Council on Diversity

Annual Report to Trustees

10.14.11

Council on Diversity: Who We Are and What Do We Do?

- *Our Statutory Responsibilities*:
  - Review & recommend faculty employment policies
  - Review faculty and admin. personnel complaints
  - Make recommendations with respect to cultural diversity among faculty
  - Make recommendations with respect to recruitment and retention of minority students
- *Our membership*:
  - 21 persons, including 2 members from the Terre Haute community
- *Our motivation*:
  - To make ISU and Terre Haute a great place to live, work, and learn.

Our 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.

Council on Diversity wins award from Human Relations Commission of Terre Haute – Fall 2011

How This Presentation is Organized

- Weave a story; provide you a window into the achievements, challenges, and needs moving forward with respect to diversity at ISU.

- Let you hear from some of the persons who work tirelessly in this arena.

- Let you meet and hear from the future of ISU on the academic side.
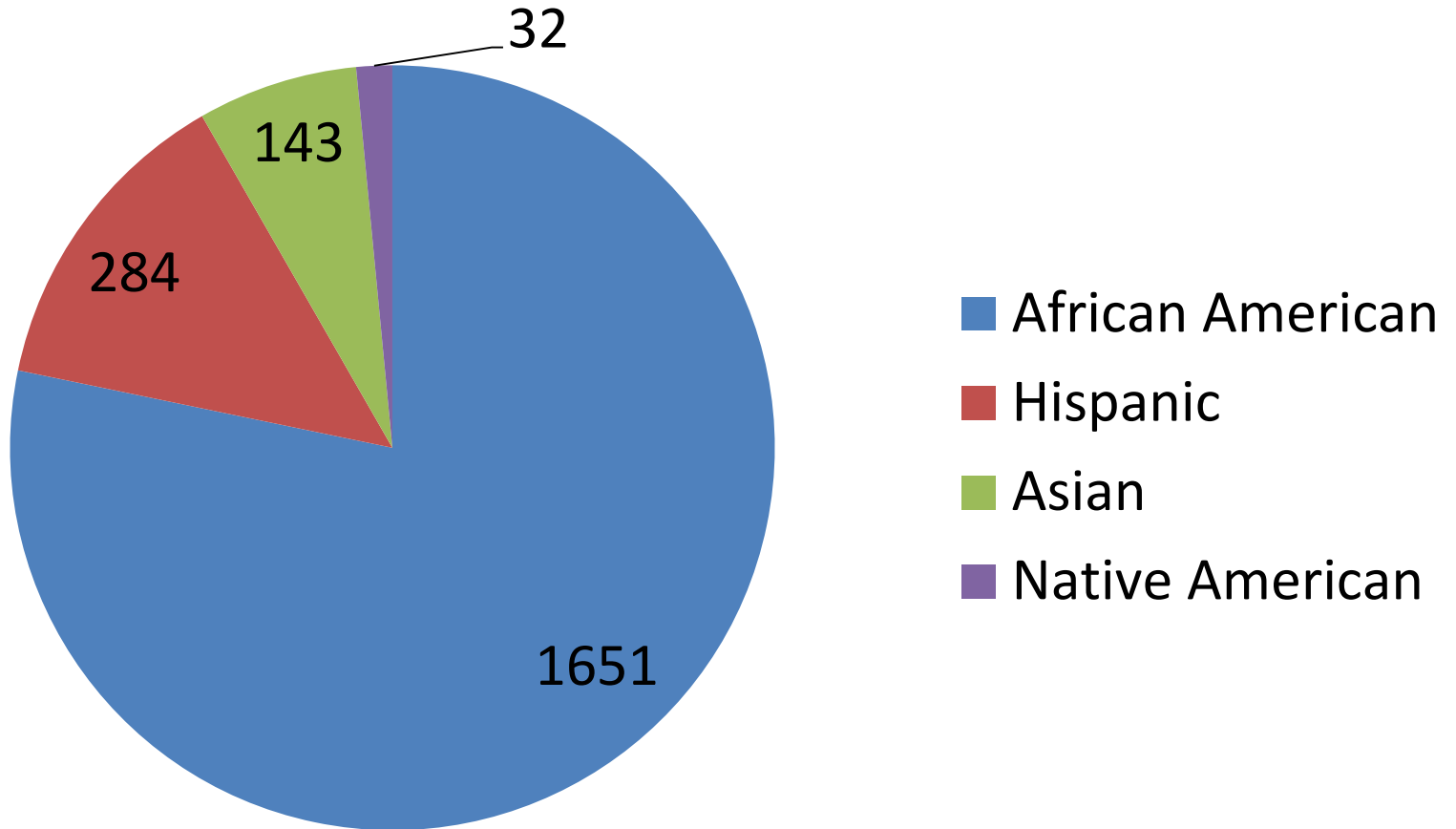
Students   **Staff**
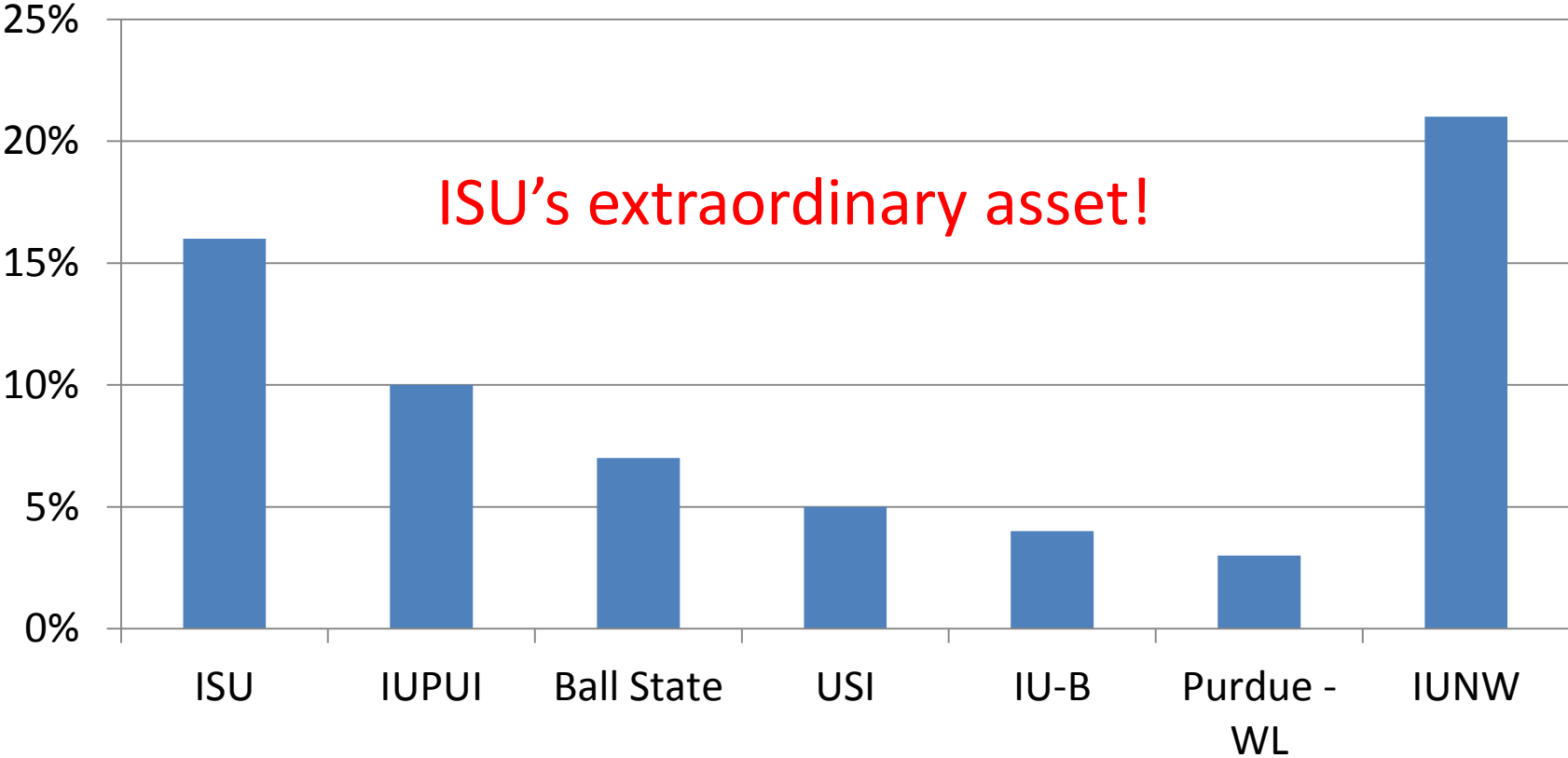
Civil Rights

Faculty

Students

Student Diversity - Fall 2011

- African American
- Hispanic
- Asian
- Native American

32
143
284
1651

Source: IR; FTFTF-BDS Students.

