

## Diversity Plan for Indiana State University’s College of Arts & Sciences

### CAS Diversity Statement:

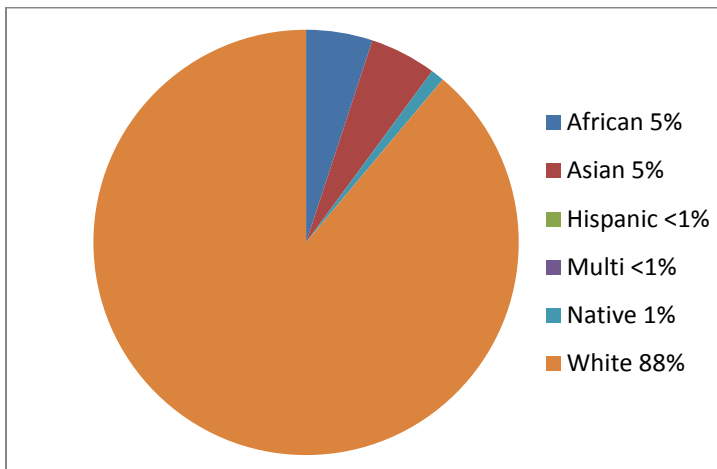
The College of Arts and Sciences welcomes all faculty, staff, and students, regardless of identity or affiliation. The College values the contribution of all individuals in the execution of its primary mission, which is to educate undergraduate and graduate students. To that end, we will strive to attract representative staff and faculty. The College will actively support endeavors that embrace and explore human differences and global awareness.

### Three-year Diversity Hiring Goals:

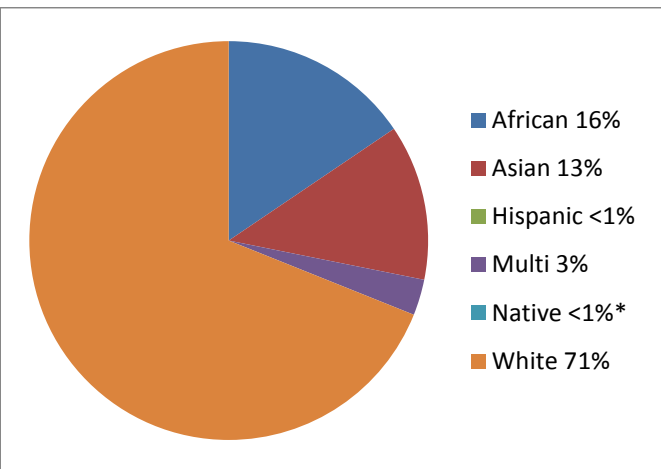
In an effort to achieve faculty/staff representation of diversity that is more in line with the makeup of our student body, the Task Force recommends the following three-year plan as benchmark goals in faculty hiring. Since the percentage of students in each category will undoubtedly fluctuate, the Task Force recommends that we strive to move each group of students-to-teacher percentage ratio within similar deciles. For example, since our African American student percentage is 15%, which is within the 10% - 20% decile range, our goal should be to move our African American faculty percentage to within the 10% - 20% range. This is what the following plan seeks to achieve.

- Year one (Fiscal Year ‘15): Raise the percentage of African American and Asian American faculty/staff to 6% – 8%.
- Year two (Fiscal Year ‘16): Raise the percentage of African American and Asian American faculty/staff to 8% – 10%.
- Year three (Fiscal Year ‘17): Raise the percentage of African American and Asian American faculty/staff to 10% – 20%

Faculty & Staff:



Students:



\*=includes students who identify as Hawaiian

## CAS Diversity Plan:

### Recruitment

#### 1. **Developing a Search Committee** (if applicable)

Developing a Search Committee may not be necessary for all positions. If the position to be filled requires a Search Committee, the Committee should be as diverse as possible. A minimum of one representative from the Diversity Council should be present on the Committee. This representative should be given access to information that allows him or her to suggest qualified, diverse ISU employees to join the Search Committee.

