

USI Board of Trustees

Diversity Committee

Annual Report

July 11, 2013

I. Diversity Committee Formation and Objectives

The Diversity Committee of the University of Southern Indiana was created in response to House Enrolled Act 1256, authorized by the 2007 Indiana General Assembly (IC-21-27-8-7) which requires that each public institution of higher education create a diversity committee to meet this legislative mandate. One of its requirements is an annual report to the Board of Trustees.

The University's existing Affirmative Action Committee was adapted to meet the requirements of IC 21-27-8-7. The Diversity Committee currently consists of the following members:

Kirat Baath-Contract Assistant Professor of Biology, Pott College of Science and Engineering

Cynthia Brinker-Vice President for Government and University Relations

Melissa Chavez-Student, Student Government Association Representative

Katherine Draughon-Executive Director, Office of Planning, Research, and Assessment

Donna Evinger-Director, Human Resources, and Committee Chair

Douglas Goepfner-ADA Coordinator, Human Resources

Pamela Hopson-Director, Multicultural Center

Timothy Jones-Manager, Foundation Accounting

Ronald Rochon-Provost

Marcia Kiessling-Associate Provost for Student Affairs

Rose Scruggs-Electronic Services Coordinator, Library Services

Joseph Uduehi-Associate Professor of Art Education, College of Liberal Arts

Deborah Carl Wolf-Assistant Dean, College of Nursing and Health Professions

II. Diversity Committee Objectives

As previously reported to this Board, the Diversity Committee incorporated and expanded upon the legislative mandate by establishing the following objectives:

1. Define the University's vision of diversity and recommend methods to integrate that vision with existing University policies and procedures;
2. Collect information on University programs and initiatives and community resources;
3. Review University employment policies and processes and recommend improvements intended to increase hiring of diverse candidates;
4. Review University complaint policies and processes concerning diversity issues and recommend improvements;

5. Review University programs and processes, developing recommendations as appropriate for improvements to existing programs and processes and for new programs and initiatives that promote recruitment and retention of diverse students, faculty, and staff;
6. Recommend methods that increase awareness of the University's commitment to diversity;
7. Assess University diversity training and communications need and make recommendations;
8. Develop methods to assess the University's diversity efforts; and
9. Provide Annual Reports to the University's Board of Trustees.

III. Diversity Committee Update on Affirmative Action Progress

In calendar year 2012 and fiscal year 2013, the Diversity Committee found improved levels of diversity in both student body and in faculty and staff including:

- The percentage of female students has increased to an all-time high of 62% in 2012. This is not a significant increase, as over the past 10 years, the percentage of female students has remained consistently between 60% and 61% each year since 2003.
- The percentage of minority students is also at an all-time high of 11.1%, up from 8.2% in 2003. Interpretation of this increase is challenging because of the addition of "multiple race" as a category that USI (as required of all educational institutions) now offers to incoming students as a possible response when self-identifying race/ethnicity. Also, international students are now asked to self-identify a race/ethnicity as well being lumped into an "international" category. In addition, changes to USI's admissions standards, which significantly limit the number of conditional admits, are being evaluated for the effect they may have on some minority group numbers.
- The percentage of female employees (faculty and staff) has increased to 60.7% as of December 31, 2012, up from 58.9% on the same date in 2009.
- Overall, the percentage of minority faculty and staff has also increased from 7.0% to 9.4% between 2009 and 2012. The increase is not uniform across campus and the University continues to focus on significant opportunities for improvement in the hiring of women and/or minorities in some specific job types and in some departments or colleges.

IV. Diversity Committee Review of University Diversity Initiatives and Programs

In 2012-2013, many departments, colleges, faculty and staff members participated in a wide range of initiatives, programs and events that promote diversity.

Diversity Initiatives and Programs for Community Members / Local Employers

- College of Business co-sponsored and hosted a three-session training event for local employers in support of employment of persons with disabilities.