African American Undergraduates Around the State

Percentage AA Undergraduates on the Campus – Fall 2010

ISU's extraordinary asset!

Source: IPEDS

African American Students: The Essential Retention Need

TABLE #1 Category - Students	Fall 2014 Goal	Fall 2009 Baseline	Fall 2011 Target	Fall 2011 Actual	Achievement
1st year AA retention rate	72.5%	55.2%	63%	43.2%	⬇
4-year AA graduation rate	20.3%	10%	17%	7.9%	⬇
6-year AA graduation rate	43.3%	28.1%	38.1%	26.5%	⬇

Source: IR; FTFTF-BDS.

A Story Behind the Story:
Disproportionately 1st generation and low income

What is Being Done on the Front End: Building Pool of Peer Academic Anchors

- Expanding efforts to go after the highest academically achieving AA students
  - Focused effort on AA students with GPA 3.0 and higher;
  - Creative use of scholarship incentives (e.g., Warren M. Anderson & Senator Lugar scholarships);
  - Special calling campaign.

What is Being Done at Transition and 1st Year: ISUcceed

- Summer Orientation Parent Session
- Fall Prep – 2 Day Orientation
- ISUcceed Scholars – Academic Year Program
- Academic Probation Program

Preparation

- ISUcceed Summer Orientation Parent Session
  June 3 – July 1, 2011; 80 Parents participated, 70 students

- ISUcceed Prep – 2 Day Fall Orientation
  August 19 – August 20; 70 Freshmen (Regular and Conditional Admits); Students self select into program

- ISUcceed Scholars Component
  First week of classes/ 10 Graduate Counselors
  Bi-weekly meetings with graduate counselors
  Weekly academic seminars taught by graduate counselors
  98 students in program first week of classes
  68 regularly attend bi-weekly meetings

Intervention

- ISUcceed Academic Probation Component
  - Students who have been placed on academic probation
  - Assigned to graduate counselor
  - Bi-weekly meetings
  - Academic seminars
  - Program will begin in January 2012 and operate throughout the academic year

African American Cultural Center Activities

Aug. 27th AACC Cookout in Wolf Field

Sept. 14th & 15th Play "Yellow Man"

Sept. 20th – Oct. 11th Book discussion group "Immortal Life of Henrietta Lacks."

Sept. 24th 2nd Annual AACC Academic Achievement Awards Luncheon and Ceremony

Oct. 1st Circle City Classic Trip – Indianapolis, IN

Oct. 5th 2nd Annual Catfish Meet & Greet Dinner

What else you should know regarding student diversity related activities

- Admissions Office
- Student Academic Services Center
- Office of Diversity
- SGA Diversity Week
- Religious pluralism support
- GLBTQ initiatives
- *Future Needs*:
  - Framing language for priority attention: **AALANA**
  - Improved disaggregation of data to inform intervention and celebration
  - Campus Climate survey – *Diverse Learning Environments*

Faculty

- *Institutional Goal*: Diversify the faculty with priority on African American faculty.

- *Strategic Plan*: By 2014, narrow the percentage gap between African American faculty and African American students by 50%.

- *The Vehicle*: Diversifying the Faculty Initiative.

- *The Means for Success:* Reframing the purpose and mechanisms for conducting searches.

Faculty Recruitment

Changing the Paradigm: The Big 5

The Traditional Paradigm

- Diversity = Less Qualified
- If you post it; they will come.
- Fairness means candidates get treated the "same."
- Searches as independent effort.
- Caring only about the candidate for the purposes of consummating a transaction.

The Success Paradigm

- Diversity = Excellence
- If you call them, a relationship gets established.
- Fairness means being responsive to candidate needs.
- Searches as collaborative effort.
- Caring for the candidate regardless if ISU becomes their academic home.

