

Report on Diversity Indiana State University

Prepared by
The ISU Council on Diversity
October 8, 2010

Dr. Carmen Tillery, Chair
Vice-President for Student Affairs
& Dean of Students

Leadership Team

Dr. Elonda Ervin (Presenter)

Dr. Barbara Eversole

Dr. Rhonda Impink (Presenter)

Mr. Randall Minas - Graduate

Dr. Carmen Tillery, Chairperson

2009-2010 Members of ISU Diversity Council

Council on Diversity Members

(Position held until fall of designated year;
3-year terms)

At-Large appointments (6)

(Eliezer Bermudez (2010)

Marlene Lu (2010)

Barbara Eversole (2011)

Carmen Tillery (2011)

Yasenska Peterson (2012)

Jean Flak (2012)

Community member (1)

Jeff Lorick (2011)

Enrollment management representative (1)

Sarah Wurtz (2011)

Business affairs representative (1)

Wil Downs (2011)

Student affairs representative (1)

Elonda Ervin (2010)

Faculty representative (2)

Rhonda Impink (2011)

Support staff representative (2)

Rebecca Stinnett (2011)

Martha Reed (2012)

Student government representative (2)

Michael Scott, Jr. - undergraduate (2010)

Randall Minas - graduate (2010)

Ex-officio

Sheila Johnson - Affirmative Action Officer

Mary Ferguson - Diversity Officer

***Human Resources Staff Recommended**

Council on Diversity Vision

We envision a university community that reflects the population of Indiana and the nation with respect to students, faculty, support staff and administration, and that transcends social and structural barriers to equality. We also envision a university community that understands what is necessary to achieve such a goal and appreciates why such a goal is beneficial.

**Aligned with University Vision Statement*

Mission Statement

The mission or purpose of the Council on Diversity in pursuit of our vision is to:

Assess the degree to which the university community reflects the population of Indiana and the nation with respect to its students, faculty, support staff, and administration;

Identify the factors that facilitate and those that inhibit the achievement of a culture of support for diversity; and

Recommend strategies to increase the diversity of the university community, address impediments to a culture of support for diversity, capitalize on opportunities that are present, and stimulate movement toward the achievement of the vision that can position Indiana State University as a 21st Century leader in this arena.

** Aligned with “The Pathway to Success”, Goals 1 & 6*

Core Values of Diversity

- 1) Recognizing and embracing the unique contributions of individuals;
- 2) Respecting personal experiences, beliefs, and worldviews;
- 3) Affirming that persons and groups may be at different levels of understanding and comfort with the subject of diversity but all gain through dialogue, reflection, and new experiences; and
- 4) Celebrating inclusiveness by building alliances across people and processes.

**Aligned with ISTREES - Embrace Diversity*

Diversity Definitions

ISU Council on Diversity

- ❖ Many thoughtful and insightful definitions have been offered for the term diversity, often tied to the characteristics of a given population. For the purpose of the conduct of our work, we have crafted a definition that emphasizes particular values and conscious practices that help a community to achieve such diversity, namely:
 - Recognizing and embracing the unique contributions of individuals;
 - Respecting personal experiences, beliefs, and worldviews;
 - Affirming that persons and groups may be at different levels of understanding and comfort with the subject of diversity but all gain through dialogue, reflection, and new experiences; and
 - Celebrating inclusiveness by building alliances across people and processes.

2010 Council on Diversity Committees

- 1) College/Administrative Units- Diversity Plan Development
- 2) Council on Diversity Professional Development:
 - OpenSource Research about Search Processes
 - Diversity Planning- Dr. Damon Williams
- 3) Student Diversity Committee
- 4) Appeals Committee (completed)
- 5) Communications Committee

4 Statutory Requirements

(IC21-27-4-4)

- 1) To review and recommend faculty employment policies concerning diversity issues
- 2) To make recommendations to promote and maintain cultural diversity among the faculty
- 3) To review faculty and administration personnel complaints concerning diversity issues
- 4) To make recommendations to promote recruitment and retention of minority students

OpenSource Leadership Process

- ❖ A year-long investigation of the search processes for faculty and administrative positions was conducted by a consultant from OpenSource Leadership Strategies, Inc. (recommendation, year 1)
 - In person interviews
 - Survey of 175 search committee participants
 - Telephone interviews
 - Debrief of one active search
 - Open forums
 - Seminar with President's Cabinet

Faculty and Administrative Employment at ISU

As a result of OpenSource study eight key findings identified in this study, three had specific importance to key personnel in Human Resources, Affirmative Action and Diversity:

- 1) Professional development in search and screening activities;
- 2) Resource guides outlining the conduct of searches and tools to increase diverse pools of qualified candidates; and
- 3) Coordination between offices involved in the hiring process.