- Since October of 2012, the College of Business has been facilitating the creation of a local chapter of the BLN (Business Leadership Network), a national organization which promotes the employment of persons with disabilities.
- USI's ADA coordinator provides guidance on ADA obligations at the secondary level to high school counselors and principals at an event sponsored by USI's College Achievement Program
- Service Learning is a key component of many classes at USI. Many service learning projects support diversity by integrating meaningful community service with instruction and structured reflection, while enriching the learning experience and teaching civic responsibility. Diversity-related service learning initiatives with community partners in 2012-13 included:
 - Dental Hygiene Blitz – two special days in USI's dental clinic for 60-70 patients from populations who typically do not have access to dental care.
 - Million Hearts Initiative – joined the national Million Hearts Initiative to prevent heart attacks and strokes by involving nursing students in Nursing 455: Community Health Nursing to provide cholesterol and blood pressure screenings and education at Hope Hall, the Potter's Wheel and the USI Glenwood Community Health Center for underserved populations.
 - Rehabbing the Y's Caldwell Community Center – Students, faculty, AmeriCorps members, and Youth Build group built a storage shed for sports equipment, a baseball diamond, bookshelves for a tutoring room, raised beds for gardening, and set basketball nets at the center.
 - Girls in Bloom – The Girls in Bloom initiative is designed to improve self-esteem building. The Girls in Bloom (GIB) Expo for fifth to eighth grade girls involved USI students from 2 public relations courses and a management course. The students helped the GIB Board and participants assess the goals and strategies of the event, obtain feedback from participants, conduct focus groups with the target population, and work with the GIB Board to determine ways of building support for the event in the community.
 - Martin Luther King Day – Representatives from agencies throughout the community, along with a youth representative from each group, met during the MLK Luncheon at USI in January to kick off the planning process for Global Youth Service Day.
- Under direction from USI's Multi-Cultural Center, USI students participated in many diversity-oriented activities in the community including:
 - College Mentors for Kids with the Glenwood Leadership Academy (1st through 4th graders are bused to campus every week that EVSC and USI are in session).
 - The Black Student Union volunteered and planned activities at the Boys and Girls Club.
 - Tau Rho Chapter of Alpha Kappa Alpha Sorority volunteered at United Caring Shelters.

V. Diversity Initiatives and Programs for the University Community (Faculty, Staff, Students)

- The USI ADA coordinator provides presentations to USI students preparing for health professions, education, and social work fields, as well as to general audiences in external and internal events, on topics that include:
 - What's Wrong with this Picture? A Photographic Journey through an Inaccessible World!
 - How Much Do You Really Know About Disabilities?

- An Introduction to ADA Title I: What Employees with Disabilities and Their Advocates Need to Know
- The University Counseling Center has sponsored 23 campus events and activities that promote diversity, from film screenings to discussions and larger events. Topics range from general diversity and inclusion, to themes specific to women, African Americans, the LGBT community, and people with disabilities. Events of note include:
 - Disability Awareness Week – a week-long series of events each March that began in 2012
 - Sexual Assault Prevention
 - How Do You Talk About Diversity
 - National Coming Out Day Celebration
 - Mental Health Screenings
 - Creating and Nourishing Intercultural Friendships
 - Transgender Day of Remembrance
- The Campus Pride Committee was established in spring 2013 to evaluate and recommend LGBTQ-inclusive initiatives for faculty, staff and students.
- Student Support Services, a unit in University Division, provides comprehensive support services for 140 students who qualify as first generation, low income or persons with disabilities. Activities and services include: promotion of cultural events, support networks, and international programming.
- The Veterans Support Services, housed in the Office of the Registrar, serves as one-stop shop location for veterans. Services include assistance with registering housing and GI bill benefits; peer-to-peer counseling; and referrals for counseling with financial, vocational, and academic issues. This office also coordinated two events:
 - Partnered with local VFW post 1114 to recognize and honor USI’s Purple Heart students (six on campus).
 - Partnered with the USI Athletics Department to hold a Military Appreciation Game Night.
- USI’s Office of the Provost supported and promoted several student organizations, initiatives and events to support strategic diversity goals including:
 - **Diversity Project:** A student organization that creates interactive learning experiences that encourage learning about diversity through peer to peer interaction. During the past year, the project sponsored nine programs including an empathy dinner, a women’s panel and a non-violence march for Boston.
 - **Spiritual Diversity Project:** A new partnership between Historic New Harmony, Religious Life, and Provost’s Office geared toward strengthening community through increased understanding of various religious and spiritual traditions: in first year, instituted 12 programs including popular photo gallery sessions in which students answered questions such as: *“Faith is... and What am I thankful for?”* Additional programs were an interfaith retreat at New Harmony and educational sessions exploring various religions, held on campus.
 - **Special Educators and Campus Guests:** Mr. Vidal Dickerson, Director of the Multicultural Center at the University of North Carolina at Charlotte, presented training

for staff members of Public Safety and Parking, the Activities Programming Board, and the student Resident Assistants from Housing and Residence Life. Dr. Shirley Collado, Dean of the College and Chief Diversity Officer at Middlebury College visited campus and held a full-day of meetings and discussions on topics related to the advancement of institutional diversity and inclusion. During her visit, Dr. Collado met with the President, the Provost's Council and other key leaders and administrators, students representing a diverse group of organizations. As follow up to her visit, President Bennett and Provost Rochon hosted a follow-up dinner and dialogue with students and University administrators.

The Committee has reviewed and supports President Linda Bennett's report to this Board on the progress made to date on the strategic plan diversity initiative. The Committee looks forward to continuing its liaison efforts with the University diversity initiatives and its work on the Committee's objectives in the upcoming year.