

SCHOOL OF SCIENCE DIVERSITY PLAN

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.

Current Status: Without an existing diversity council the SOS has never centralized diversity efforts. Therefore, our first year we will mostly determine our current status and based on our findings make plans for following years.

1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1

Recruitment

Begin to develop a program to increase the number of underrepresented students to reach the levels requested by IUPUI and comparable to central Indiana populations.

Performance Indicators for this Goal/Strategy

Completion of tasks indicated below will indicate good performance.

Tasks

1.1A Collect information on demographics of direct-admit science majors and UCOL science majors from the past five years.

1.1B Begin creating the infrastructure in the SOS and developing the contacts in the community so that *in the next few years* the school can:

- Invite high school juniors and seniors from underrepresented groups to attend campus gatherings showcasing the research of undergraduate students (LSAMP, AGEP, UROP, etc.).
- Develop closer ties with academic counselors from central Indiana high schools.
- Organize bi-annual orientation conferences to describe academic opportunities available to incoming freshmen.

1.1C Identify funding for scholarships for incoming underrepresented freshmen from among current funding sources within IUPUI as well as from federal and private sources, and connect these sources to eligible students.

Persons Responsible

1.1A Dean's office will organize information collection

1.1B Diversity Council with Recruitment Committee

1.1C Dean's office has information, will compile

Timeline for Completion (within plan period)

1.1A December 2007

1.1B Work of committee ongoing

1.1C May 2008

1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1

Retention

Develop a program to retain a diverse student body.

Performance Indicators for this Goal/Strategy

Completion of tasks indicated below will indicate good performance.

Tasks

1.2A Examine the current structure of advising and mentoring of underrepresented undergraduate students and make recommendations for changes needed so that the School is able to:

- At the Freshman/Sophomore level, improve mentoring to underrepresented students, with particular emphasis on first generation freshmen and sophomore college students. Mentoring should be at the academic level, but also at the personal level, for example regarding scholarships, university part time jobs, etc. Academic intervention plans should be established targeting these student populations.
- At the Junior/Senior level, improve the participation of underrepresented students in research activities, practicum opportunities, and other career related endeavors.

1.2B Evaluate the climate for diversity at the SOS and *create a plan of action* to improve the climate that *may* include:

- Encouraging student participation in clubs and other social activities, if necessary encourage the creation of student organizations directed to a specific student population (i.e. Society of Hispanic Professional Engineers, Society of Women Engineers, National Society of Black Engineers).
- Developing multicultural activities that match the campus' monthly celebrations of diversity.
- Developing colloquia series that highlight the work and research of professionals of color in the various academic units.
- Turning the Diversity Council into a Diversity Committee that would be a permanent committee within the school with a 2-year appointment of members. The committee would be comprised of representatives from the faculty, staff and student populations.
- Developing a reward system to recognize and encourage the contribution of faculty and administrators to diversity.

Persons Responsible

1.2A Dean's office and Diversity Council/Committee

1.2B Diversity Council/Committee

Timeline for Completion (within plan period)

1.2A May 2008

1.2B May 2008

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status: Without an existing diversity council the SOS has never centralized diversity efforts. Therefore, our first year we will mostly determine our current status and based on our findings make plans for following years.

2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2

Recruitment

Begin to develop a program to achieve improvement in the total number of minorities and women in each category. The committee emphasizes the total number as opposed to a percentage of the number of faculty and staff.

Performance Indicators for this Goal/Strategy

Completion of tasks indicated below will indicate good performance.

Tasks

- 2.1A Research methods for recruiting minority faculty, staff and administrators from diverse backgrounds. Individuals with expertise in this area can currently be found at IUPUI and further research can be conducted with other urban Midwestern universities, for example.

Persons Responsible

- 2.1A Diversity Council/Committee

Timeline for Completion (within plan period)

- 2.1A Ongoing

2.2 School/Department Goal or Implementation Strategy for Diversity Goal 2

Retention

Develop a program to improve the ratios of promotion in all groups going from assistant to associate level and from associate to full level.

Performance Indicators for this Goal/Strategy

Completion of tasks indicated below will indicate good performance.

Tasks

- 2.2A Complete an analysis of historical data on recruitment, retention and promotion of all groups of faculty. Within this context the committee would like to see data for minorities, females, and males. Based on these findings, *in future years the committee will create an action plan* to achieve this goal. The committee feels that, historically, advancement for minorities and women at both levels has been slow to moderate at best. The

committee feels that it is important to establish a base for improvement by looking at the data for hiring as well as advancement in 5 year increments over the last 20 years.

Persons Responsible

2.2A Dean's office and Diversity Council/Committee

Timeline for Completion (within plan period)

2.2A May 2008

Diversity Goal 3: Make diversity a strategic priority touching all aspects of the campus mission.

Current Status: Without an existing diversity council the SOS has never centralized diversity efforts. Therefore, our first year we will mostly determine our current status and based on our findings make plans for following years.

3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3

Ensure curriculum content and pedagogical strategies reflect a commitment to diversity.

Performance Indicators for this Goal/Strategy

Completion of tasks indicated below will indicate good performance.

Tasks

3.1A Establish baseline metrics:

- Gather information on DWF rates for SoS diversity students as a reflection of student population. Specifically, we want to assess whether diverse students “record” DWF rates at a level that is proportional or disproportional to their representation in a department population.
- For gateway courses in each department, request support in filling out a survey or giving access to curriculum materials to determine whether multicultural teaching practices are being implemented.

3.1B Establish intervention plan based on analysis of baseline metrics. For example, as appropriate, establish cohort groups to address disproportionate DWF rates, offer diversity training to faculty, etc.

Persons Responsible

3.1A 3.1B 3.1C Diversity Council/Committee

Timeline for Completion (within plan period)

3.1A December 1, 2007

3.1B February 15, 2008

3.1C September 1, 2008 for initial plan, work in progress for several years likely.

3.2 School/Department Goal or Implementation Strategy for Diversity Goal 3

Ensure that civic engagement activities are experienced in a culturally relevant context.

Performance Indicators for this Goal/Strategy

Completion of tasks indicated below will indicate good performance.

Tasks

3.2A Benchmark current activities by requesting all departments to provide a listing of events (with descriptions, calendars, etc.) that support diversity (mentoring, civic projects, etc.), paying special attention to civic engagement activities that happen in the vicinity of IUPUI.

3.2B Create a web page within the School website that provides information on school activities supporting diversity

3.2C Examine listing to determine whether there is overlap and possibly combine resources for more efficient work.

Persons Responsible

3.2A 3.2B 3.2C Diversity Council/Committee

Timeline for Completion (within plan period)

3.2A October 1, 2007

3.2B March 15, 2008

3.2C March 30, 2008

Revised 4/16/07

Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI.

Current Status: Diversity Goal 4 will be incorporated within each of the previous diversity goals as one of the requirements for each goal.