Dr. Damon Williams

Vice Provost & Chief Diversity Officer
University of Wisconsin - Madison

Facilitated Two Seminars

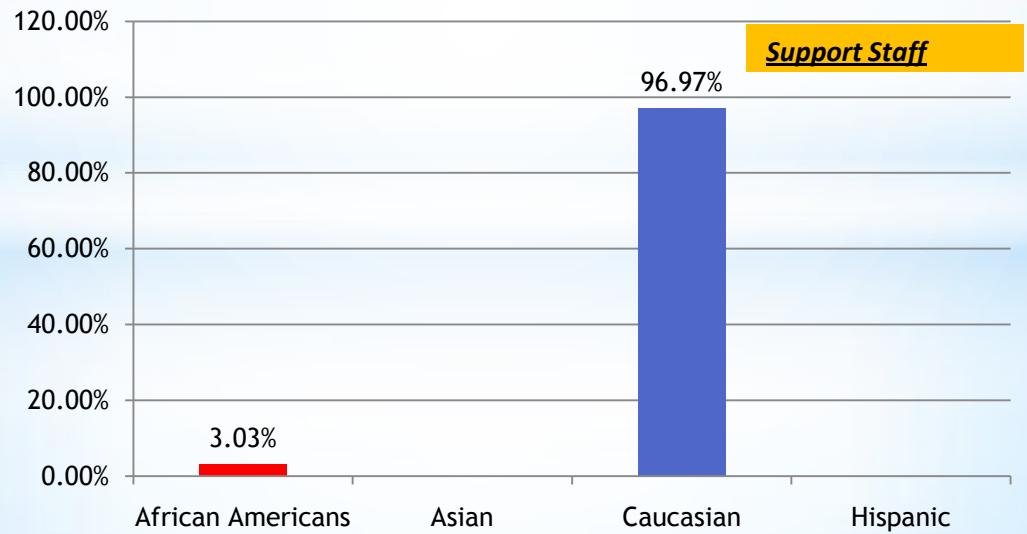
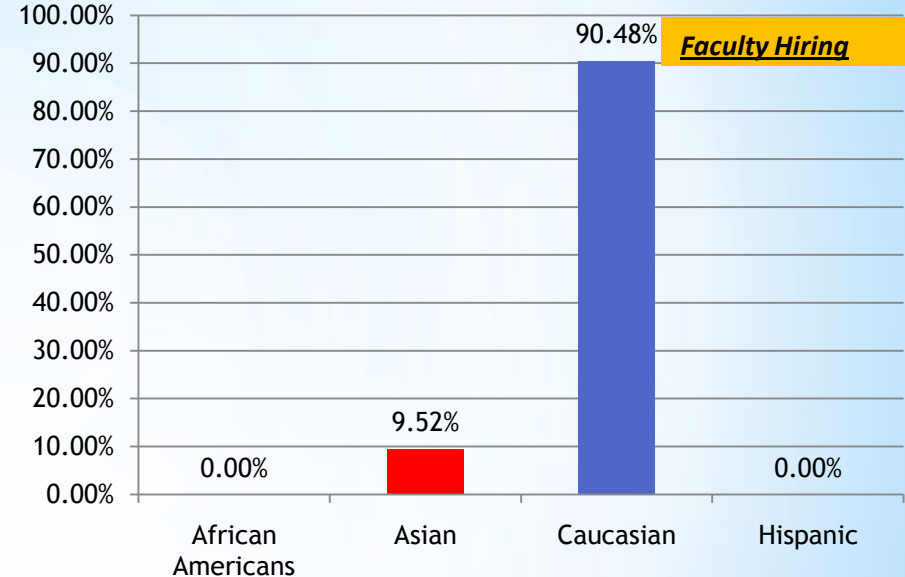
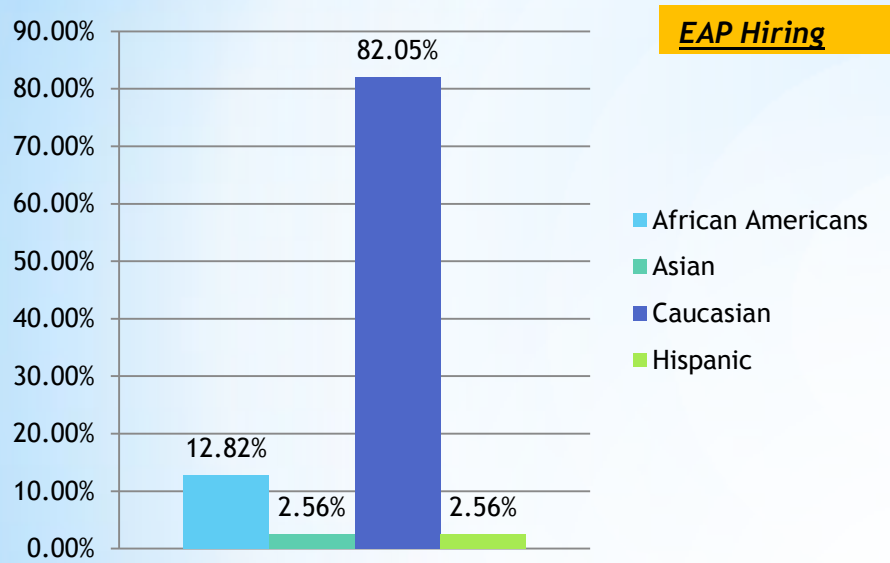
President's Council - topics included:

- *Diversity as a Strategic Priority Brief Context*
- *Faculty Diversity Myths & Barriers - Why we can't seem to move!*
- *National Landscape of Strategic Diversity Initiatives - A Quantitative Look*
- *No Magic Solutions - But What Works - Promising Practices!*
- *Creating faculty recruitment and retention and tools*

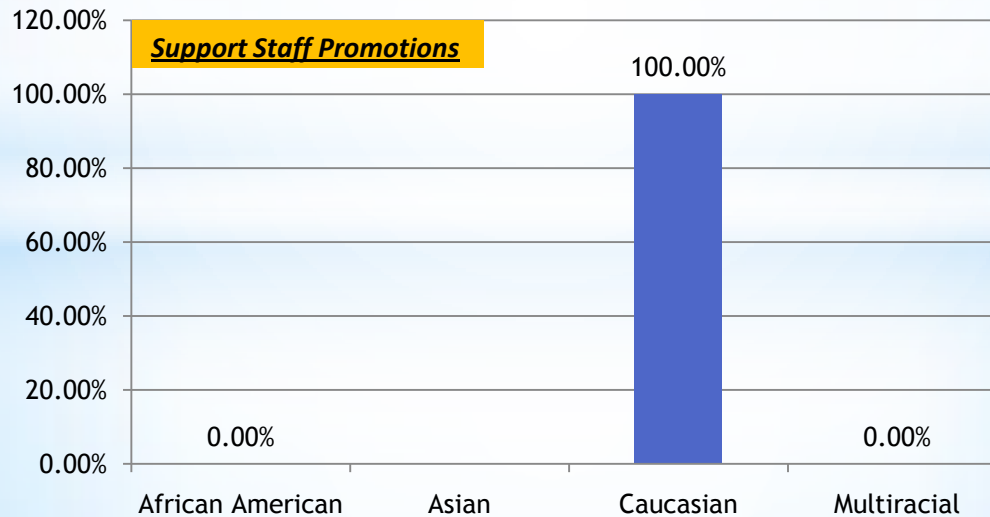
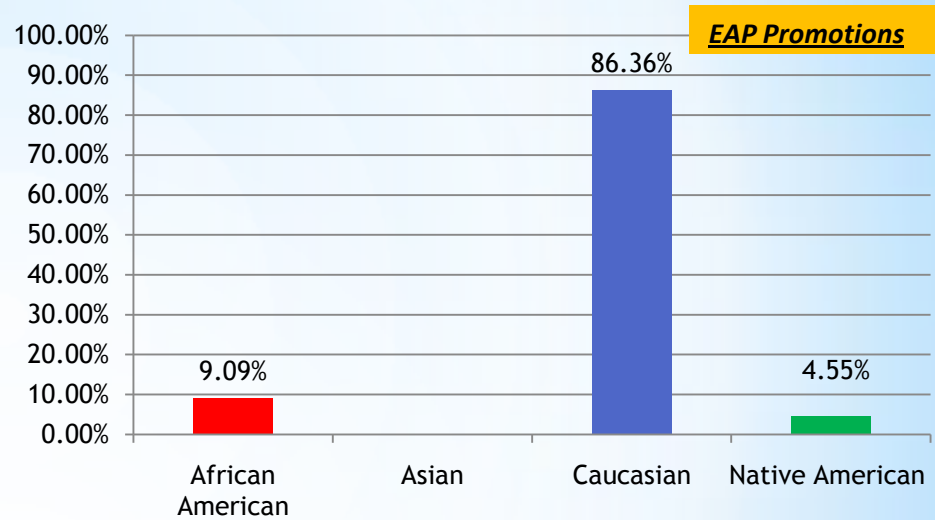
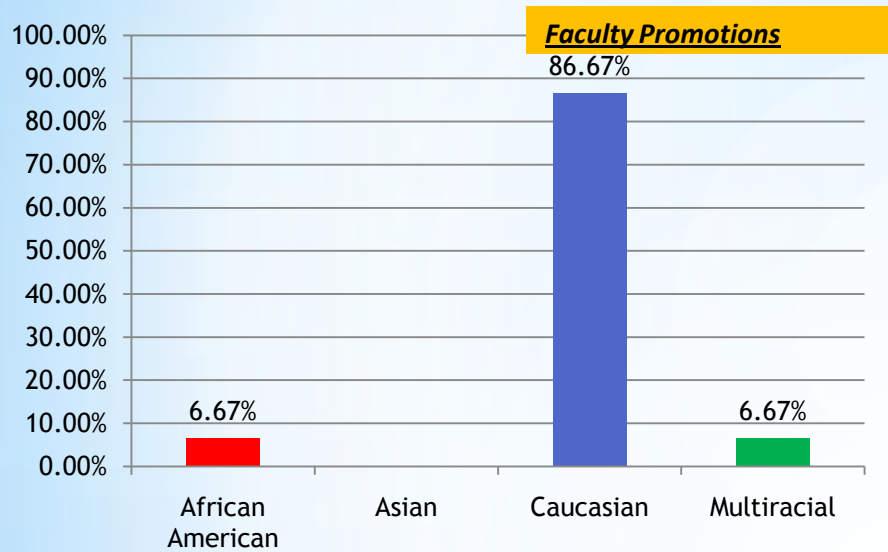
Council on Diversity - Topic Included:

- *Creating an Campus Diversity Strategic Plan: Nuts and Bolts*

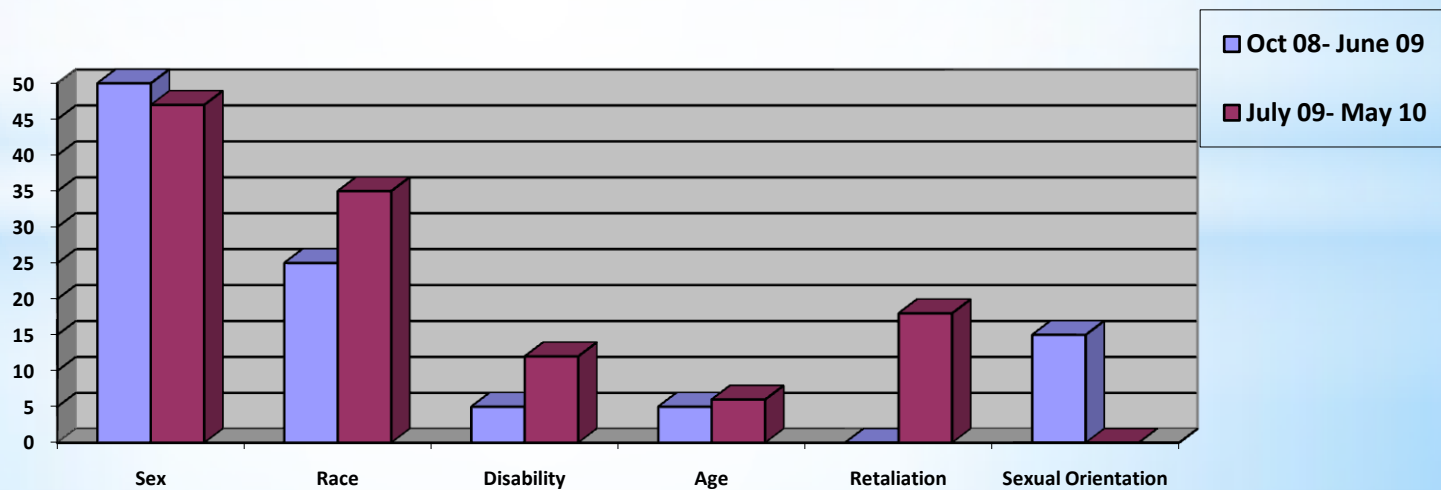
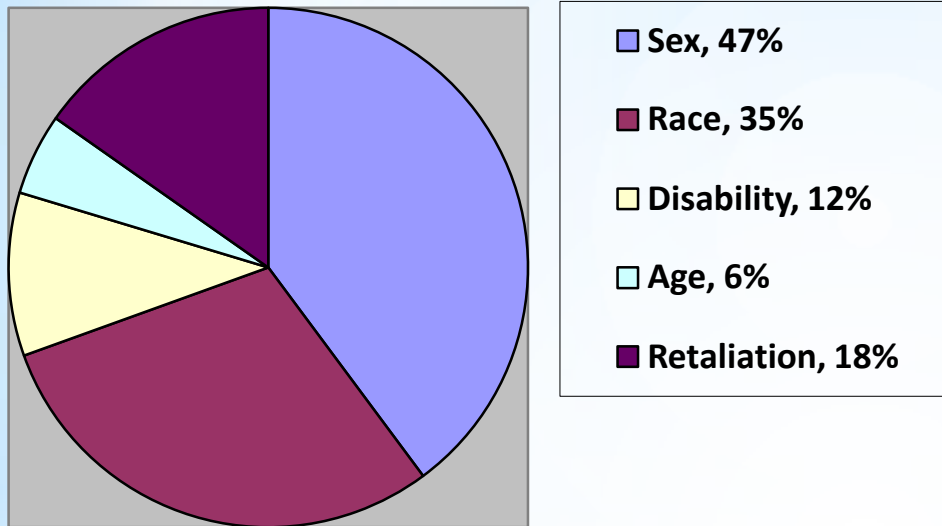
Staff Hiring Statistics (Faculty, EAP, SS)