#### 2. **Developing a Job Description**

In addition to a description of the required credentials and the expectations for positions being advertised in the College of Arts and Sciences, job descriptions shall include the following College of Arts and Sciences Diversity Statement and a link to the statement on the College's website:

The College of Art and Sciences welcomes all faculty, staff, and students, regardless of identity or affiliation. The College values the contribution of all individuals in the execution of its primary mission, which is to educate undergraduate and graduate students. To that end, we will strive to attract representative staff and faculty. The College will actively support endeavors that embrace and explore human differences and global awareness.

Search Committees within the College of Arts and Sciences shall also work with the Office of Diversity and Human Resources to craft job descriptions that will enhance the chances of recruiting diverse applicants. One such resource for faculty positions is the document titled "[Position and Advertising Language Suggestions for Highlighting Diversity and Terre Haute](#)" on the Office of Diversity website.

#### 3. **Advertising**

All job descriptions should be posted to the Applicant Tracking System. When the job has been posted, a link to the description should be submitted to the Dean's Assistant and to the Office of Diversity, to be posted to the College of Arts & Sciences website.

Consult the College of Arts & Sciences' website for a database of advertising venues widely read by diverse candidates.

The College will reserve funds for targeted advertising to diverse groups.

#### 4. **Reviewing Applications**

To ensure compliance and to enhance the recruitment process, as soon as the committee is named, the chair of the search committee should schedule an orientation with staff from the Office of Diversity ([for staff hires](#)) or with the Diversifying the Faculty Initiative ([for faculty](#)) to take place before or at the first meeting of the search committee.

To begin the training process, please review the [Recruitment and Retention of a Diverse Extension Workforce](#) (McGrath, Buchert, Carroll, & Manton).

#### 5. **Campus Interviews**

The College of Arts and Sciences will establish a Welcome Committee to meet with all on-campus job candidates, regardless of pay grade. At least one member of the Welcome Committee will be a member of the Council on Diversity. Candidates will meet with the Committee for half-hour informal coffee breaks.

Applicants will be given the opportunity (during the coffee breaks and/or at some other time) to ask questions, and also to meet with "affinity groups," should candidates express an interest in doing so.

The Office of Diversity, working with Search Committees, Human Resources, Institutional Research and Affirmative Action, will measure how many diverse applicants we bring to campus to determine how effective our recruitment efforts have been.

