

Action Item Team Report
Summary Cover Sheet
Increase Faculty Diversity via Multi-cultural Visiting Appointments

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Current Status of Visiting Appointments at IUPUI (2006-07)*:

- (1) Visiting Scientists and Scholars
 - a. Total = 25
 - b. Asian = 22
 - c. Black = 3
 - d. Hispanic/Latino(a) = 0
 - e. Native American = 0
 - f. Women = 16
- (2) Postdoctoral Appointments
 - a. Total = 163
 - b. Black = 1
 - c. Hispanic/Latino(a) = 4
 - d. Women = 65
 - e. All are currently in the sciences
- (3) IU/HBCU (Historically Black Colleges and Universities) Partnership (March, 2007)
- (4) Pre-Doctoral Fellowships and Collaboration between IUPUI and Howard University (May, 2007)

**IUPUI Academic Policies, Procedures & Documentation, 2007*

Recommendations/Suggestions:

- (1) Develop a system or mechanism to track visiting appointments, postdocs and graduate students;
- (2) Positions and opportunities must be publicized/advertised widely to increase diversity among the scientists/scholars;
- (3) Rely on consultation from the Office for Multicultural Professional Development (OMPD) to aid in the recruitment of persons from less-represented populations;
- (4) Extend the use of the Support for Underrepresented Faculty fund (SRUF) to include visiting appointments;
- (5) Develop a research/teaching postdoc to encourage Ph.D. recipients from less represented populations to pursue academic careers while also aiding their professional and career development;
- (6) Research programs which were conceived to cultivate and produce more minority Ph.D.'s as these can serve as sources for visiting and/or temporary appointments, as well as best practices (see examples in attached report).

Implementation:

- (1) Create a senior level administrative position through Academic Affairs to manage and coordinate the program;
- (2) Regularly evaluate and assess the program(s).