



INDIANA UNIVERSITY

ANNUAL REPORT
2019

Office of the Vice Provost
for Diversity and Inclusion

Office of the Vice Provost for Diversity and Inclusion



About the Vice Provost

Vice Provost Nieto-Phillips works closely with senior campus leadership and academic units to recruit, support, and retain under-represented faculty, students, and staff. He and his team assist deans in developing diversity plans that map out effective strategies, best practices, and metrics to track success and identify challenges related to diversity and inclusion. Dr. Nieto-Phillips is a scholar of Latinx historical experiences. He is also the founding editor of the peer-reviewed publication *Chiricú Journal: Latina/o Literatures, Arts, and Cultures*.

As Indiana University celebrates two centuries since its 1820 founding, we are called to reflect on IU Bloomington's rich history and contributions to the state, nation, and world. As a public institution, our mission is to create new knowledge, respond to pressing challenges, and prepare students to thrive in a globally-connected society. Diversity and inclusion are core to that mission.

As one of the nation's leading research universities, IU Bloomington not only values the multiple perspectives that diversity adds to the learning environment, it depends on diversity to achieve excellence in research and innovation. Diversity is foundational to scholarly inquiry and rigorous peer review that lead to new discoveries. In teaching and in research, diversity drives our success.

Since its founding in 2017 as part of IU Bloomington's Bicentennial Strategic Plan, the Office of the Vice Provost for Diversity and Inclusion partners with campus leaders to create a more diverse, equitable, and inclusive campus.

Together with the Vice Provost for Faculty and Academic Affairs, we have implemented hiring workshops attended by over 140 faculty. These workshops serve to guide search committees to identify and block unconscious bias and provide steps to attract diverse applicant pools using evidence-based best practices.

We have worked closely with leadership throughout the campus to assist the schools in developing and implementing diversity plans and with recruiting and supporting underrepresented faculty. These efforts have yielded impressive results. In 2019, underrepresented minorities (URM) comprised 20 percent of tenure-track hires, up from 14 percent in 2015. In coordination with deans, the campus has implemented robust strategies to support faculty research, professional development, and social and professional networking.

In collaboration with Student Affairs, Residential Programs and Services, and diversity professionals throughout campus, the Office of the Vice Provost for Diversity and Inclusion has built relationships and developed direct lines of communication with student leaders and organizations around the issue of campus climate. These relationships have been key to campus leaders anticipating and responding to challenges, crises, and flashpoints.

IU Bloomington is becoming more diverse each year, a consequence of both large-scale demographic changes in Indiana and our robust efforts to recruit, support, and graduate more first-generation and minority students. URM students (African American, Latinx, Native American, and those identifying with two or more races) comprised 20 percent of arriving undergraduates, up from 18 percent in 2018. In the past five years, major investments in recruitment, gift aid, advising, and support services have helped to dramatically increase URM retention and graduate rates.

The work of diversity and inclusion requires commitment to a sound strategy and deep collaborations. As we celebrate our bicentennial, we honor the dedication and accomplishments of our partners throughout campus who share a common goal to make IU Bloomington a place where all can realize their full potential.

