

## MEASURABLE OBJECTIVES FOR THE IUPUI DIVERSITY PLAN – 2007-2008

### LEADERSHIP & COMMITMENT

Goal 1: 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.

Goal 2: Regularly assess, evaluate, improve, and communicate diversity efforts of IUPUI.

Objective	Measures and Targets
Objective 1.1 Increase the diversity within the campus leadership.	To exceed our peer institutions' percentages of females and U.S. minority group members in executive/administrative/managerial positions. These positions include vice chancellors, associate/assistant vice chancellors, deans, associate/assistant deans and directors of administrative units.
Objective 2.1 Establish appropriate measures and means to assess institutional progress in meeting these goals and objectives.	The measures and means to assess are reviewed each fall by the Chancellor's Diversity Cabinet.
Objective 2.2 Report publicly on progress.	Every January an annual report on the state of diversity at IUPUI is published.
Objective 2.3 Revise objectives, strategies, and goals as necessary to achieve the campus vision.	The most recent revision was completed in 2006-07.

CURRICULAR & CO-CURRICULAR TRANSFORMATION

Objective	Measures and Targets
Objective 1.1 Ensure curriculum content and pedagogical strategies reflect a commitment to diversity.	IUPUI students' (first-year students and seniors) responses to the National Student Survey of Engagement (NSSE) items focusing on diversity of the curriculum will exceed the national mean for IUPUI's urban peers and for all doctoral/research-intensive universities participating in the survey.
Objective 1.2 Engage in research, scholarship and creative activity that is mindful of the human condition.	This Measurement and Target is Underdevelopment.
Objective 1.3 Maintain and enhance the library collections that reflect the full diversity of the human experience and commentary on it, and resist censorship or restriction of access to scholarly materials.	This Measurement and Target is Underdevelopment.
Objective 1.4 Ensure that civic engagement activities are experienced in a culturally relevant context.	This Measurement and Target is Underdevelopment.
Objective 1.5 Promote culturally competent practice.	This Measurement and Target is Underdevelopment.
Objective 1.6 Enhance programs and activities that increase the understanding of diversity.	IUPUI student responses to designated diversity items on the National Survey of Student Engagement (NSSE) will exceed the responses of the national mean for IUPUI's urban peers. These NSSE items focus on the co-curricular and interdisciplinary activities in order to increase the ability of students to recognize their own cultural traditions and to understand and appreciate the diversity of the human experience, both within the United States and internationally.
Objective 1.7 Provide curricular, co-curricular and interdisciplinary activities that increase the ability of students to recognize their own cultural traditions and to understand and appreciate the diversity of the human experience, both within the United States and internationally.	Same as Objective 1.6.

## CAMPUS CLIMATE

Goal 1: Make diversity a strategic priority touching all aspects of the campus mission.

Objective	Measures and Targets
Objective 1.1. Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.	<p>IUPUI student responses the National Survey of Student Engagement (NSSE) items which are intended to represent the climate for diversity at IUPUI will exceed the responses from our peer institutions.</p> <p>Responses to the items on the campus surveys for students, faculty and staff by women and minority-group members indicating they have had negative social experiences at IUPUI should be the same as the percents for men and non-minorities. For all students, faculty and staff, these responses should be less than 5%.</p>
Objective 1.2 Offer a physical environment that is inviting and accessible for all students, faculty, staff and visitors which allows for full participations in the life and work of the IUPUI community.	Same as Objective 1.1.

## REPRESENTATIONAL DIVERSITY

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

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.

Objective	Measures and Targets
Objective 1.1 Ensure that the entire student population is at least proportionate to Indiana's in accord with the service mission of each academic unit; those units with statewide missions will have goals reflective of the state whereas other units will have goals reflective of Central Indiana.	The incoming undergraduate class will exceed the racial diversity represented in the college going high school graduates in the state of Indiana and our eight county region.
Objective 1.2 Create an internationally diverse and aware community by enrolling and graduating students from other nations, and providing effective and meaningful opportunities for IUPUI students to study abroad.	The proportion of students enrolling and graduating from other nations and the number of U.S. students learning abroad compared to the total student population will exceed our peer institutions.

<p>Objective 2.1 A. Increase the diversity within the campus leadership.</p>	<p>To exceed our peer institutions' percentages of females and U.S. minority group members in executive/administrative/managerial positions. These positions include vice chancellors, associate/assistant vice chancellors, deans, associate/assistant deans and directors of administrative units.</p>
<p>Objective 2.2 Increase the diversity within the faculty and staff to become more reflective of the desired student population.</p>	<p>To exceed our peer institutions representation of gender and under-served minority faculty and staff at IUPUI.</p>
<p>Objective 2.3 Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.</p>	<p>IUPUI student responses the National Survey of Student Engagement (NSSE) items which are intended to represent the climate for diversity at IUPUI will exceed the responses from our peer institutions.</p> <p>Responses to the items on the campus surveys for students, faculty and staff by women and minority-group members indicating they have had negative social experiences at IUPUI should be the same as the percents for men and non-minorities. For all students, faculty and staff, these responses should be less than 5%.</p>
<p>Objective 2.4 Establish high expectations for achievement and reward individuals for achieving these high expectations.</p>	<p>This Measurement and Target is Underdevelopment.</p>
<p>Objective 2.5 Enhance faculty and staff programs and activities that increase the sense of diversity.</p>	<p>This Measurement and Target is Underdevelopment.</p>