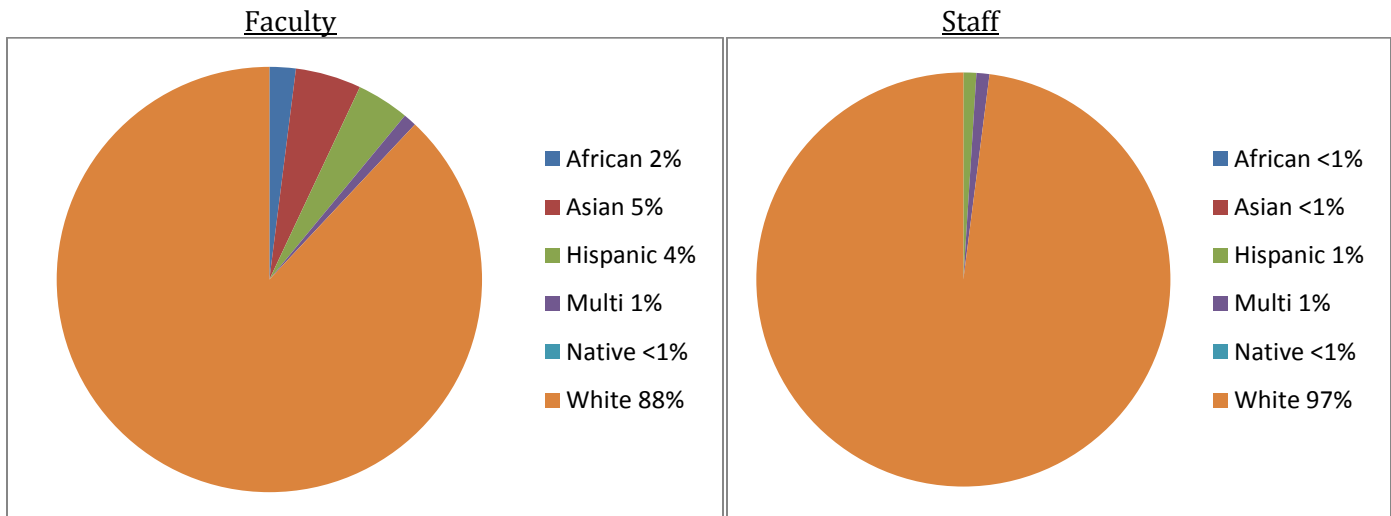
Retention

1. **Interest Database**

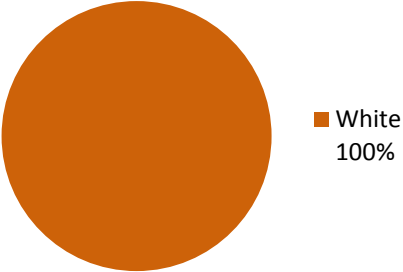
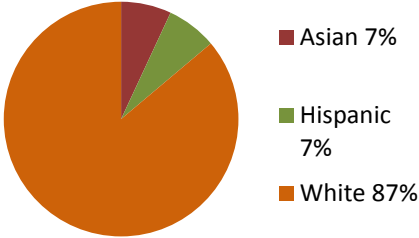
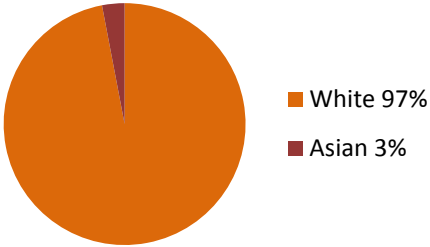
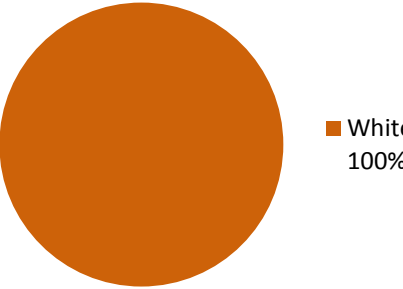
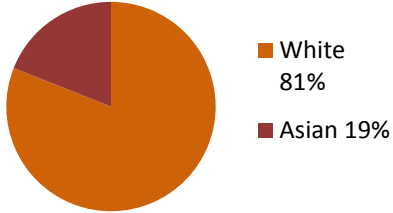
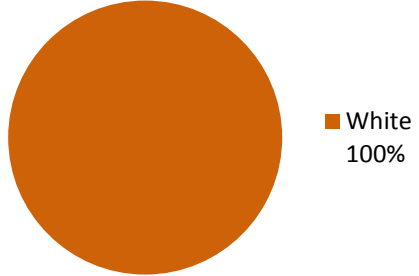
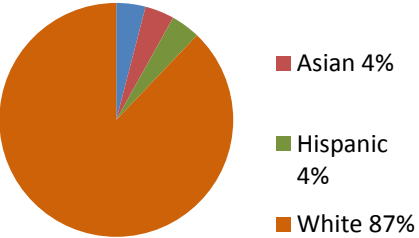
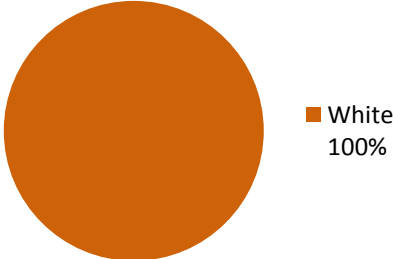
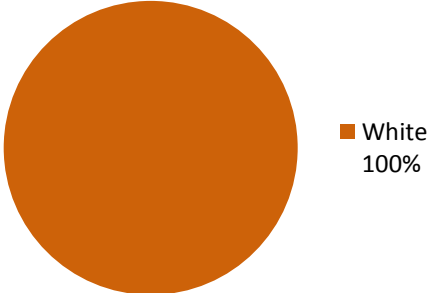
Beginning in fall 2013, an interest survey will be distributed to all existing ISU faculty and staff. This survey will be used to compile a list of ISU personnel who are willing to be contacted by incoming ISU faculty and staff based on common interests. This list will be distributed during new faculty or staff orientation.