John Nieto-Phillips
Vice Provost for Diversity & Inclusion

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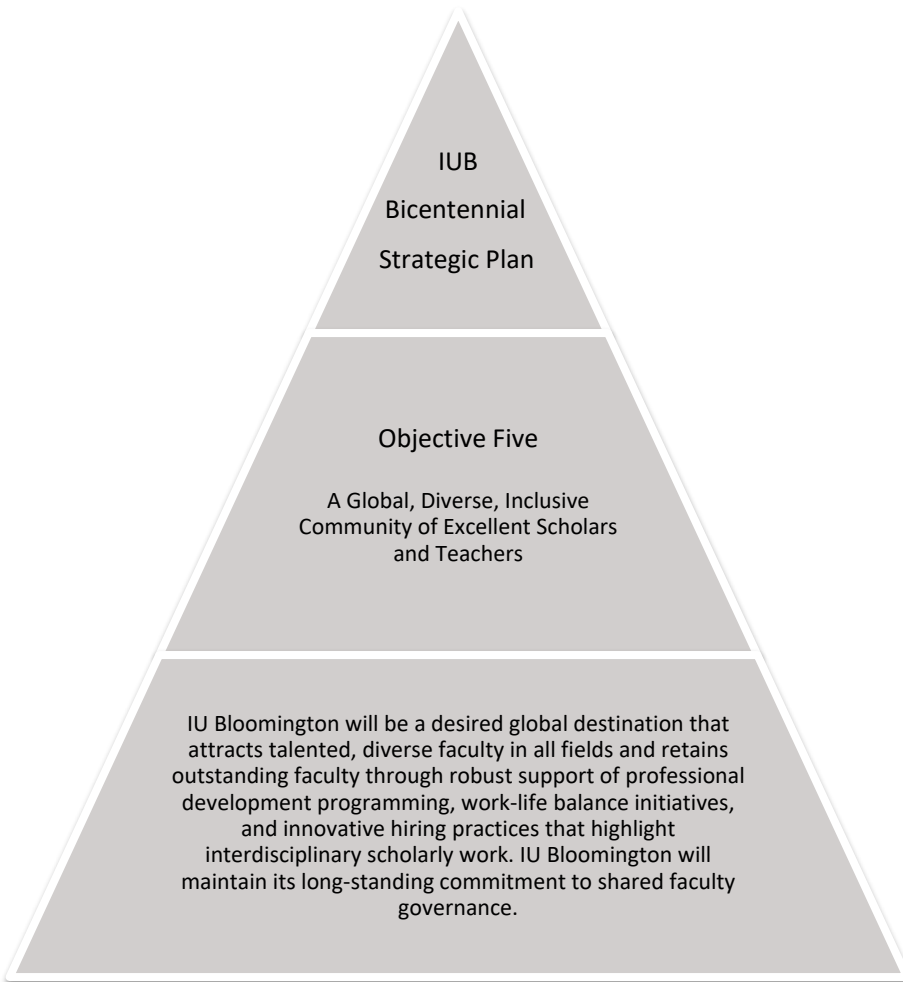
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Our Mission

The Office of the Vice Provost for Diversity & Inclusion (OVPDI) was founded in 2017 with a mission to create a more diverse, equitable, and inclusive campus by:

Coordinating strategic diversity planning and leadership among the schools and the College for the IU Bloomington campus;

Supporting campus initiatives aimed at recruitment, retention, and advancement of underrepresented faculty, students, and staff; and

Connecting individuals by way of community building, professional development, and networking events.

To advance this mission, OVPDI partners with vice provosts, deans and their leadership teams, faculty members, staff, students, and diversity professionals throughout campus.

OVPDI Leadership & Operations

John Nieto-Phillips, Vice Provost

Dionne Danns, Associate Vice Provost for Institutional Diversity

Mary Murphy, Associate Vice Provost for Student Diversity & Inclusion (through Spring 2019)

Stephanie Li, Associate Vice Provost for Faculty Development & Diversity (through Spring 2019)

Nikeetha Farfan D'Souza, OVPDI Postdoctoral Fellow

Ronda Stogsdill, Executive Assistant and Project Coordinator

Diversity Planning & Reporting

Since 2017, each school on the IU Bloomington campus has undertaken a process of diversity planning specific to its unit. The College and the schools have developed diversity plans that serve as strategic roadmaps for achieving greater diversity, equity, and inclusion. The plans incorporate a mission statement, best practices for recruitment and retention, and measures of accountability. As “living documents,” the diversity plans are designed to be revisited and updated as contexts, needs, and priorities evolve. Using measures laid out in these documents, each unit submitted a year-end report detailing initiatives, investments, and outcomes for OVPDI.

IU Bloomington Units Engaged in Diversity Planning & Reporting

College of Arts and Sciences	Eskenazi School of Art, Architecture, and Design	Kelley School of Business
School of Education	Hamilton Lugar School of Global and International Studies	Luddy School of Informatics, Computing, and Engineering
Maurer School of Law	Media School	Libraries
Jacobs School of Music	School of Nursing	School of Optometry
O'Neill School of Public and Environmental Affairs	School of Public Health	School of Social Work
	Graduate School	

Associate Vice Provost Dionne Danns



Dionne Danns is a scholar of the history of American education, and she is chair of the Department of Educational Leadership and Policy Studies in the School of Education. Dr. Danns has worked closely with the leadership of each of the schools on the IU Bloomington campus as they have drafted, revised, and implemented school-specific diversity plans. She assembled and has led the Staff Diversity Council in developing a diversity training module to be piloted, in conjunction with IU Human Resources, in 2020.

Faculty Hiring Workshops

In collaboration with the Office of the Vice Provost for Faculty and Academic Affairs, OVPDI has developed and implemented hiring workshops that guide search committees in identifying and blocking unconscious bias, provide steps to attract diverse applicant pools, and implement evidence-based best practices in hiring. Each workshop brings together faculty experts on issues of implicit bias, stereotype threat, and equity and inclusion in the classroom and workplace. Participation in these workshops has grown by 130 percent since 2015.



