

Indiana University Purdue University Indianapolis
Staff Council (SC) Minutes: January 17, 2007
Wynne Courtroom of Inlow Hall ("IH 100") / 3:00 - 5:00 pm

Agenda Item I: Call to Order: Susan J. Martin (SC President, 8.6128, sujmarti@indiana.edu).
Martin called the meeting to order at 3:00pm.

Agenda Item II: Adoption of the Order of Business for the Day.
The order of business was adopted as the order of business for the day.

Agenda Item III: [UPDATE] Campus Vision, Mission, Values and Goals for Diversity: Karen Whitney (Vice Chancellor for Student Life & Diversity).

Vice Chancellor Whitney presented the proposed revised diversity mission and vision for IUPUI and asked that the SC and all staff offer feedback by visiting the website at <http://www.iupui.edu/diversity/vision.html>. Whitney noted that SC members Avis Frieson and Amy Jones Richardson had been

The SC then engaged in an in-depth conversation about diversity issues on campus with several SC members asserting that the issues of racism on campus and diversity are related but individually important issues. One SC member suggested that the definition of diversity varies greatly across different units and responsibility centers on campus. Another urged the SC and administration be mindful of the challenges many women—and, in some areas, especially women of color—face when trying to advance professionally at the university. Furthermore, the SC's general consensus appeared to be that many staff at IUPUI need to be more mindful of the words and tone they choose when serving all students and that diversity awareness training may help address student concerns about service.

Vice Chancellor Whitney's presentation was coupled with Assistant Vice Chancellor Ellen Poffenberger's conversation with the Council about four questions posed by the committee developing the new position of Chief Diversity Officer:

1. What works? In other words, where have diversity programming efforts succeeded?
2. When you think about the concept of diversity what does it mean to your group?
3. How can diversity enhance the success of IUPUI?
4. What do you envision as a new structure for IUPUI and what should the diversity officer do?

The SC members offered their thoughts on the questions and, following the meeting, distributed the questions to their constituents. The following the report yielded by the conversation at the meeting and the e-mail solicitation. These comments—printed as submitted—were submitted to the committee [developing the new position] the week following the meeting.

GENERAL FEEDBACK ON DIVERSITY & THE CHIEF DIVERSITY OFFICER

- *(From a Staff Council member)* "I was reluctant to talk about my observations in the meeting yesterday because I was clearly in the minority (I think there were three - four men in the room for our meeting.) The description of 'white Christian men' was mentioned several times in what I would classify as a negative tone. I wanted to stand up for the 'white Christian men' but I thought that if I did so I would get some unwelcome looks and possibly even a reaction stating, 'Sit down and be quite. You have had your time, now it's our time.'

I agree that diversity is good and does add to the educational experience. I am concerned, however, that I am being asked to give something up to achieve this goal. I tried not to show it, but I was frustrated and a little angry in yesterday's meeting. I have always tried to treat people fairly and I agree that racism has no place on our campus. I am planning on talking to The Diversity representative that spoke to us yesterday about my concerns to see what the future will hold. I agree with the lady sitting near me who mentioned that it was difficult to advance here at IUPUI. I am currently a TE and would like to become a PAE. This has been difficult not because of my race or qualifications, but because of the restrictions placed on our department by HR. Hopefully in the future I will be able to move into a PAE position, but I have never thought that I was denied this because of my race.

This is just one example of the issues that I did not agree with yesterday. I do feel that we are a diverse campus. Look at the

groups of people that walk between classes from the Science building to Cavanaugh hall. Those groups represent the entire spectrum of people in our community. I hope you can understand that by bringing up these issues in the meeting an argument would have occurred and would have gotten us off of the issues at hand."

- Some of my concerns are:
 1. Where is the funding come to support such an officer, his work area, and his staff?
 2. Will decisions be made for just the IUPUI campus or does everything have to be OK with Bloomington?
 3. Who feels it is really needed? And why do they feel that way? Is it just primarily one group or race or is it just the most verbal?
 4. Could not those funds be better applied for scholarships, etc to attract and assist those "diverse" people.
 5. I think a more specific definition of "diverse" is needed. Each individual is "diverse" either by his work style, his race, his religion, his gender, his age. What more is needed?
- My experience with a diversity officer is from Emory University in Atlanta, where I worked for twelve years. Dr. Robert Etheridge was their VP for diversity issues and Affirmative Action. He handled sexual-harassment complaints, taught both diversity-training workshops that I attended, and was a very effective leader. He was African-American, which may have given him credibility and lent him a measure of "approachability" for other staffers of minority groups, though his manner certainly was approachable, anyway. I admired his work. Though Emory is a private university and, therefore, in a different classification from IUPUI, his example is a good one to emulate.

I must say that, having worked 12 years at Emory, where there was an excellent diversity VP, when I learned this past fall that IUPUI had NO diversity officer, I was shocked. I am glad that this campus now is addressing this matter.

- Years ago I had a situation where threats were made to me about my future employment with the University by a peer manager if he received a promotion to become Director of my work area. I was referred to the department of Affirmative Action and explained in detail the situation. This person had no grounds for his threats, because I've always received high marks and reviews for my work with the University. I felt pretty strongly his threats stemmed from the fact that he is a male and I'm a female. The person at Affirmative Action documented the situation, but didn't know what else to do to help. The person never received the promotion, so the issue was dropped.

It was a very stressful situation to me that I'll never forget. This was about 10 years ago and to some extent it is still going on as both of us still work in the same department.

I would not expect the Chief Diversity Officer to be a miracle worker for the University, but I would hope this person could put in place a better system for handling such problems. When bullies are allowed to wage threats against other employees of the University with little or no response from the University, it basically sends a strong message that this type of aggressive behavior is not only tolerated, but condoned by IUPUI. That's very sad. IUPUI should never tolerate or condone such an insidious problem that affects the morale and productivity of many people, not just the victims.

