1. During campus visit, conducted 20 individual, face-to-face, interviews with faculty, staff, graduate students, community representatives, and facilitated one focus group with seven undergraduate students.

2. Interviewed out-of-town alumni via telephone on December 17, 2014.

3. Participated in eight meetings with diversity task force members, diversity council members and the combined diversity task force and diversity council sub-committee.

4. Invited to, and attended the Ferguson panel discussion on-campus December 3, 2014 and the opening reception exhibit at the Holocaust Museum on December 4, 2014.

5. Site visits as part of the best practices analysis were determined. Task force members will visit and interview individuals at Howard University, University of North Carolina, Wilmington, Western Michigan University, and the central office of the University of Wisconsin system. The consultant will visit California State University, Los Angeles, California State University, Northridge, and the University of California, Riverside in February and March 2014.

6. Reviewed/analyzed source documents, for example, ISU Strategic Plan – Initiative Work Plan FY2015, Beyond the Diversity Crisis Model: Decentralized Diversity Planning and Implementation by Dr. Damon Williams, An Overview of Appreciative Inquiry in Evaluation by Anne T. Coghlan, et al., Diversity Assessment, Accountability, and Action: Going Beyond the Numbers, Sylvia Hurtado, UCLA; ISU Organizational Chart, Faculty & Staff Hiring Manual (2014) and Faculty Exit Interview Data Analysis; and Building Connections, and Center for Engagement, Service and the Public Good, California State University, Los Angeles.

7. Compiled and reviewed interview and meeting data.

8. Worked with logistics support staff and diversity task force members to develop itinerary/interview schedule for on-campus and off-campus visits to include faculty, staff, students and community representatives who were recommended or requested an interview. Consultant will continue one-on-one interviews, facilitate focus groups and small group interviews where feasible during January
11, 2015-January 18, 2015 and February 1, 2014-February 14, 2014 when consultant will be on campus. Telephone interviews will be conducted while on and off campus during this time.

9. Accepted invitation to attend the Martin Luther King, Jr. Dinner; Dinner for The Honorable Cynthia Shepard Perry, Former Ambassador to Sierra Leone and Burundi; Terre Haute Chamber of Commerce luncheon meeting and the Rotary luncheon meeting in January 2015.

10. Planned visit, with diversity task force members, to attend the Association of American Colleges and Universities’ Annual Conference, March 26-28, in San Diego, California. The relevant conference theme is: Diversity, Learning and Student Success: Assessing and Advancing Inclusive Excellence.

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