

# IU South Bend Diversity Plan

## Goals for Institution Leadership & Commitment

Indiana University South Bend draws from and has representation from a rich diversity of the population of north central Indiana and southwestern Michigan. This region has populations of Native Americans; African Americans; Hispanic -, Polish-, Italian-, Hungarian-, and Asian-Americans. In addition, the campus has about 200 international students each year, and the South Bend English Institute (housed on the IU South Bend campus) has up to thirty international students enrolled in each of several sessions throughout the calendar year. The campus has a history of drawing non-traditional age students, particularly to its General Studies undergraduate program and Business and Education graduate programs. Additionally, strong connections to the community have already been built around such programs as the annual *Conversations on Race*, and campus involvement in the South Bend Natatorium project. This regional and historical context can be leveraged to build campus diversity and highlight the campus' strengths.

Key elements of the development of diversity as part of the campus identity include drawing existing diversity initiatives together into a cohesive program through the re-organization of responsibilities and positions under an Office for Diversity, marketing of diversity as a key characteristic of the campus, and supporting curricular and non-curricular initiatives. Campus diversity efforts are many but diffuse and communication regarding programs and practices aimed at enhancing minority attainment is lacking. As a result, certain departments, programs, academic units, and individual faculty and staff may not be aware of what their colleagues are doing to enhance minority attainment on campus. This may lead to duplication of services, poor linkages between diversity initiatives, and unaddressed areas in our diversity efforts. There are no new funds for diversity efforts unless grants or philanthropic funds are received. Nonetheless, current programs can be identified and consolidated for greater efficiency while Public Affairs and University Development seeks additional funding.

Making diversity a priority on campus will benefit the campus and the community by drawing greater numbers of students with rich cultural backgrounds to a supportive academic environment, in which we seek to understand and celebrate diversity as a strength.

GOALS, ACTION STRATEGIES, & OBJECTIVES	TIME FRAME	FISCAL NEEDS	CHALLENGES	ASSESSMENT STRATEGIES & PROCEDURES	PERFORMANCE INDICATORS & ACCOUNTABILITY
<b><i>Institutional Leadership and Commitment</i></b>					
<b>GOAL 1: Establish diversity as a campus priority.</b>					
<b>Objective 1.1:</b> Public Affairs and University Development will make broader diversity part of the campus identity for marketing, including traditional students, diverse faculty & staff, international students, and using the campus website.	By June 30, 2008	No additional funds	Prioritizing funds	Check NSSE for questions related to campus climate and add, if necessary.	Increases in reported diversity; changes in NSSE results
<b>Objective 1.2:</b> The Campus Directions Committee will include diversity in the campus Strategic Plan.	2009	None	Presenting and having accepted as part of the Strategic Plan	Completion of monitoring plan	Presence of diversity in the Strategic Plan
<b>Objective 1.3:</b> The campus will support diversity awareness workshops for faculty, staff, and students through UCET, Student Services, Student Government, and Administrative & Fiscal Affairs.	2008 -	Varies	Various units must be willing to plan and present workshops on a continuing basis. Funds must be prioritized.	The number of diversity awareness workshops increases.	Year end reporting of activities by Affirmative Action
<b>Objective 1.4:</b> The Office of Affirmative Action will communicate the annual report on affirmative action and diversity activities broadly.	Annually	No additional funds	None	Broader campus and community awareness of affirmative action and diversity activities	Year end reporting to Chancellor

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<b>GOAL 2: Develop the appropriate administrative organization to lead, facilitate and monitor diversity initiatives on the IU South Bend campus, and coordinate with university initiatives.</b>					
<p><b><u>Objective 2.1:</u></b> The Chancellor's Cabinet will conduct a systems analysis on the support and initiatives we now have in place for diversity (checking against the Affirmative Action annual reports), determine the effectiveness of each, and use the results to guide diversity initiatives.</p>	2008	None	None	Results included in Vice Chancellors' annual reports	Campus communication of results
<p><b><u>Objective 2.2:</u></b> The Chancellor's Cabinet will review the current administrative structure to consolidate positions and responsibilities into an Office for Diversity to facilitate diversity monitoring, activity, programs, initiatives, etc.</p>	2008	None	Resistance to restructuring	Completion of plan	Assessment of diversity activities within a new structure

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*Institutional Leadership and Commitment*

**GOAL 3: Provide funding to recruitment and retention of minority faculty, staff and students; and to support programs on diversity.**

<b>Objective 3.1:</b> Academic Affairs, Student Affairs, and Administrative & Fiscal Affairs will review funding and effectiveness of current diversity initiatives.	2008	Unknown	Resource constraints	Determine impact of instituted changes	Completion of task & communication to campus
<b>Objective 3.2:</b> The Chancellor will establish permanent funding for diversity programs having long-term commitments.	AY 2009-10	Unknown	Resource constraints	Completion of established budgets	Communication to campus
<b>Objective 3.3:</b> Public Affairs and University Development will seek grant or philanthropic funding sources for particular initiatives.	Ongoing	None	Prioritizing of fund development	Monitoring objectives	Increased numbers of funded activities

**GOAL 4: Academic Affairs and Administrative & Fiscal Affairs will review recruitment, hiring, salary and promotions to determine the current status and areas in which there may be equity or diversity issues to address, or achievements to report.**

	2008-09	None	None	Evaluations of results	Implementation of changes in hiring as a result of findings
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