Diversity affects the University in so many positive ways; it is very difficult to enumerate them all. Probably the most important is that we're all endowed with unique gifts and talents along with unique perceptions of the world, and our work. What a boring place IUPUI would be if we all thought, created, designed, and solved problems in exactly the same way, because we all looked (and sounded) exactly alike inside and out. Our pool of new ideas toward enhancing the University toward a better tomorrow of welcoming and teaching all students who want to learn would be very, very shallow. With only one perception, mind and skill-set working and the rest of the University faculty and staff just nodding in agreement, IUPUI has little chance of success in its mission. Diversity is extremely important; when it is practiced and valued, the institution is benefited by a wealth and richness of ideas and talents toward reaching new aspirations and facing new challenges.

I would very much like to see a safe place for employees and students to turn when they are faced with very difficult situations of unfair treatment/abuse in the University. I would think one of the top priorities of this office would be to develop a safe place and process for counseling all parties toward resolution. Part of this program would include advertising and training for all employees/students encouraging them to speak up for change when faced with such situations. It would include a stronger message that the University does and will care and will respond to every situation with support toward problem resolution. A strong message would then be sent throughout the University that IUPUI does not, and will not tolerate the unfair treatment of any

employee or student. It is too costly to the future of IUPUI.

- The concept of diversity implies an acceptance and inclusion of all cultural people within a certain group or organization. And more importantly a respect of the thoughts, opinions and suggestions that each of these cultures has to offer. You cannot just have someone present and accounted for and not encouraged to participate.

IUPUI can put forth and support the notion that Indianapolis itself, with it's rich athletic and cultural history, is leading the way to create a diverse campus lifestyle quite different from the typical image the state of Indiana has come to be associated with; one of being closed-minded, and prejudiced, if not out and out racist in its nature. To promote this concept of diversity is the campus of an urban commuter university environment, would say a lot about the university in general and it's capability of leading the city into becoming a 21st century metropolis.

The concept of diversity must not be extended or limited to the student population but must cover the staff both academic and service. Those faces seen by the student body must showcase the diversity the university is trying to promote. Keeping this in mind and making a true effort to achieve this goal will force the university to put their money where their mouth is so to speak.

Lastly the role of the Diversity Officer would be to ensure these goals come about and whenever possible, that they are pushing for those agendas that promote and support diversity at IUPUI, in it's role as an educational catalyst for the development of those employees of tomorrow.

One last suggestion would be to form a "grand council" where reps from all the different orgs on campus can come together to sponsor educational informative activities, discussions, and presentations focused exclusively around the issue of diversity.

- The new Diversity person should have the power and the budget to collect any needed data about faculty and staff employment (salary, performance, tenure – where applicable, all aspects of workload, funding, etc.), climate issues (experiencing Microinequities, marginalization, isolation, lack of mentoring/coaching/networking, pay that's below par), reasons for leaving, curriculum, professional development, transparency of financial information, access to/communication about resources/general information/internal policies/"the way we do things," etc. so that he/she can make good decisions based on good data.

This person's office should be a place to go when things may not be at the illegal stage (out and out discrimination, etc.) but are nonetheless of concern, affecting productivity, affecting ability of students to find appropriate role models and may cause the person to leave and should be expected to examine for patterns across campus and in individual departments.

This official will also need to have the authority to define what needs to be done and the power to effectively make it happen, even if that requires additional funding; mandating training for deans and managers; setting standards for supervisor/manager performance, mandating performance appraisals for all, etc.

- From: Cha250147@aol.com [mailto:Cha250147@aol.com]
Sent: Sun 1/21/2007 2:46 AM
To: Johnson, Gwendolyn L.; Martin, Molly G
Cc: dtollive@depaul.edu
Subject: Re: Need Feedback on Chief Diversity Officer Position Description

Hello Dr. Johnson:

A special thank you for your diligence and excellence in keeping the minority student community informed of current issues and academic opportunities. I will complete requirements for graduate degree in Adult Education in May 2007.

Reference input being sought for Diversity Officer position, as a graduate student-member of the Planning Committee for the Midwest Research to Practice Conference, which convened at IUPUI in 2004. I had the good pleasure of securing Dr. Derise Tolliver.

Recognized with several credentials and distinctions, Dr. Tolliver is a functional expert on Diversity. Therefore, I strongly recommend her consultancy to the Personnel Committee as part of their diligence in developing the Diversity Officer position. Dr. Tolliver is a professional, qualified, and objective source to consult with on the paramount duties of an effective Diversity Officer.

I have included notes on Dr. Tolliver's diversity presentation under title I championed, "The Importance of Diversity in the Education

Process." Dr. Tolliver's presentation was well attended, with most attending representing the majority persuasion, which included several faculty at IUPUI.

Also incorporated is Dr. Tolliver's contact information should this contact be acted upon. I would also suggest the Personnel Committee obtain process necessary to obtain copies of Shell Oil Company and Coca-Cola Diversity Officer position descriptions. Both of these Fortune companies have highly regarded model duties and clearly actionable language in their accountable and active pursuit of diversity cultures.

If I may provide you additional information, please let me know.

Most sincerely,
Bryan Chapman
678-852-5350

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Dr. Tolliver presented on "*The Importance of Diversity in the Education Process*." Dr. Tolliver drove key points, which included: 1) benefits that both students and the institution receive when active diversity or inclusion is practiced in the education process, 2) detriments to students and the institution that result when diversity is not practiced in education, 3) approaches to identify diversity barriers in the education process, 4) action steps to launch and sustain an effective diversity program in education.

Dr. Tolliver used African principles for co-existence or "inclusion" to frame her case for diversity or "inclusiveness." The African principle of libation was introduced and related to the context of *responsibility* by those, to those who share the same "space" at any given time. According to Tolliver, shared space may be in any context (work, school, family, business, recreation). She effectively colored this point by explaining that we "open the space and fill the space." This is to say that space speaks to the moral obligation that we have to respect and honor each other's backgrounds, differences, opinions, and needs where we work, play and learn and live together.

The context of libation allowed Dr. Tolliver to dovetail her presentation with several definitions of diversity. The definitions she provided categorically demonstrated applicability to essentially all organizations, regarding mutual responsibility that individuals have to each other. Among those definitions provided were, "...inclusiveness, wherein all members have equal opportunity to develop full human potential in an environment in which respect, mutual regard for differences, full participation and partnership are the norm."

