

**Enhance Diversity in the Curriculum, Classroom and on Campus**

<b>Goals</b>	<b>Action Items</b>	<b>Benchmarks/Assessment</b>	<b>Timeline</b>	<b>Responsibility</b>
A. Develop a Comprehensive Plan to Enhance Diversity Efforts and Outcomes at IUSB	1. Identify models of good practice at peer institutions and adopt planning guidelines	Models and guidelines reviewed by Campus Diversity Committee	2004-5	Student Affairs
	2. Conduct complete inventory of IUSB programs involved in diversity	Inventory completed	2004-5	Student Affairs
	3. Hire consultant to conduct review and assess present and future needs of IUSB Diversity office	Consultant hired, needs assessment completed	2004-5	Student Affairs
	4. Draft and present long-range plan for campus review and endorsement.	Plan discussed by campus constituencies, adopted	2005-6	Student Affairs

V. Enhance Diversity in the Curriculum, Classroom and on Campus

<b>Goals</b>	<b>Action Items</b>	<b>Benchmarks/Assessment</b>	<b>Timeline</b>	<b>Responsibility</b>
<b>B. Enhance Diversity of Student Body, Staff, and Faculty</b>	1. Early identification of underrepresented students of promise, expanded outreach programs in area schools and on campus	# programs, students identified, students enrolling; teachers and counselors involved	2004	Student Affairs
	2. Enhanced recruiting of underrepresented students in area feeder high schools, including campus visits and parent-teacher workshops.	# school, campus visits, students contacted, successful applicants	2004	Student Affairs
	3. Enhance funding and recruitment efforts to attract and retain a more representative and diverse faculty and staff.	# staff and faculty hired and retained	2004	Academic Affairs
	4. (In cooperation with Affirmative Action) Publish Annual report on staff and faculty diversity (# hired and retained from underrepresented groups)	Annual Diversity report to campus and community; trend analysis	2004 (ongoing)	Chancellor's Cabinet

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<p>C. Promote A More Inclusive Campus Climate</p>	<p>1. In cooperation with UCET and International Programs, offer workshops designed to infuse diversity into the curriculum (preparing for 2005 General Education program requirement)</p>	<p># curriculum workshops, # faculty involved, # courses developed and transformed;</p>	<p>2004</p>	<p>Academic Affairs</p>
	<p>2. In cooperation with Assessment Committee, design and implement strategies to assess impact of curricular and pedagogical changes</p>	<p># Models implemented to assess diversity curriculum outcomes</p>	<p>2004</p>	<p>Academic Affairs</p>
	<p>3. Conduct annual Working Group on Diversity (WGoD) survey to monitor student, staff, faculty, and alumni attitudes about diversity</p>	<p>Data and trend analysis of WGoD survey results reported annually to campus</p>	<p>2004</p>	<p>Student Affairs</p>

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	4. Reinstate cultural diversity awareness workshops for student, faculty, staff by Diversity Committee	# workshops, participant evaluations	2005 (ongoing)	Student Affairs
	5. Recognize and Reward faculty and staff diversity efforts	Diversity activities part of annual reports and performance review; # merit and special awards	2005	Chancellor's Cabinet
D. Enhance retention, leadership, and academic achievement of IUSB students in underrepresented groups	1. Increase student participation in IUSB Civil Rights Heritage Center	# collegiate and pre-collegiate students involved in CRHC; persistence and GPA of participants	2004	Student Affairs Academic Affairs
	2. Expand mentoring programs for students and IUSB faculty, alumni, and community partners	# student-mentor teams and programs; impact on persistence and graduation rates	2004	Student Affairs