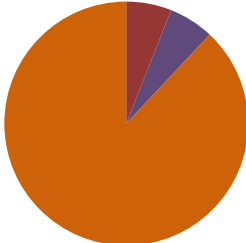
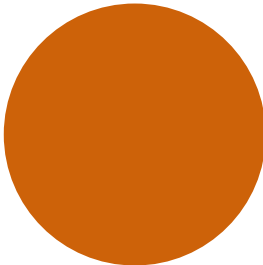
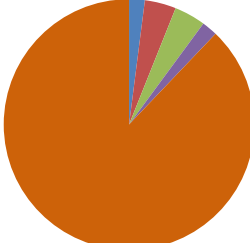
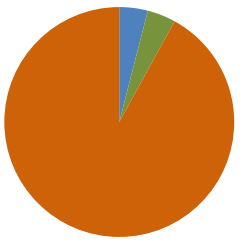
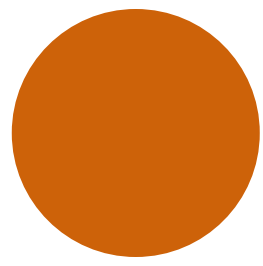
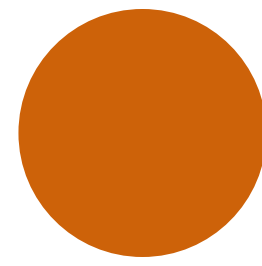
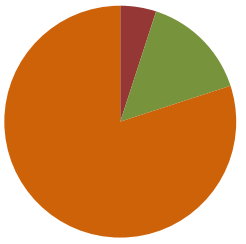
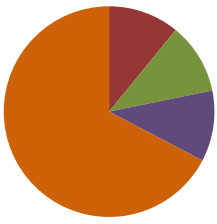
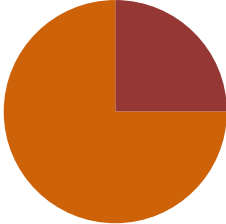
**Appendices**

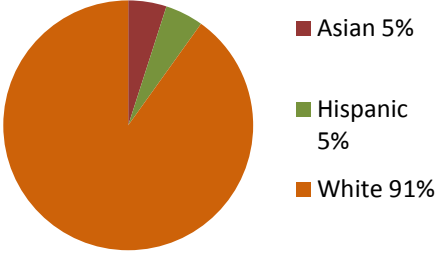
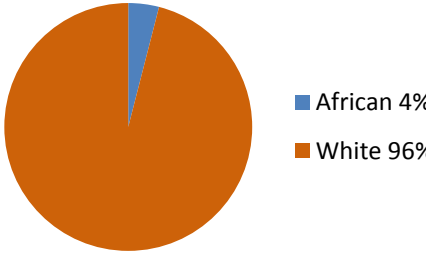
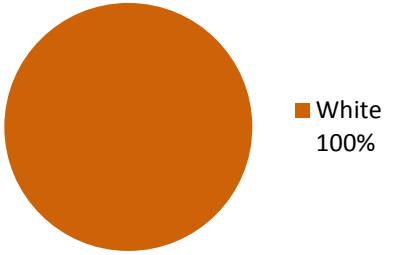
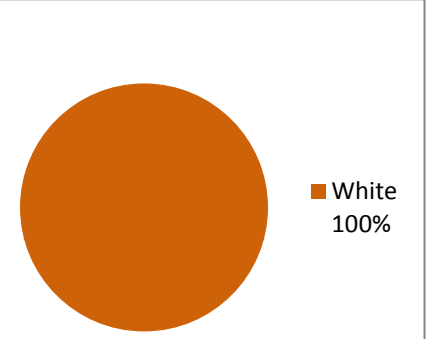
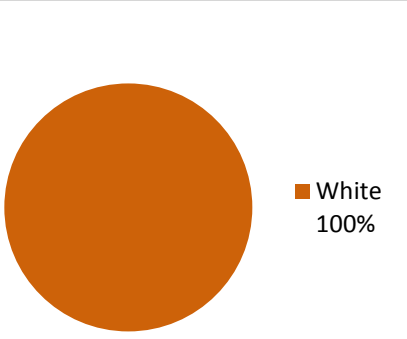
APPENDIX I: Racial Diversity by Faculty/Staff Status