I found most comprehensive and fitting the following diversity definition offered by Tolliver: "Diversity exists to nurture, enhance and expand it (graduate education), fostering an equitable, hospitable and inclusive educational environment where people of all backgrounds, ages and life experiences can achieve their personal best through higher learning teaching and research."

Concluding her sub-colloquium on diversity definitions, Dr. Tolliver reminded that the objective of diversity not only seeks "the presence of all," but seeks the "inclusion of all."

Other key points Tolliver covered is the use of the term "minority," and how it connotes inferiority, or less than. A better term for use is under-representation. Particularly, when dealing with the issue, the latter term represents a more constructive tone, and better suited for address of issues relating to those who are under represented. Concluding this point, those who are underrepresented are those who represent "group deficits." Group deficits cover those students or individuals from "marginalized" or less represented backgrounds or beginnings.

In addressing the issue of diversity and how it may be championed in the education process, Dr. Tolliver reported that learning institutions must not only look at minority students, but also focus on the systems that support minorities, as well as those systems, processes or approaches, which are institutionally unfriendly to the success of minority students. She reminded that diversity should not only be seen in the sense of helping students survive, but also helping them to thrive. This entails expecting them to succeed by employing deliberate initiatives and resources that will help underrepresented groups to flourish, thus taking direct responsibility for assisting their success.

Suggestions offered to address diversity ranged from acknowledging historical legacies of inequities, oppression, and discrimination; make sure guiding documents speak to an active diversity program with input from minority students; benchmarks

and milestones for measuring progress; diversity training , to diversifying administration ranks; and integrating initiatives across university units. Benefits of diversity in the education process include positive school relations, global student satisfaction, hiring employer appeal, and ability to globally attract students and faculty globally.

QUESTION 1:

- I agree that the campus is already diverse.
- The training has been a positive as far as educating staff/employees.
- Kelley's Minority in Business club sponsored job fairs are tremendously popular with employers as well as students. We conduct international student and employer workshops where we help to explain work authorization requirements. A recent networking event with Network of Women in Business was very well attended. Our presentations of MBTI to freshman communications classes address diversity in perspective among people.
- Although (primarily because of my short time as an IUPUI employee), I can't speak to where diversity programming efforts have succeeded here, I can reference business experiences where diverse environments, which included persons from multiple racial, ethnic, and international citizenry, have collectively and successfully accomplished a task or mission. In that scenario, people often found a commonality in terms of their wants, needs and goals which transcended the differences they may have on the (visual) surface. And when the efforts were made to converse with, and listen to each other, the lesson often learned was that the core of people was very similar. So what does that mean? I think it means that the best methods of diversity is to provide an experience which teaches people about each other (cultural/racial history etc.) and brings them to together for the purpose of accomplishing an objective.
- I was part of a Diversity Learning Community that was wonderful. We were diverse in a number of ways. It was one of the most successful communities of which I have been a part.
- Offices to address concerns (generally reactive)
Identified personnel to create avenues for discussion
Qualified staff and faculty to educate about diversity
- Within our program (Center for Young Children), we are diverse with the children, and somewhat with our staff. However we could use more men! Early childhood is a profession dominated by females, and the few men that we have don't stay long because of the low wages.
- I personally see very little diversity programming at IUPUI outside of our department (Phys Ed). While the campus appears to address the issues, it isn't "apparent" to me personally.
- Well I can tell you that the diversity training we (Student Services/Registrar/etc.) had in December did not work. In fact, I believe it drove a wedge even further between people.
- When I look around the campus I see a diverse campus. When I look around my classroom in Engineering and Technology I see some diversity. When I look at my teachers I see a need for improvement of more recruiting of women and minorities for instructors.
- I am not aware of too many diversity programs other places. I know that IUPUI is putting together a program that will allow all of us to be more aware of our surroundings and diversity on campus
- I attended IUPUI as an undergraduate student and within our school (School of Social Work) and as the President of the BSW Student Association; we planned several events within the school community that focused on diversity. I do not recall, however, a widespread diversity programming plan. I did serve on the DART (Diversity Awareness Resource Team), but it seemed like those efforts were not marketed well to the entire campus and seemed to suffer as positions turned over in the Student Life & Diversity Office. I know the Office has diversity efforts, but more focus should be on spreading the word of those efforts and involving the entire IUPUI community. Now as a graduate student I notice that diversity efforts are focused within the schools (now School of Law).
- We (Social Work) have a variety of courses addressing diversity. Some schools include diversity in their admission decisions and work to recruit diverse faculty.

QUESTION 2:

- What has happened is that some people have had a bad experience or they perceive they had a bad experience.
- Diversity first of all means being educated with all groups of people, no matter race, gender, sexual orientation or religious

affiliation. The more we learn about people different from us, the more we understand, which allows us to view things from different perspectives. We work together with one concept in mind and that is to accomplish our goals. Diversity also means we are open to new ideals, we are interchangeable and adaptable to different working environments.