IU Bloomington Faculty Hiring Workshop Experts



Stephen Benard, Associate Professor (Sociology), researches how micro- and macro-level processes shape conflict and inequality. One project of his examines beliefs about race, gender and income that shape hiring and promotion decisions.



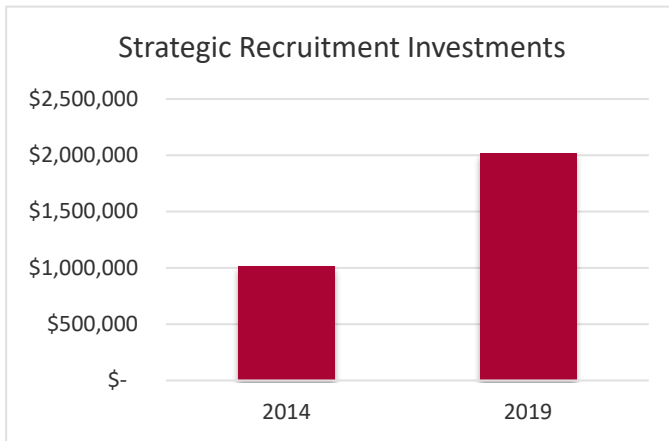
Koji Chávez, Assistant Professor (Sociology), researches inequality-producing processes within organizations, focusing on ways gender, race, ethnicity, and “foreignness” influence job candidate evaluations and hiring processes.



Mary Murphy, Wells Professor (Psychological & Brain Sciences), researches stereotype threat, prejudice, intergroup dynamics, and structural and psychological barriers for under-represented groups, particularly among students of color and women in STEM.

Faculty Strategic Recruitment

In the past five years, IU Bloomington has made notable gains in faculty diversity as a result of both robust outreach efforts to attract outstanding scholars and major investments in strategic recruitment. In 2019, underrepresented minority (URM) scholars comprised 20 percent of tenure-track faculty hires, up from 15 percent in 2015. Campus investments in faculty diversity have doubled since 2014, to more than \$2 million. Strategic recruitment involves the year-round collaborative efforts of campus leadership, deans, faculty, and staff.

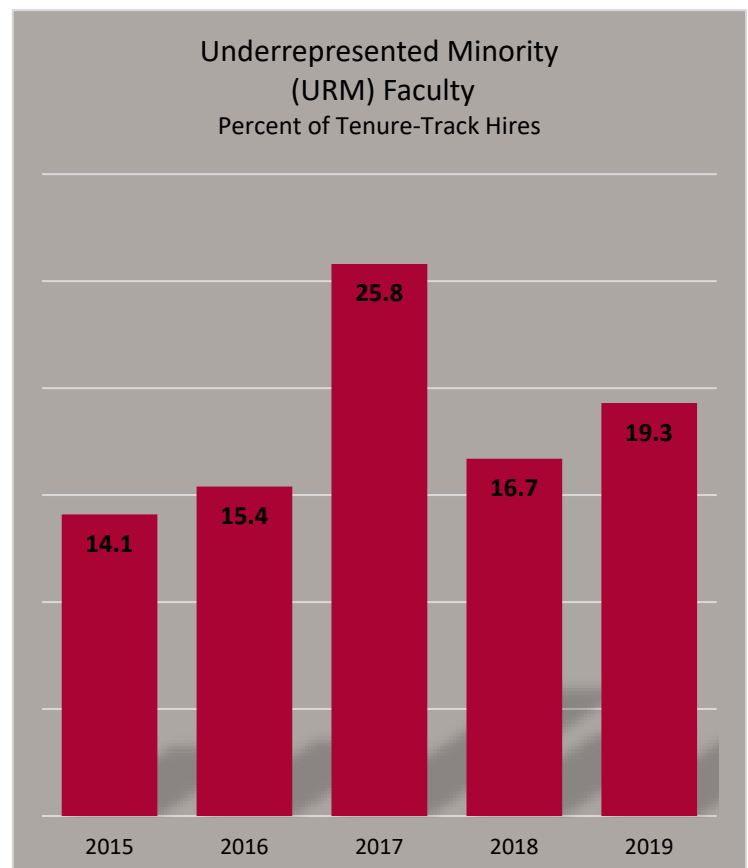


Campus Investments in Faculty Success

National Center for Faculty Development & Diversity (NCFDD) IU Bloomington is an institutional member of the NCFDD. This membership provides faculty members resources and strategies to improve their scholarly productivity, advance through the ranks, extend their scholarly networks, thrive in a scholarly community, and achieve greater work-life balance. Each year, the deans and the Office of the Vice Provost for Faculty and Academic Affairs sponsor 45 faculty members who participate as fellows in the NCFDD Faculty Success Program.