APPENDIX II: Faculty & Staff Racial Diversity by Department

<p><u>African American Studies</u> Department size: 1</p>  <p>White 100%</p>	<p><u>Art</u> Department size: 15</p>  <p>Asian 7% Hispanic 7% White 87%</p>	<p><u>Biology</u> Department size: 29</p>  <p>White 97% Asian 3%</p>
<p><u>Center for Genomic Advocacy</u> Department size: 1</p>  <p>White 100%</p>	<p><u>Chemistry &amp; Physics</u> Department size: 16</p>  <p>White 81% Asian 19%</p>	<p><u>Communication</u> Department size: 20</p>  <p>White 100%</p>
<p><u>Criminology &amp; Criminal Justice</u> Department size: 23</p>  <p>African 4% Asian 4% Hispanic 4% White 87%</p>	<p><u>Center for the Study of Health, Religion, and Spirituality</u> Department size: 1</p>  <p>White 100%</p>	<p><u>Dean's Office</u> Department size: 11</p>  <p>White 100%</p>

<p><u>Earth &amp; Environmental Systems</u> Department size: 16</p>  <ul style="list-style-type: none"> <li>Asian 6%</li> <li>Multi 6%</li> <li>White 88%</li> </ul>	<p><u>Economics</u> Department size: 9</p>  <ul style="list-style-type: none"> <li>White 100%</li> </ul>	<p><u>English</u> Department size: 45</p>  <ul style="list-style-type: none"> <li>African 2%</li> <li>Asian 4%</li> <li>Hispanic 4%</li> <li>Multi 2%</li> <li>White 87%</li> </ul>
<p><u>History</u> Department size: 26</p>  <ul style="list-style-type: none"> <li>African 4%</li> <li>Hispanic 4%</li> <li>White 92%</li> </ul>	<p><u>Honors Program</u> Department size: 1</p>  <ul style="list-style-type: none"> <li>White 100%</li> </ul>	<p><u>Interdisciplinary Programs</u> Department size: 3</p>  <ul style="list-style-type: none"> <li>White 100%</li> </ul>
<p><u>Languages, Literature, &amp; Linguistics</u> Department size: 20</p>  <ul style="list-style-type: none"> <li>Asian 5%</li> <li>Hispanic 15%</li> <li>White 80%</li> </ul>	<p><u>Mathematics &amp; Computer Science</u> Department size: 19</p>  <ul style="list-style-type: none"> <li>Asian 11%</li> <li>Hispanic 11%</li> <li>Multi 11%</li> <li>White 68%</li> </ul>	<p><u>Philosophy</u> Department size: 4</p>  <ul style="list-style-type: none"> <li>Asian 25%</li> <li>White 75%</li> </ul>

<p><u>Physics</u> Department size: 3</p>  <p> <span style="color: #8B4513;">■</span> Asian 33%  <span style="color: #D2691E;">■</span> White 67%         </p>	<p><u>Political Science</u> Department size: 15</p>  <p> <span style="color: #4682B4;">■</span> African 7%  <span style="color: #6B8E23;">■</span> Hispanic 7%  <span style="color: #D2691E;">■</span> White 87%         </p>	<p><u>Psychology</u> Department size: 22</p>  <p> <span style="color: #8B4513;">■</span> Asian 5%  <span style="color: #6B8E23;">■</span> Hispanic 5%  <span style="color: #D2691E;">■</span> White 91%         </p>
<p><u>School of Music</u> Department size: 55</p>  <p> <span style="color: #4682B4;">■</span> African 4%  <span style="color: #D2691E;">■</span> White 96%         </p>	<p><u>Science Education</u> Department size: 2</p>  <p> <span style="color: #D2691E;">■</span> White 100%         </p>	<p><u>Social Work</u> Department size: 3</p>  <p> <span style="color: #6A5ACD;">■</span> Multi 33%  <span style="color: #4682B4;">■</span> Native 33%  <span style="color: #D2691E;">■</span> White 33%         </p>
<p><u>Student Media</u> Department size: 1</p>  <p> <span style="color: #D2691E;">■</span> White 100%         </p>	<p><u>Theater</u> Department size: 9</p>  <p> <span style="color: #D2691E;">■</span> White 100%         </p>	