- Because of the diverse nature of our clientele, we operate with an approach that makes opportunities for everyone. Our employers are seeking diversity in employees.
- In my current work group diversity is limited to male/female and black/white---age varies within each group. However, given the nature of their work, departmental personnel may interface with others who are different from themselves. Typically, those differences are cultural or racial, which I believe some departmental personnel are not comfortable dealing with.
- Why? Primarily because of their lack of understanding is often based on limited experiences of interaction with (diverse) others, preconceptions, negative experiences (which they personally may have experienced, or the experiences of others whom they know or heard about and who are of their same race/ethnic etc., group).
- To me, it means having a range of employees of diverse racial, ethnic, and religious backgrounds, and both men and women.
- It means treating all persons with respect and fairness regardless of race, sex, sexual orientation, religion, ethnic background, illness, appearance, intelligence, mode of dress, hairstyle, height, weight, etc. Respect and fairness apply to access to information, quality of assignments, recognition, right to have questions/concerns addressed, inclusion in events, etc.
- To our group diversity means including women in places where women in science have met glass ceilings. Of special concern is the paucity of tenured and fully promoted women in the School of Medicine in basic medical sciences. Of special concern is the Department of Anatomy in the School of Medicine. Of course there is progress, but it has come very slowly and is still far behind where we should be.
- It means "differences." It simply means the ability of the university to effectively respond to the various differences of students, staff, and faculty that fosters acceptance and growth.
- Diversity to me means an attention to and awareness of different groups of people and their needs. It means creating an atmosphere where people feel comfortable discussing their differences and are encouraged to be curious about others. Diversity to my group means not just religious, ethnic, and racial diversity but also diversity among people of different ages, classes, sexual orientations and abilities. I had a student in a wheelchair in my class last semester and was amazed to discover from her how inaccessible our campus is for people who have varying degrees of physical ability.
- It includes economic diversity as well as age, gender, race, etc.
- Diversity for our department is about enhancing the opportunities for all groups of people to move and remain healthy. Ability, gender, ethnicity shouldn't matter.
- Group as in race? Department I work at? To me, diversity means having a group of people around you that comes from different backgrounds. To me, IUPUI has definitely succeeded in being diverse. Having people respect and understand those people is a different story. I have seen a lot of reverse discrimination in the workplace- which, to me, is just as bad as discrimination. I think the goal of diversity should be focusing on making everyone feel equal- not one group above any other group.
- I actually built a house in the Ben Davis High School area because I did not want my children attending an all-white school. I did not want them to think that is the real world or how the work place is. I think of diversity as different races of people.
- My initial thought on diversity is that it is a term used to describe a population. Saying that there is a diverse population means that there are multiple ethnic, gender, age, religious, and sexual orientations that exist. However, I think that it needs to mean more than that. I would like our department to be aware of all of these differences, embrace them, and be willing to talk about them without offending anyone. The problem is that we don't talk about our differences. As instructors, I think that talking about them in an open forum with our students will make them feel more comfortable and welcome.
- Diversity to me is celebrating and appreciating our differences most external and internal, cultural and environmental. It is more than gender and race and ethnicity, but is as deep as diversity of thought and the cultural differences that guide our everyday behavior.
- Diversity includes all traditionally oppressed populations regardless of race/ethnicity, sex, sexual orientation, ability, class, age, etc.

QUESTION 3:

- Any person who feels such would benefit from having a resource to whom to report such bad experiences and have the power to investigate and negotiate or require a resolution.
- Diversity can deliver fantastic results if we work as one big team with goals in mind incorporated with the proper guidance and leadership. Diversity can create a positive working environment for everyone involved. A positive working environment usually means happy people and happy people generate success together.
- In a global economy, it is essential that IUPUI, an urban university, be receptive and accommodating to everyone, regardless of race, gender, religion, nationality, or physical or mental capacity. The diverse nature of the campus can further enhance the vitality of the city, providing a variety of approaches to economic and social problems. People who attend IUPUI also work and

live in Indy.

- As we all know, the world is getting smaller and smaller. Business, governments, politics and many other aspects of life go beyond geographic borders, cultural, religions and races. As an institution of higher learning, research and as a business, IUPUI must posture itself to be recognized as world class. I believe it can best be accomplished when IUPUI is also recognized as a place that is a microcosm of this country and the world. A place where learning and sharing is not only encouraged, but is the mission. I honestly believe if IUPUI can accomplish those things, it will be a magnet for motivated students, excellent faculty and staff.
- Our students need to learn that the world is full of people with very different backgrounds and experiences than their own and to accept and even value these differences.
- It will help us provide real-life learning experiences to students and recruit and retain faculty, staff and students. It exposes all us to the richness of a multitude of perspectives and makes it possible for us to learn about other human beings.
- A truly diverse IUPUI will bring the most positive learning environment possible. What we found in our Diversity Learning Community was that we learned from each other just by being together and having discussions about what we did in life as much as who we are. We were certainly more alike than different even though each of us could explain to the others how those few ways that we are uniquely different from one another.
- In a campus that is driven by the success of its students failing to embrace the cultural, racial, academic, and developmental diversity of its students can serve as a stumbling block in the students' perception of their capacity and ability and the university's expectations of the student's own success. For school's to work effectively they must recognize and meet the needs of the students in such a manner that the student feels a part of the community and does not search elsewhere. The mediating factor between school and student is DIVERSITY.
- Diversity can enhance the success of IUPUI by making our campus into a model for other universities and making more students feel welcome here. One of the most diverse campuses I have taught at was California State University, Northridge. California, of course, has a very diverse population, and their universities have learned ways of making that diversity a strength. At the opening picnic of the school year, they served hot dogs, but they had not only pork hot dogs but also beef hot dogs and tofu hot dogs. That sounds trivial but went a long way towards making their Moslem, Jewish, Hindu and vegetarian students feel valued and welcome. They also had a deaf education program, and I saw a group of deaf students signing to each other there. Such awareness of and welcoming of people with different needs is what is most needed at IUPUI.
- As we interact with all types of people we become more aware of our similarities as well as our differences, and therefore become more accepting of one another. We do a good job with the children here [at the Center for Young Children], but somehow it gets lost as they grow up.
- Seems to be an obvious answer to me...Indianapolis is a very diverse community. If IUPUI is to be the "premier" institution that works to invite the Indianapolis community, than the entire community should feel at home at IUPUI.
- If everyone is the same as us, we fail to learn new things and grow. God apparently wanted a variety so he made different races/different languages on the planet. I like other people who have different viewpoints than me because it is challenging.
- Diversity could really help IUPUI because people are less involved when they don't feel as though they "fit in". Most people would probably say that we welcome all types of people. However, we are very unaware of how difficult it is to interact when you are part of the minority or are different than the people around you. If we are all talking about it in a positive and open way, then people are more likely to feel welcome. That feeling will increase retention at IUPUI and involvement in the classrooms, which aids the learning process.
- The more truly diverse we are, the more we meet the needs of the community and state by educating students prepared to work in a multi-cultural, socially humane environment

QUESTION 4:

- So long as hiring and student acceptance follows good criteria there is no problem there. Good criteria is to me:
 - a. Person qualified for hiring or acceptance
 - b. Person has good recommendations.
 - c. Person does not have a criminal record that precludes hire or acceptance
 - d. Person is not mentally disturbed to the degree of being unreliable, person not a smoker (in the health field, this would be very desirable), does not abuse alcohol or drugs, does not have a health condition with a poor prognosis or is dangerous to be a co-worker or fellow student.
- Diversity training is good education and is necessary for overall success. Diversity training should be administered to all

employees. Emphasis should be made that the training is about acceptance to all races, gender, sexual orientation and religious groups. It shouldn't be about one certain group or another. Everyone deserves the training and the university should not show special priority or privileges to any one or two certain groups. Special priorities to one group or another can create negativity and dissensions.