Staff Promotion Statistics (Faculty, EAP, SS)



Personnel Complaints Concerning Diversity Issues



African American Caucus Challenges

A Few Limitations and Concerns:

- 1) Lack of professional advancement opportunities and/or promotions.
- 2) Lack of understanding or inability to see that there is an issue of racism on campus.
- 3) Feeling of invisibility on campus.
- 4) Need for support and mentoring.
- 5) Appearance of different standards for upper administration.
- 6) Sense of entitlement among the majority members on campus.
- 7) Non- Collegiate Environment

African American Caucus Opportunities

Opportunities for African American faculty, and staff:

- ❖ Love for the students
- ❖ Chance to be role models for students
- ❖ Solid network of co-workers
- ❖ Opportunity for flexibility and autonomy in the work environment

African American Caucus Recommendations

- ❖ Representation from underrepresented groups at all decision making tables (an example: major search processes, more than one person)
- ❖ Diversity and inclusion training for all employees at ISU
- ❖ Form a Student Sub-committee on Diversity
- ❖ Conduct Campus Climate Surveys

Recruitment and Retention of Minority Students

- 1) Why did you choose ISU?
- 2) Orientation to ISU (feelings/impressions)
- 3) Supportive environment shown by:
 - a) Peers
 - b) Faculty/staff
- 4) Challenges while at ISU
- 5) Recommendations on how the council and ISU can support you and/or your organization

Recruitment and Retention of Minority Students Recommendations

- ❖ The Council will focus on Diverse Groups of Students via a disabilities and gay, lesbian, bisexual, and transgendered (GLBT) population lens
- ❖ The Council recommends that a study be conducted of student socialization experiences
- ❖ The Council will work with the Student Sub-Committee

***Aligned with Statutory Requirement 4**

Fact Finding Participants

- ❖ Survey to all self-identified minority or special interest group members on campus
- ❖ Participants were also asked to submit separate responses representing the opinion of the organization they were members of

Fact Finding Results

Ten students (representing their campus organizations) participated in the information session. Received 19 surveys (March 4, 2010).

Reported Themes:

- 1) Issues/concerns regarding faculty
- 2) Issues regarding orientation to ISU
- 3) Supportive environment
- 4) Challenges

OpenSource Recommendations

- Mandatory comprehensive search committee education and training
- Mandatory comprehensive education training session on diversity issues
- The office of Diversity and Members Council should begin implementing annual meetings with vice presidents and deans to discuss their annual diversity plans
- The Human Resources, Diversity, and Affirmative Action offices should implement a Targeted Recruitment Process
- The Office of Diversity should create a standard diversity statement to include with all job postings/announcements

*Aligned with Statutory Requirements 1 & 2

Council on Diversity Recommendations and Future Agenda 2010-2011

- Completion of Campus Wide Diversity Plan (the completion by colleges and departments)
- Establish Student Sub-Committee on Diversity (that works closely with the council's leadership)
- Developing an Institutional Culture and Common Terms
- Plans for Evaluation - Establishing Outcomes and Benchmarks (work closely with Karl Burgher and Strategic Plan)
- Incorporate the Concept of Diversity and Civility into Orientation for New Students, Faculty and Staff
- Develop Workshops and Training for Problem Areas on Campus
- Continue Work of Faculty Search Processes and Opportunities Hires (work by Dr. Josh Powers)