

DIVERSITY PLAN – SCHOOL OF HEALTH & REHABILITATION SCIENCES

Report of accomplishments as of May 1, 2008 (see end of report)

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.

Current Status:

1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1

Increase the diversity of the applicant pool for the 4 departments in the School.

Performance Indicators for this Goal/Strategy

Have the Nutrition and Dietetics, OT and PT programs mirror national African/American ratios in their recruitment pools. (NOTE: Since none of the programs use diversity as a selector for admissions decisions, increasing the pool of applicants was considered to be the focus of the strategy to enhance diversity).

Current diversity data for the departments (2006-07):

Department	#African/American students	#Other ethnic	Total	% African/Am
Health Sciences	0	1	8	0
Nutrition and Dietetics	3	1	30	10
OT	3	0	57	2
PT	0	8	108	0

Comparative Data from national survey of schools of allied health (2006)

Health Sciences	data not collected/reported nationally			
Dietetics	45	177	1223	3.7
OT	192	296	3110	6
PT	287	672	7369	3.9

Tasks

1.1A Collect information about the applicant pool for our programs in 2006-07.

1.1B Physically recruit on the following campuses for students who might be interested in our programs-Indiana State, Tennessee State, and Grambling University. These schools were chosen since we have had applications from them in the past.

1.1C Use SHRS students of diverse ethnic groups who have graduated from one of the 3 targeted HBCUs in our recruitment efforts. Specifically, either have students accompany our Student Enrollment Services Coordinator (who is African-American) on her recruitment visits to the 3 targeted HBCUs or else videotape these students and use the videos as recruitment tools.

1.1D Continue to work with the Indianapolis public school system's health magnet high school to provide information about the health careers majors offered in our school.

1.1E Use the newly developed internship program (Center for Excellence Life-Health Sciences Internships at IUPUI) opportunities for sophomore students to expose students to careers in research and academia in our programs and use the internship as a student recruitment opportunity.

1.1F Contact the Groups Student Support Services Program in Bloomington (Janice Wiggins) to encourage consideration of careers offered by our school.

1.1G Contact the Minority Achiever's Program in Bloomington to encourage consideration of careers offered by our school.

1.1H Contact TRIO on the IUPUI campus (Kim Stewart-Brinston) to encourage consideration of careers offered by our school.

1.1I Contact McNair Scholar's Program on the IUPUI campus (Valerie Davidson) to encourage consideration of careers offered by our school.

1.1J Identify local higher education minority and diversity leaders and establish relationships with them.

Persons Responsible

1.1A, E Joyce Mac Kinnon

1.1B-D, F-J Renee Akins

Timeline for Completion (within plan period)

1.1A July 2007

1.1B-C July 2008

1.1D-J September 2007

Report of Accomplishments

1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1

Performance Indicators for this Goal/Strategy

Tasks

1.2A

1.2B

1.2C

Persons Responsible

1.2A (leader/team members)

1.2B

1.2C

Timeline for Completion (within plan period)

1.2A

1.2B

1.2C

Report of Accomplishments

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status:

2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2

Performance Indicators for this Goal/Strategy

Tasks

- 2.1A
- 2.1B
- 2.1C

Persons Responsible

- 2.1A (leader/team members)
- 2.1B
- 2.1C

Timeline for Completion (within plan period)

- 2.1A
- 2.1B
- 2.1C

Report of Accomplishments

2.2 School/Department Goal or Implementation Strategy for Diversity Goal 2

Performance Indicators for this Goal/Strategy

Tasks

- 2.2A
- 2.2B
- 2.2C

Persons Responsible

- 2.2A (leader/team members)
- 2.2B
- 2.2C

Timeline for Completion (within plan period)

- 2.2A
- 2.2B
- 2.2C

Report of Accomplishments

Diversity Goal 3: Make diversity a strategic priority touching all aspects of the campus mission.

Current Status:

3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3

Provide evidence that program curriculum content and pedagogical strategies reflect a commitment to diversity.

Performance Indicators for this Goal/Strategy

Each program in the SHRS should provide evidence through its course syllabi that this goal is being met; this information may also be used to satisfy accreditation requirements in this area. Evidence is considered to consist of objectives in course syllabi directly addressing a commitment to diversity.

Tasks

3.1A Review course syllabi and other relevant documents for explicit evidence to reflect a commitment to diversity.

3.1B If evidence is lacking, update course syllabi as needed to reflect a commitment to diversity in relevant courses.

Persons Responsible

3.1A –B Joyce Mac Kinnon , program directors

Timeline for Completion (within plan period)

3.1A July 2007

3.1B December 2007

Report of Accomplishments

3.2 School/Department Goal or Implementation Strategy for Diversity Goal 3

Performance Indicators for this Goal/Strategy

Tasks

3.2A

3.2B

3.2C

Persons Responsible

3.2A (leader/team members)

3.2B

3.2C

Timeline for Completion (within plan period)

3.2A

3.2B

3.2C

Report of Accomplishments

Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI.

Current Status:

4.1 School/Department Goal or Implementation Strategy for Diversity Goal 4

Performance Indicators for this Goal/Strategy

Tasks

- 4.1A
- 4.1B
- 4.1C

Persons Responsible

- 4.1A (leader/team members)
- 4.1B
- 4.1C

Timeline for Completion (within plan period)

- 4.1A
- 4.1B
- 4.1C

Report of Accomplishments

4.2 School/Department Goal or Implementation Strategy for Diversity Goal 4

Performance Indicators for this Goal/Strategy

Tasks

- 4.2A
- 4.2B
- 4.2C

Persons Responsible

- 4.2A (leader/team members)
- 4.2B
- 4.2C

Timeline for Completion (within plan period)

- 4.2A
- 4.2B
- 4.2C

Report of Accomplishments

Report of Accomplishments as of May 1, 2008:

Diversity data for the departments 2007-08

Department	#African/American students	#Other ethnicity	Total	% African/American
Heath Sciences	0	2	8	0
Nutrition and Dietetics	0	4	32	0
OT	3	0	57	5
PT	1	3	108	1

Comparative data from national survey of schools of allied health sciences 2007

Health Sciences	data not collected/reported nationally			
Dietetics	56	155	1388	4
OT	193	234	3110	6.9
PT	348	754	7369	4.4

We have physically recruited at Indiana State. We did not physically visit Tennessee State. Grambling U was impacted by Hurricane Katrina and so we were not able to visit. The Graduate School has reactivated the Southern Caravan and so we have provided information to the grad school recruiter about our programs to take with him.

One student replied to our request to use graduates of HBCUs for recruitment purposes.

Representatives from OT and PT spoke with approximately 35 students from IPS Magnet School.

We did have one health-life science intern this year; she was Caucasian

Our Student Enrollment Services Coordinator contacted the Groups Student Support Services Program representative in Bloomington, the Minority Achiever's program representative at Indiana State University, the TRIO representative at IUPUI, and the Diversity Program Director on the Butler campus to let them know about our programs and to disseminate information.

All programs reviewed course syllabi for explicit evidence to reflect a commitment to diversity. N&D, OT and PT had numerous objectives in course syllabi reflecting this commitment. Health Sciences did not, but new objectives were written to reflect this commitment.

NOTE: The school has hired a new dean as of July 14, 2008. He will bring a wealth of experience with regard to diversity. Therefore, we have made the decision to wait until after he is on campus to reconvene the committee and set new goals for 2008-09. The new vice chancellor for diversity may also be an excellent resource and we would plan to invite him to speak with us.

5/5/08Admin:Diversity plan SHRS