- I see IUPUI as a very diverse campus. A new structure should embrace the diversity in all of us-not just one or two groups. A diversity officer could be available to help with misunderstandings that happen when diverse populations coexist. Also, by making sure that all faculty and students are informed about diversity issues, conflict might possibly be avoided.
- Above all, it will be important for the Diversity Officer to implement and continuously pursue the growth of diverse populations, and strive to accomplish conspicuous diversity which transcends the student body, the faculty and staff.
- I would see a diversity officer as working both with students and employees to increase the understanding of others who are different from them, and to promote increased diversity in all areas of the campus.
- The diversity officer should hear and explore the concerns of ALL persons (regardless of race, sex, sexual orientation, religion, ethnic background, illness, appearance, intelligence, mode of dress, hairstyle, height, weight, etc.) who feel they have been treated unfairly and help them find ways for the concern to be addressed whether directly or by referral (to HRA, to AAO, etc.) and then do follow-up to determine that the concern was satisfactorily dealt with. The Diversity Officer should also examine information and statistics for patterns in unfair treatment, create ways to address and see that action was taken. If the right information/statistics are not available, create ways to effectively gather the information that is needed.
- I am not sure that I know what you mean by a NEW structure. I think that it is not the structure that matters so much as the way that we operate within the structure. What hurts are the invisible but real boundaries that separate us within a structure that would otherwise work.
- The officer should carry out eight essential tasks and share the results of each process...
 - 1) Annually study the student, faculty and staff demographics (paying attention to the gender, age, race, country variation and academic ability of the student population)
 - 2) Using the demographics assess the needs of these populations (based on research, consultation, and student self-assessments).
 - 3) Evaluate current IUPUI programs on diversity for relevance to the needs (structural, cultural, physical, social/ interactive, academic, psychological, cognitive, and emotional needs) of the students, staff, and faculty.
 - 4) Discard, amend, or enhance those programs that fail to address the needs of the students, staff, and faculty and create, add, and implement those programs or efforts that do address the needs of the students.
 - 5) Generate a list of all groups currently working on diversity throughout the IUPUI. Consult with these groups about their successes and challenges. Identify with these groups methods to address their challenges and resources to expand on the successes.
 - 6) In conjunction with these groups create a Working Group on diversity to continuously advise, assist, and work to respond to the challenges and expand successes.
 - 7) Create effective and standardize measures and tools to annually evaluate the success of the programs in meeting the needs of the student and the success of the changes on the university, university climate, student body and university environment.
 - 8) Continuously meet those you must serve formally, informally and before all major decisions are made that will affect them.
- The new diversity officer should be an intermediary between the students and the faculty and administration. He/she should encourage dialogue and host workshops in which consciousness is raised and people are taught to be more sensitive to differences. He/she should also be a place where anyone who has a concern or complaint can go and know that he/she will be heard and respected and issues will be taken seriously.
- Go beyond the obvious issues.... look at salaries too.
- Help IUPUI become an accessible campus for people with disabilities. IUPUI is miserably inaccessible, with the exception of the newer buildings. Efforts must be made to enhance accessibility and allow for easy use of the campus. With the Indianapolis School for the Blind and Indianapolis School for the Deaf, one would hope that more students would want to come to IUPUI. Additionally, while our workout facilities are poor, they are completely inaccessible for people with disabilities. Since they pay student fees, it is a shame they can't access what others can.
- I would hope that the diversity officer wouldn't hold any one group higher than any other. I also hope that reverse

discrimination is taken just as seriously as discrimination. Additionally, I would like to see whomever is in charge of diversity in the workplace (whether it be hr or the diversity officer) to focus on smaller issues that divide us. For example, in my department, there is one small group who all happen to be the same race whom recognizes and celebrates their birthdays but no one else's gets celebrated. This has DEFINITELY divided people. If the department had one small group who helped organize/celebrate everyone's birthday, people would feel more equal and less divided. I would hope that instead of having more diversity trainings that the new diversity officer might create an anonymous form for faculty/staff to fill out asking for suggestions to make the workplace more accepting of diversity. I think only then the University would get some useful ideas that actually affect people's attitudes.

- Help recruit more women and minorities in schools where it is needed. Also, encourage those minority faculty to recruit students/mentor students to go into technology fields since there are so few.
- I am not sure how this is going to exactly change our structure, but I think that we will be talking about issues or sensitive topics much more often in formal and non-formal settings. I think that we will be talking about it at the beginning of our classes everyday with our students and will be encouraging them to voice their opinions. I guess the job of the diversity officer would be to encourage the conversations. I would guess that some people will be more open to the idea than others and that the diversity officer would find ways (workshops, counseling, etc) to get people involved and on the same page. I will honestly say that I am not familiar with many traditions or beliefs that exists outside of my own and that I would like to learn about them and be able to ask others questions without them being offended. I wouldn't mind spending 10 minutes of every department or school meeting talking about these topics. If anyone had a problem with it, then I think you might have found the source of many of the problems that exist today.
- I think the Diversity Officer should be a Vice-President/Vice-Chancellor level position that implements diversity programming and makes IUPUI a national leader in diversity among educational institutions. I suggest Valerie J. Davidson, current Director of Diversity at Butler University. In her over 20 years at Butler, Valerie created the Celebration of Diversity program, a lecture series that has introduced people like Russell Simmons, Danny Glover, Edward James Olmos, Harry Belafonte, and Presidents Clinton and Bush to this city to give free lectures to University students and the general community. Valerie's vision for diversity is global and she is well connected and well respected in this field. I think she would be an excellent candidate for this position to help this campus realize the goal.
- A diversity officer should be concerned about all of the populations mentioned above. Perhaps offices such as AES and the Office for Women would be part of the structure. Often our claim to racial/ethnic diversity is based on our international population. These folks are valuable but they should not be considered to replace the need for us to recruit and retain African American, Latino/Latina, Asian American, or Native American individuals. The Diversity Officer should work to address specific issues of concern as well as the overlapping issues of oppression.