What We Did

- Search leadership workshops
- Rich resource materials
  - No one could say they did not know where to go look fore diverse candidates
- Process partners assigned to each search
- Opportunity Hire Program
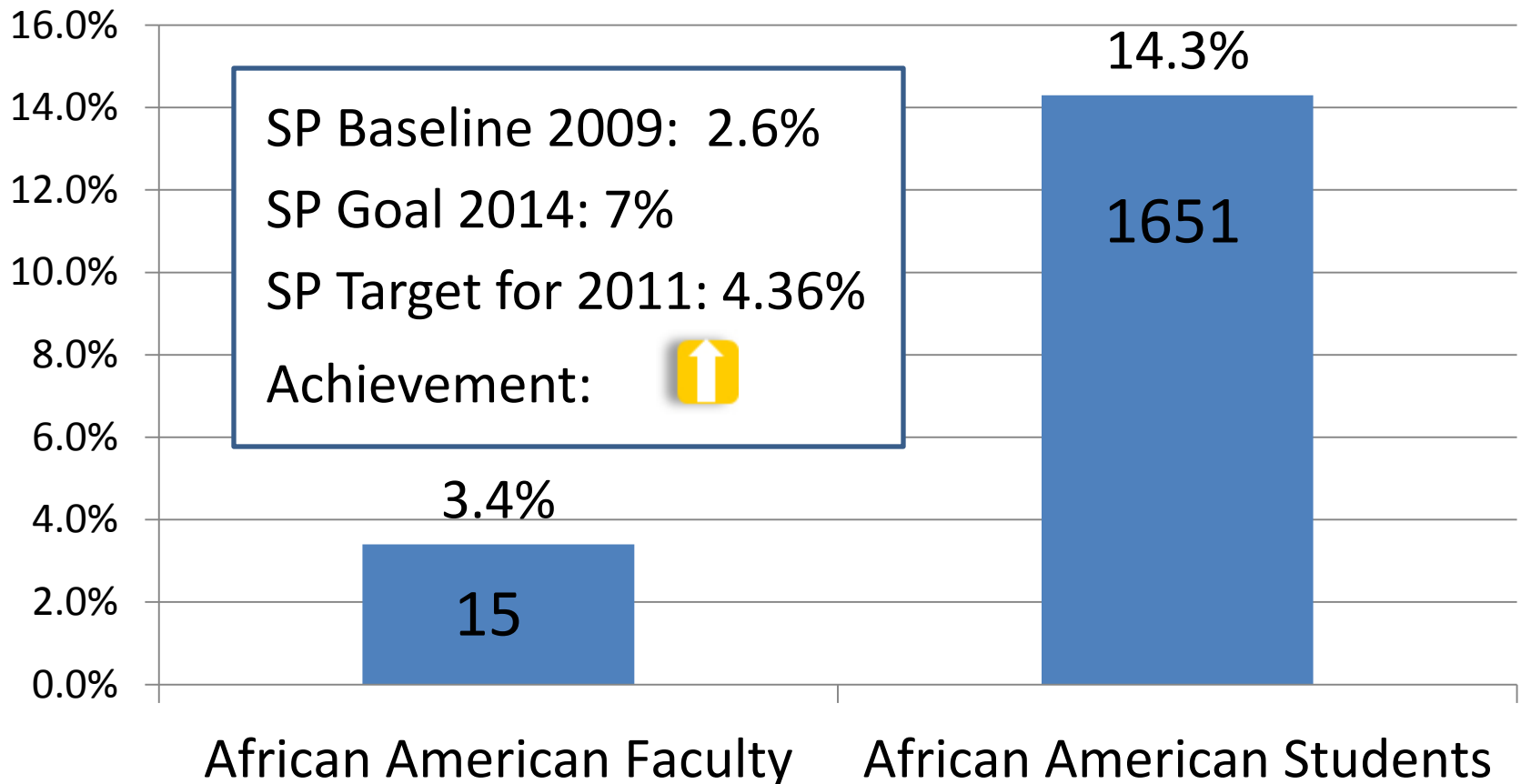- Painting the picture for why it is important

Diversifying the Faculty
-achievements-

- 72 Opportunity Hire applications, 45 AA

- 20 participants in Scholar Collaboration Day

- 5 AA hires; 50% increase in AA faculty at ISU

- 15 minority hires, >1/4 of all faculty hires

ISU building a reputation externally as an employer of choice for faculty of color

Examining the Data

Faculty Diversity vs. Student Diversity
Fall 2011

SP Baseline 2009: 2.6%

SP Goal 2014: 7%

SP Target for 2011: 4.36%

Achievement: ⬆️

14.3%

1651

3.4%

15

African American Faculty

African American Students

Source: IR; FTT/TT & FT Non-TT.
Graph drawn from data in Table 2 of Report.