Scholarly Writing Program (SWP) This program provides structured support for faculty as they write for publication and, by extension, for tenure and promotion. SWP offers a wide range of services, including faculty writing groups, peer review, editorial support, and writing retreats. In fall 2019, the faculty writing groups set a record with 284 faculty participants across 24 groups. The spring writing retreat and newly-added fall writing retreat welcomed a total of 135 writers.

Institute for Advanced Study (IAS) With funding from the Office of the Vice Provost for Research, IAS promotes a robust intellectual culture and scholarly networks at IU Bloomington. It funds faculty research projects, scholarly collaborative endeavors, lectures and seminars, and working groups that are designed to help associate professors advance toward promotion. Each year, IAS hosts lectures and campus residencies by distinguished scholars, scientists, public figures, and artists.



Spotlight on Excellence



Vanessa Cruz Nichols
Assistant Professor
Department of Political Science

Dr. Vanessa Cruz Nichols is a scholar of American politics. She brings to IU Bloomington her expertise in Latino politics, political participation, identity politics, and public opinion. Her current research entails the study of citizen activism, motivators of political participation, and a reassessment of the hypothesis that “threat” is the main catalyst that awakens the Latino electorate, the proverbial “sleeping giant” of American electoral politics. Prior to her appointment as assistant professor, Dr. Cruz Nichols was the recipient of two Ford Foundation Fellowships, funding from the National Science Foundation, and a Postdoctoral Fellowship (2017-19) from IU Bloomington’s Center for Research on Race and Ethnicity in Society (CRRES).

Center for Research on Race & Ethnicity in Society

The Center for Research on Race and Ethnicity in Society (CRRES) provides a multidisciplinary space for the study of race and ethnicity in the social sciences and humanities. It advances scholarship, mentorship, collaboration, and community among faculty, postdoctoral scholars, graduate students and undergraduates. With funding from the Office of the Vice Provost for Research, CRRES offers multiple postdoctoral fellowships that draw nation-leading scholars to the IU Bloomington campus. CRRES serves the entire IU Bloomington campus by advancing new scholarships on race and ethnicity by way of grants for research or travel, a graduate student research symposium, an undergraduate research program, and numerous public lectures and programs.

Program on Race, Migration, and Indigeneity College of Arts and Sciences

The Program on Race, Migration, and Indigeneity (RMI) was launched in 2018 with support from the Office of the Provost and the College of Arts and Sciences. RMI is the academic home of three ethnic study programs: Asian American Studies, Latino Studies, and Native American and Indigenous Studies. RMI faculty offer a range of graduate and undergraduate courses that enrich student education by providing multiple disciplinary frameworks for understanding experiences of Asian American, Latinx, and Indigenous communities within U.S. and transnational contexts. RMI also hosts numerous scholarly programs involving internationally acclaimed scholars on race, migration, and indigeneity. It has embarked on a multi-year hiring initiative that, to date, has recruited five outstanding scholars to IU Bloomington’s faculty ranks.



OVPDI Staff Diversity Council

The Staff Diversity Council (SDC) was formed by OVPDI Associate Vice Provost Dionne Danna to provide campus diversity professionals a place to share ideas, develop professionally, and interact with campus diversity leaders. The council's mission is to work collectively to create inclusive and equitable spaces across campus by providing support and advocacy for students, staff, faculty, alumni, and external constituents.

In addition to meeting with key diversity leaders on campus, the Council's primary focus has been the development of a Diversity Training Certificate program, to be piloted in June 2020. This program is jointly funded by IU Human Resources (IUHR), the Office of the Vice President for Diversity, Equity, and Multicultural Affairs (OVPDEMA) and the Office of the Vice Provost for Diversity and Inclusion (OVPDI).



OVPDI Faculty Diversity Council

Members of the Faculty Diversity Council (FDC) were nominated by their deans and selected by Associate Vice Provost Dionne Danna to represent their respective schools. The FDC provided input to the Office of the Vice Provost for Faculty and Academic Affairs as IU Bloomington undertook a 2019 faculty satisfaction survey. In addition, FDC members conducted an assessment and gap analysis of their respective schools' diversity plans and initiatives and discussed campus diversity needs.