Agenda Item IV: Report from the Chancellor's SC Administrative Designee: Robert Martin (Vice-Chancellor for Administration and Finance, 4.4511, rmartin@iupui.edu).

Vice Chancellor Martin could not attend, but will update the SC at future meetings.

Agenda Item V: [ACTION ITEM] Minutes for SC 12/6/06: Up for Approval.

Hearing no objections, the SC minutes of December 6, 2006 were accepted as written and entered into record.

These minutes are available online at <http://www.iupui.edu/~scouncil/minutes/12-6-06.htm>

Agenda Item VI: Report from the President: Susan J. Martin.

Martin briefed the Council on the following:

- Welcome to new Representative Sarah Kincaid, as well as to Senior Academy Representative Walt Linne.
- Thank you to Jason Burnham and Kristin Shea, two veteran members who have to step down from the Council due to professional time commitments. You will be missed!
- Additional representatives are needed for the School of Medicine, UITS, and the School of Science, as well as for the positions of 2nd Vice President, Membership Chair, and Executive Committee Member-at-Large. Please e-mail molmarti@iupui.edu with your interest and I will forward all nominees to the Executive Committee.
- Sue Herrell is leading a Race for the Cure team; contact her at sherrell@iupui.edu to participate.
- Please see the description of IUK's Arts and Craft Show (www.iuk.edu/~kosc/ArtsandCraftShow.shtml) and submit your feedback re: IUPUI sponsoring such an event to molmarti@iupui.edu. Sue H. has indicated that she may be willing to co-chair; any other interested co-chairs should contact Molly.

- As reported in the earlier update, we are seeking campus food critic “bloggers;” we have one respondent so far. Any others willing to write up a sentence or two about their campus dining experience on a particular day or week should e-mail molmarti@iupui.edu.
- It has been noted that the walk buttons at the corner of Michigan and University Blvd. require that you step into the grass, which is infeasible for anyone in a wheelchair, especially in bad weather when the ground is soft. The Staff Affairs Committee has been notified as part of their Pedestrian Safety focus.
- *FOR DISCUSSION AT FUTURE MEETINGS:* The SC will explore the possibility of meeting with a panel of representatives from different schools to discuss how different units execute performance reviews. Susan suggests contacting the HR liaison from each school. She notes that it might also be advisable to include panelists from schools or departments that use reviews to determine merit raises and panelists from schools or departments that do not.
- The Executive Committee looks forward to seeing you at next month's meeting: Wednesday February 21st at 3:00pm in Inlow Hall 100.

Agenda Item VII: Reports from Standing Committees.

Rewards & Recognition Co-Chair Lorna Griffin submitted the following report prior to meeting time: The nominating period for the Bepko Staff Council Spirit Award begins Monday 1/22 and SC members will receive an e-mail Monday morning to share with your constituents and kick off the nominations.

Special Events Chair Karen Best asked that SC mark their calendars for a blood drive being planned for April 17th [by the Special Events Committee]. The drive will likely feature two main campus sites, as well as a donation site at the SafeCo building. She also asked SC members to plan to attend the Friday July 13th Annual SC Retreat, to be held at Bradford Woods. Past, present, and future Council members are welcome. In addition, Best submitted the following report prior to the meeting:

“Staff Council Meeting Special Events Committee Report
1-17-07

Special Events Committee Members:

Nancy Gibson
Meghann Arnold
Alicia Gahimer
Patricia Laskowski
Pam Rogers
Barbara Jarjoura
Anna Zufall
Myself, Karen Best (*Chair*)

Our Holiday meeting was very successful. There were approximately 50 in attendance and the party was great fun. The children at the center were greatly pleased with the goodies they received from Jinx. Again, I want to thank the committee members for all of their hard work!

On April 17 and October 23, the Staff Council will be sponsoring blood drives. We have reserved a room at the Safeco building and in Med. Sci. so that the drive can be held inside. We are trying to also get a space in the University Library so that we can have three sites and cover both the north and south sides of campus in addition to the off campus site at Safeco. We believe this will be a more attractive idea to potential donors. The one thing that still needs to occur is the “blessing” of the rooms by the IN Blood Center. The sign-up contacts will be Molly Martin for the mail campus and Nancy Gibson for the Safeco building. It will be possible to sign up on-line and/or contact either Molly or Nancy. The IN Blood Center will provide the cookies and juice for all the donors. We have also arranged for WFMS to be at (as yet undetermined) one of the sites for part of the time to give out additional “goodies”.

We are working on a little different idea for the Staff Night. We are approaching the Pacers, Indians and the Fever to see if we might change the focus of the night. Our hope is to get either greatly reduced prices on tickets or perhaps even free tickets.

The Staff Council Retreat will be held on July 13 at Bradford Woods again this year. We are hoping to make this retreat even better than last year's! We do have a “hard act to follow” though. There will be more on this at a later

time.

The committee has also been talking with the Child Center about the potential for having a "fun-fest" sometime during the year which would include the staff, faculty, children at the center and parents of the children at the center. This is still very much in the planning stages, but we believe it could be a really fun time!

Finally, we have lost one member of our committee, Chantel Stone, who has left IU for another position and have a new member to our committee, Pam Rogers. We welcome Pam!

Thank you!"

Agenda Item VII: Call for Reports from Other Committees.

The SC Diversity Committee (chaired by Gary Curto and staffed by Troy Barnes, Avis Frieson, and Amy Jones Richardson) has begun its work and has already planned a series of workshops for all staff throughout the Spring. The first workshop will likely be held during the first week of March; details TBA.

