

Academic Plan - Excellence in Research, Scholarship, and Creative Activity

Increase Faculty Diversity via Multi-cultural Visiting Appointments - 2008 Update

Several steps were taken to improve the diversity among the faculty at IUPUI. Consultation with deans, department chairs and search committee members was provided to academic units in a number of key searches, in order to implement best practices for enhancing the diversity of the pool of candidates. The campus secured a subscription to the National Minority Faculty Identification Program for use by academic units as a useful tool to search for and recruit faculty from less represented populations. The SRUF (Support for the Recruitment of Under-Represented Faculty) program has proved very successful in attracting under-represented tenure-track faculty to come to IUPUI. 12 faculty members from under-represented populations were hired with funds from the SRUF program during AY 2007-08. Additionally, 16 faculty have already been hired for Fall 2008. Of the 28 accepted SRUF offers, the ethnicity breakdown is 8 African American, 6 Hispanic, 1 Native American, 10 Asian, 3 Caucasian and the gender breakdown is 13 Male, 15 Female. A noticeable increase in our minority faculty should be apparent next year. For completeness, let us note that in the period 2000 to 2007, the percentage of female tenured/tenure track faculty has increased from 26% to 31%, and the percentage of minority tenured/tenure track faculty has increased from 9% to 14%.

In March 2008, the School of Education's Center for Urban and Multicultural Education (CUME) conducted an initial study of the climate for faculty of color at IUPUI. This study, which is continuing, is examining the experiences of faculty of color, particularly the ways in which they experience the climate at IUPUI, the opportunities and frustrations they encounter in pursuing their work, the people who help or constrain them, and how they see their future. The study results will be used to guide the implementation of effective recruitment/retention strategies and programs.

The new Assistant Chancellor for Diversity, Equity, and Inclusion, is expected to aid with the pursuit of additional minority recruitment. Multicultural visiting appointments could well prove to be a feeder route for more SRUF hires, and these ideas are being considered.