Diversifying the Faculty
-work still to be done-

More reframing effort

Category – FTT/TT Faculty Hiring via Nationally Posted Searches 2010-11	Number Faculty Posted Positions	Number of Applicants for Posted Positions	Number of AA Applicants for Posted Positions	Number of AA Finalists for Posted Positions	Number of AA Hires
Bayh College of Education	4	55	8 (14.5%)	2	1
College of Arts & Sciences	8	301	7 (2.3%)	0	0
College of Technology	4	62	9 (14.5%)	2	1
College of NHHS	8	85	7 (8.2%)	1	1
Scott College of Business	4	188	6 (3.2%)	0	0
Library	2	100	2 (2.0%)	0	0
TOTALS	30	791	39	5	3

Opportunity Hire Results

TABLE #6 Category – Faculty Hiring via Opportunity Hire Program 2010-11	AA	Other[2]	Total	Target 2010-11	Achievement
Number of Applicants[1]	45	27	72		🟩
Number of Recommendations for Hire	12	2	14		🟩
Number of Hire Approvals	7	2	9		🟨
Number of Opportunity Hires	2	2	4	8[3]	🟥
Yield (Approvals/Hire)[4]	29%	100%	44%		🟨

Note: [1]Applications received through special Opportunity Hire portal in Applicant Tracking System or referrals from departments; [2]Qualifying candidates other than AA; [3]President's goal articulated at Fall address to campus; [4]Reflective of candidates approved for hire but opted not to accept offer or withdrew from consideration. Data provided by Academic Affairs.

Additional Work to be Done

- Sharpening Opportunity Hire elements
  - clarity, strategy, mechanics
- Refinements to advertising/external visibility building
  - Better use of advertising tools
  - STEM outlets
  - Enhanced partnering with departments
- Retention!!
- Associate to professor and gender disparities

Staff

- *Institutional Goal*: Diversify the administration.

- *Strategic Plan*: By 2014, narrow the percentage gap between minorities and women in executive and professional staff positions with that of their equivalent group in the student body by 50%.

- *The Vehicle*: Intentional recruitment and internal advancement opportunity.

a few examples

Diversifying the Staff

TABLE #3 Category – Executive & Professional	Fall 2014 Goal	Fall 2009 Baseline	Fall 2011 Target	Fall 2011 Actual	Achievement
% of women in exec positions/ % female students	40.5%/54%	36.8%/52.8%	38.3%/NT	**33.3%**/54.6%	🔽
% of women in other professional positions/ % female students	54%/54%	53.8%/52.8%	53.9%/NT	**51.2%**/54.6%	➖
% of minorities in exec positions/ % minority students	11%/17%	6.6%/18.9%	8.4%/NT	**11.1%**/20.7%	🔼
% of minorities in other professional positions/ % minority students	13.5%/17%	9.8%/18.9%	11.28%/NT	**8.2%**/20.7%	🔻