Agenda Item VIII: [UPDATE] Short-Term Disability Coverage for Staff: Becky Thacker & Natalie Harvey.
Staff Affairs Chair Becky Thacker submitted the following report prior to the meeting:

"An Updated on the IUPUI Staff Council's Exploration of Short-Term Disability Options
STAFF AFFAIRS COMMITTEE
1/17/07
Becky Thacker, Chair

Dan Rives from HR spoke to the Executive Committee on 1/3/2007 concerning staff interest in short-term disability benefits.

The options discussed included a shared sick bank pool and a paid insurance plan.

The former option was rejected due to the difficulties of administering such a plan, but the latter is a possibility.

Dan presented estimated costs from Standard Insurance Company, which now carries the long-term disability plans for the university. The proposed plan would provide 60% of the insured person's weekly income. Benefits would begin 8 days after existing sick leave benefits are used up.

Premium estimates were given for 90 day and 180 day coverage. I computed the average premium (dividing estimated number of participants into the university's total monthly premium), and the ranges were approximately:

Employee paid-hourly	\$12-20/mon
Employee paid-hourly and monthly	\$17-25/mon
Employer paid	\$10-15/mon

Note that the last option is an unlikely one. For the university to be able to pick up the tab and provide this to all employees free of charge, they would have to recover the cost by cutting back on some other employee benefit. This is unlikely to be acceptable to many employees.

For the other options, %35 of the staff would need to sign up for the plan. Mr. Rives pointed out that currently, %46 of staff are NOT enrolled in the long-term disability plan (which is amazingly affordable compared to what's available on the open market), so it's not definite that 35% of staff would sign up for short-term disability.

In order to get an approximation of actual staff interest in this plan, Mr. Rives will attend a meeting of staff from the School of Liberal Arts (all SLA employees are strongly encouraged by their managers to attend these meetings) and present the proposed information. He will then poll all those present to see what percentage would sign up.

Staff Council will get an update of his findings; IF results are encouraging, we could possibly have a short-term disability plan available to us before the end of the year."

In closing, Staff Affairs Committee Member Natalie Harvey reported that the staff of the School of Liberal Arts will be acting as focus group to explore the interest in optional short-term disability coverage.

Thank you to Natalie Harvey, Becky Thacker, Leslie Kidwell, Susan Brewer, Ellen Poffenberger, Theresa Martin, Dan Rives, and Monica Fenton for their work in advancing this issue.

Agenda Item IX: Report from Human Resources Administration: Ellen Poffenberger ([Assistant Vice-Chancellor for Human Resources / Chancellor's SC Administrative Designee Alternate](mailto:epoffenb@iupui.edu), 4.8932, epoffenb@iupui.edu).

Poffenberger briefed the SC on the following:

- The position of Chief Diversity Officer is being developed (*see Agenda Item III*).
- The summary results of the 2005-06 survey are now available. Poffenberger distributed the following overview:

The 2006 IUPUI Staff Survey

Purpose

The 2006 Staff Survey aims to provide a snapshot of perceived working conditions for all IUPUI staff in 2006. Findings supply useful information about overall job satisfaction, staff satisfaction with supervision, performance evaluation, and recognition, and staff satisfaction with the physical work environment, communication, and training/professional development. Combined with survey results from 1999 and 2003, the survey findings also allow changes in staff satisfaction to be monitored.

Highlights of Findings

- IUPUI staff are generally satisfied with their jobs (77% agreement). Eighty-seven percent of staff report that they like their work, 93 percent indicate that they feel personally satisfied with a job well done, and 83 percent agree that they have appropriate supplies, materials, and equipment to perform their jobs. Although job satisfaction is relatively high, staff members do not evaluate all aspects of their work favorably. For example, only 42 percent of staff members agree that objectives and plans for the future of IUPUI are clear and only 48 percent agree that plans for their units are clear. Only 26 percent of staff members perceive salaries as adequate, and relatively few staff members have positive opinions of the availability and cost of parking on campus.

- Staff members have positive perceptions of IUPUI as an institution. The percentage of staff who view IUPUI favorably has increased consistently since 1999. Approximately 87 percent of staff respondents agree that IUPUI has a good reputation in Indianapolis, while 76 percent report that IUPUI is regarded positively statewide. Eighty-two percent indicate that the quality of staff service to the institution is high, and 83 percent report that available technology is adequate to get the job done. Staff evaluation of workspace is less positive, although the percent of staff favorably evaluating workspace has increased from only 43 percent in 1999 to 60 percent in 2006.

- Staff perceptions of the quality of supervision have improved markedly since 1999. These evaluations continue to be mixed, however. Staff members reported positive views of supervisors' training and experience (74 percent favorable), availability (79 percent favorable), and openness to suggestions (74 percent favorable). On the other hand, perceptions of the extent to which supervisors base evaluations on facts and data, provide constructive feedback, and recognize the contributions of staff members are less favorable (62 percent, 62 percent, and 56 percent favorable respectively).

- Responses to questions about performance evaluations reveal some concerns among staff members. Only 63 percent of staff respondents agree that written performance evaluations are conducted in their units, while just 52 percent report that their last performance evaluation provided information that could be used for improvement. Only 46 percent indicate that they are satisfied with how performance evaluations are conducted.

- Staff members are even less favorable in their perceptions of recognition and rewards. Just half of the staff agree that they are satisfied with the recognition they receive, and only 30 percent agree that outstanding service is recognized. Relatively few staff members—22 percent—report that high-performing staff are promoted. Staff members do indicate, however, that they have a clear understanding of their employee benefits. The 86 percent agreement for this item is a 10 percentage point increase over 1999.

- Staff perceptions of the physical work environment, communication, and training are more enthusiastic.

Eighty-two percent agree that the environment is safe, while 68 percent indicate that they are satisfied with their work environments. Communication is also perceived favorably. Eighty-three percent of respondents agree that they understand the connection between their own work and department goals, 73 percent report that their units have good relationships with other units across campus, and 76 percent view their units' relationships with external organizations as positive.