OVPDI Staff Diversity Council Members



Kendra Abercrombie is the Assistant Director of Admissions and Diversity Initiatives. She has worked closely with the leadership of the Maurer School of Law. Specifically, she serves on the Maurer's Faculty Diversity Council as a liaison between the administration and faculty with issues and initiatives involving diversity. Kendra plays a vital role in the School's extracurricular life when it comes to our affinity student organizations and she is a strong leader in connecting the School through campus-wide partnerships. She plans and executes the annual Diversity Law Day, a program focused on diversifying the legal field through pipelines of information and access.



Carl Darnell is the Assistant Dean for Diversity, Equity, and Inclusion (DEI) in the School of Education. Darnell developed the School's DEI Office and established the College, Culture, and Careers Academy to diversify the pipeline to teacher education. Darnell directs the Balfour Scholars Program, provides direct support for underrepresented faculty and student recruitment and retention, and forms faculty workgroups to implement the School's strategic diversity initiatives.



Bianca Evans-Donaldson is Assistant Dean for Diversity and Inclusion at the University Graduate School. She is responsible for developing, implementing, and coordinating recruitment, retention, and completion initiatives for underrepresented minority graduate students on the IU Bloomington campus. She also is responsible to oversee several graduate fellowship competitions targeted for underrepresented populations, acts as an advisor for the Emissaries for Graduate Student Diversity Program, and directs the University Graduate School's Getting You into IU program.



Dr. Carmen Henne-Ochoa is Assistant Dean for Diversity and Inclusion in the College of Arts and Sciences. Her recent strategic efforts involve cultivating faculty excellence and leadership in diversity, equity, and inclusion. Among these, she launched the Inclusive Excellence Professional Development Series, an intensive, process-based diversity education program for faculty and staff. Dr. Henne-Ochoa provides sustained opportunities for faculty engagement on issues of inclusive pedagogy via the donor-funded Kovener Teaching Fellows Program, the Radical Inclusivity Series, and Inclusive Teaching Exchange Days (ITED).



Rory G. James is the Director of the Office of Student Diversity & Inclusion (OSDI) at the IU School of Public Health-Bloomington. Rory has 14+ years of experience in the higher education field and is a proponent of social justice issues within public health. He has used these skills and talents to facilitate multiple cultural competency workshops for SPH students, staff and faculty (i.e. SPH's "Candid Conversations" series). Since his arrival to SPH, OSDI has grown into a department of two professional staff members, a GA, and several interns focused on programming and recruitment.



Brian Richardson Jr. is the inaugural Director for the Office of Diversity, Equity, and Inclusion for the O'Neill School of Public and Environmental Affairs. Over the course of two years, he has successfully implemented internal professional development opportunities for faculty and staff by offering a series of cultural intelligence trainings. He also created an internal grievance system process to provide support and transparency, as well as drafted and revised school-wide policies and procedures in regard to onboarding and hiring.



Lamara D. Warren, Ph.D. is a transformational leader and educator specializing in leadership development, inclusive excellence, and organizational change management. As the Assistant Dean for Diversity and Inclusion in the Luddy School of Informatics, Computing, and Engineering, Dr. Warren provides expert guidance in developing and implementing the strategic inclusive excellence vision and plan for the School as well as in fostering an environment to attract diverse stakeholders committed to creating a culture of inclusion.



Carmund White is Associate Director of the Undergraduate Program and Director of Diversity Initiatives at the Kelley School of Business. He is responsible for the strategic vision and implementation of diversity, equity, and inclusion efforts in the undergraduate program, including the recruitment, retention, advising, and support of underrepresented students. Carmund's office also directs two pre-college programs, manages three scholarships, supports a student advisory board and four different student organizations.



Nichelle Whitney is a Senior Assistant Director for undergraduate Admissions. She works closely with diversity recruitment and outreach, and also facilitates diversity education workshops for the organization. As a champion for building inclusive environments, Nichelle also serves on the Staff Diversity Council for IU Bloomington, where she helped lead efforts to develop a campus-wide diversity, equity, and inclusion professional development certificate.