Source: IR; Executive level (Exec) defined as per HR definition. Other professional defined as other professional staff that are not Executive level.
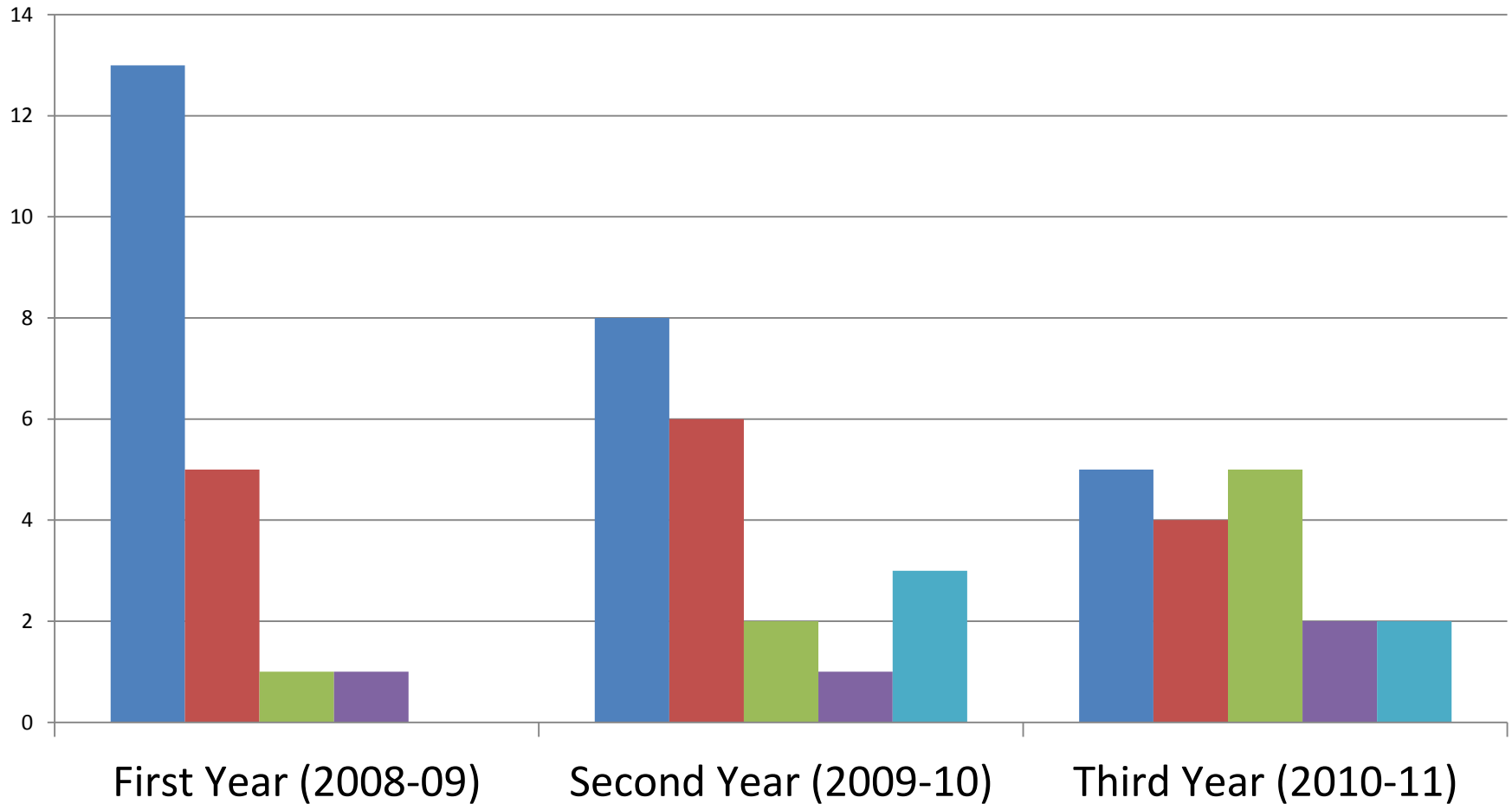
Additional work to be done

- Recruitment and search paradigm change.
- Retention through mentoring and employee affinity groups.
- Climate study.
- Establish a link between performance metrics and our diversity goals.

Civil Rights - Grievances

■ Sex   ■ Race   ■ Disabililty   ■ Age   ■ Retaliation

First Year (2008-09)   Second Year (2009-10)   Third Year (2010-11)

Source: Affirmative Action.

Complaints and Investigations

Complaint Type	Formal Investigations	Violations	Student Involvement
Sex	1 of 5	0	4
Race	0 of 4	0	3
Disability	0 of 5	0	1
Age	0 of 2	0	1
Retaliation	2 of 2	0	0

Source: Affirmative Action; Violations means of the university non-discrimination policy.

Summary Recommendations

- Student retention: Job 1.

- Continue to emphasize innovation in recruitment (faculty and staff) and move to innovate with retention.

- Data to inform priority action
  - *Examples:* Gender disparities at full professor, time in rank at associate professor, college and administrative division nuances.

- Attention to other groups: LGBTQ, international students, disabled students.

- Clear leadership messaging and accountability for follow-through.
  - *Example:* Diversity Plans
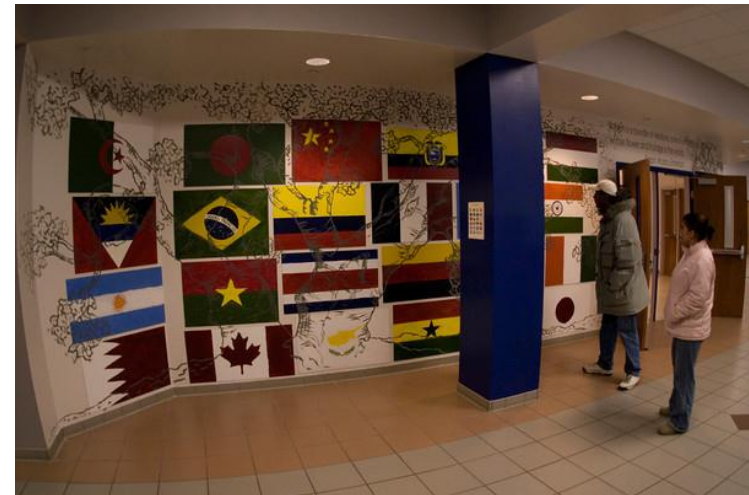
The success story we want every ISU student to have.