- Training and professional development are favorably perceived by IUPUI staff members.

Approximately 68 percent of staff respondents are satisfied with staff development opportunities at IUPUI. This represents a 20 percentage point increase since 1999. Seventy-four percent agree that training programs have improved their job performance, and 67 percent believe that training has enhanced their career and personal development. Only 30 percent of respondents report that the success of training efforts is evaluated, however.

Conclusions

The generally positive feedback from staff members about the quality of their work experiences at IUPUI is encouraging. The consistent, if modest, increases in favorable evaluations since 1999 are also heartening. Based on the results of this survey, the greatest improvements in the work environment are in the areas of training and professional development and understanding of employee benefits. While these results are gratifying overall, substantial opportunities for improvement remain. Future efforts should focus on enhancing the performance evaluation system and on recognizing and rewarding staff for outstanding work.

The Survey

All IUPUI appointed staff and PERF-eligible hourly staff are invited to participate in the staff survey. Respondents thus span a wide range of position types—professional, technical, clerical, and service-maintenance. Sponsored by the Vice Chancellor for Administration and designed and carried out by the Office of Information Management and Institutional Research (IMIR), the Staff Survey was administered for the fourth time in 2006. IUPUI's Office of Human Resources Administration, the Staff Council, and ASCME Local 1477 also collaborated on the administration of the survey.

The 2006 Staff Survey was primarily administered on the web with a paper option available to those not having access to a computer. Out of 4546 staff members contacted, 2220 completed the survey, for an overall response rate of 49 percent. Demographic characteristics of respondents are summarized in the sample demographics section of the Campus Report [provide URL here, if this is going to be distributed in paper form]. The gender distribution of respondents closely mirrors the staff population. On the other hand, white non-Hispanic staff are over-represented among respondents, while African American and younger staff are under-represented. This bias closely follows over-representation of clerical/technical staff and under-representation of service maintenance staff among respondents. Service-maintenance positions include a disproportionately high percentage of African Americans. Also, unit representation among respondents shows a slight bias, with Administration and Finance under-represented and Academic Support over-represented among the larger units.

Agenda Item X: Reports from the Chancellor's SC Academic Designee: Paul Galanti (Former President, IUPUI Faculty Council, 257.6826, pgalanti@iupui.edu).

Galanti could not attend, but will update the SC at future meetings.

Information about the IFC is available on its website at <http://www.iupui.edu/~fcouncil/>.

Agenda Item XI: Old Business (Unfinished or Pending).

No discussion.

Agenda Item XII: New Business / Announcements.

No discussion.

Agenda Item XIII: Adjournment.

At 5:04pm, Martin adjourned the meeting.

Minutes prepared by Staff Council Coordinator Molly Martin
UN 403 / 274-2215 / Fax: 274-2970 / scouncil@iupui.edu / <http://www.iupui.edu/~scouncil>

Attachments:

[Agenda for January 17, 2007 Staff Council Meeting.](#)

[Attachment for SC 1-17-07 Minutes]

Indiana University Purdue University Indianapolis Staff Council (SC) Meeting
Wednesday January 17, 3:00-5:00pm, **Inlow Hall Room 100 ("IH 100")**
A G E N D A (SC: January 17, 2007)

- Call to Order. Susan J. Martin
(SC President, 8.6128, sujmarti@indiana.edu)
- Adoption of the Order of Business for the Day. Susan J. Martin
- [UPDATE] Campus Vision, Mission, Values and Goals
for Diversity. Karen Whitney
(Vice Chancellor for Student Life & Diversity)
- Report from the Chancellor's
SC Administrative Designee. Robert Martin
(Vice-Chancellor for Administration and Finance,
4.4511, rmartin@iupui.edu)
- [ACTION ITEM] Minutes for SC 12/6/06 (*distributed electronically*). Susan J. Martin
- Report from the President. Susan J. Martin
- Reports Submitted by Standing Committees.
- A. Bylaws. Amy Jones, Chair
 - B. Communications. Troy Barnes & Michelle Hurst, Co-Chairs
 - C. Membership. **Chair TBA**
 - D. Rewards & Recognition. (BEPKO NOMS START 1/22). Lorna Griffin & Mike Oakley, Co-Chairs
 - G. Special Events. (RETREAT 7/13/07) Karen Best, Chair
 - H. Staff Affairs. Jason Burnham & Becky Thacker, Co-Chairs
- Call for Reports from Other Committees. Susan J. Martin
- [UPDATE] Short-Term Disability Coverage for Staff. Becky Thacker
- Report from Human Resources Administration. Ellen Poffenberger
(Assistant Vice-Chancellor for Human Resources /
Chancellor's SC Administrative Designee Alternate,
4.8932, epoffenb@iupui.edu)
- Reports from the Chancellor's SC
Academic Designee. Paul Galanti
Former President, IUPUI Faculty Council, 257.6826, pgalanti@iupui.edu)
- Old Business (Unfinished or Pending). Susan J. Martin
- New Business / Announcements.
- A. Hot Topics: Share concerns & comments from your unit. Susan J. Martin
 - B. Tobacco Free IUPUI: Maps of City Streets on Campus. Susan J. Martin
- Adjournment.

CIVIC ENGAGEMENT UPDATE: If you have cell phones that you are no longer using, why not donate them to the Indiana Coalition Against Domestic Violence (for reprogramming for emergency use by victims)? You need not include chargers or accessories of any kind. Contact Representative Becky Thacker at rthacker@iupui.edu or the SC office at molmarti@iupui.edu to arrange for pick-

up. Many thanks!

Next Staff Council Meeting: February 21, 2007 from 3:00-5:00pm in Inlow Hall 100.

Agenda prepared by Staff Council Coordinator Molly Martin: UN 403 / 274-2215 / Fax: 274-2970 / scouncil@iupui.edu / <http://www.iupui.edu/~scouncil>

Staff Discounts URL: <http://www.iupui.edu/~extaff/perks.htm>

SC Account # with IU Foundation: 32-P000-12-1 (give online at https://www.indiana.edu/~iuf/oga/app/og_engine_1.cgi)