OVPDI

Postdoctoral Fellow

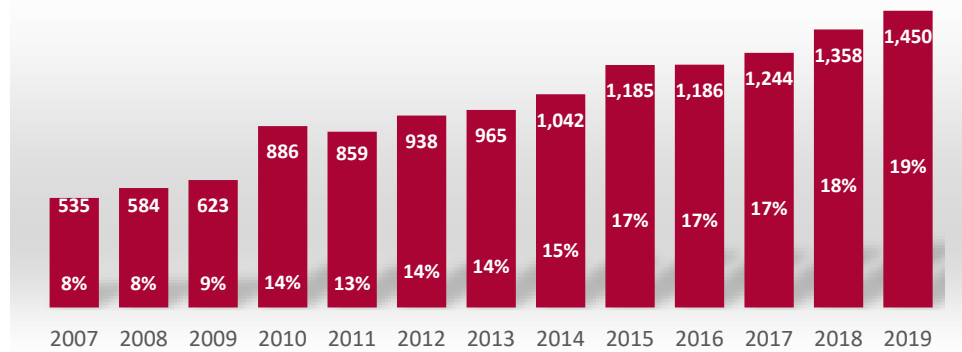
Nikeetha Farfan D'Souza



Dr. Nikeetha Farfan D'Souza is a postdoctoral fellow in the Office of the Vice Provost for Diversity and Inclusion (OVPDI). She received her Ph.D. from Clemson University in Curriculum & Instruction, with an emphasis in science education. Dr. Farfan D'Souza leads student-facing initiatives to support the development of inclusive learning practices for underrepresented and marginalized students. Her portfolio involves: partnering with the CommUnity Education (CUE) Program in the residence halls to assess diversity education initiatives; coordinating dialogue luncheons that build robust communication between students and campus administration; and, researching practices of inclusion and success among marginalized students of science, technology, engineering, and math (STEM).



Underrepresented Minority Beginners IU Bloomington Campus (Percent of Total Beginners)



Includes African American, Hispanic, and Native American.
*Beginning in 2010, also includes Hawaiian/Pacific Islander, and 2 or more races.
The percentage is of domestic students with known race/ethnicity.
*Due to a university-wide data update after the fall 2019 census date, the underrepresented number for fall 2019 has been adjusted. All other years remain unchanged.

“IU Bloomington values the educational benefit of diversity in the learning environment, and we are pleased that the student body continues to become more diverse. The 2019 incoming class includes 1,450 underrepresented minority students, or 19 percent of the domestic class (up from 18 percent in 2018). IU Bloomington has seen the number of underrepresented students increase by more than 50 percent since 2013.”

David B. Johnson,
Vice Provost for Enrollment Management



Key Campus Partnerships



New Initiatives

Diversity Coordinator Jacobs & Eskenazi Schools	IUHR Diversity Certificate Workshop Pilot	OVPDI Hiring for Diversity Web-Based Toolkit	Howard Hughes Medical Institute Grant for Inclusive Excellence
NIH Grant for Minority Scholars in Health Sciences	NSF ADVANCE Grant for Gender Equity in STEM	OVPDI Council of Scholars of Diversity & Inclusion	COACHE Faculty Retention Survey



Connection

We know from research that a positive and inclusive climate and a sense of belonging to a community contribute to an individual's satisfaction, success, and retention. With this in mind, OVPDI supports events that bring community members together, advance professional development of faculty, and engage individuals in networking.

Climate

In 2019, IU Bloomington contracted the services of the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education. COACHE is a research-practice partnership and network of peer institutions dedicated to improving outcomes in faculty recruitment, development, and retention. Forty-three percent of eligible faculty completed the 2019 COACHE Satisfaction Survey. Peer comparison results show that IU Bloomington's personal and family policies; and health and retirement benefits remain areas of strength. Overall, 73 percent of faculty were satisfied with IU Bloomington as a place to work. The data also indicate that faculty of color, in particular, are eager for opportunities to find community and belonging.

300+

faculty participated in **Diversity Celebrations** cohosted by OVPDI and the College Office of Diversity and Inclusion

150+

faculty participated in OVPDI **Faculty Diversity Networking Luncheons**

100+

students participated in **Student Diversity Listening Luncheons** cohosted by OVPDI and the Office of the Vice Provost for Student Affairs



IU Bloomington Moments of Culture and Community



Mexico Remixed Reading
by Acclaimed Author
Valeria Luiselli



Holi Spring Celebration
Hosted by the
Indian Student Association



Culture Fest Dance Performance
A First-Year Experience Event



Leadership Workshop & Keynote
by Diversity Strategist
Dr. Damon A. Williams



Hispanic Heritage Keynote
by Civil Rights Activist
Dr. Dolores Huerta



Mentorship Training
by National Expert
Dr. Buffy Smith

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