciences
- School of Law
- School of Liberal Arts
- School of Library and Information Science
- School of Science
- School of Social Work
- University College
- University Library

Plans Under Development

- Academic Affairs
- External Affairs
- School of Medicine
- Engineering & Technology
- School of Public & Environmental Administration
- School of Journalism
- School of Nursing
- Herron School of Art and Design
- Community Learning Network
- School of Informatics
- School of Music
- School of Physical Education & Tourism Mgmt.