

**INDIANA UNIVERSITY – PURDUE UNIVERSITY INDIANAPOLIS
COMMUNITY LEARNING NETWORK DIVERSITY PLAN**

IUPUI
COMMUNITY
LEARNING NETWORK

INDIANA UNIVERSITY–PURDUE UNIVERSITY
INDIANAPOLIS

As an urban university, IUPUI is uniquely committed to the community we serve. In accord with that commitment, the Community Learning Network (CLN) creates and provides lifelong learning opportunities and raises educational achievement in Indiana by offering programs of study at times and places that are convenient for lifelong learners. CLN helps deliver the campus across Central Indiana in ways that significantly promote the region's economic, social and cultural progress. This is our commitment to ensuring that IUPUI becomes one of the best model urban universities of the future and that learners in Central Indiana have access to the education they want and need in today's world.

To meet the evolving needs of our learners, IUPUI courses are offered at times and places most convenient to learners. Both credit and continuing education classes are offered at corporate locations, in community centers, in high schools, the IUPUI Park 100 Learning Center, the IUPUI Carmel Learning Center at the Community Life and Learning Center, and in a virtual environment through the Internet, public television, and videotape or CD. CLN blends new technologies with new learning strategies to meet the lifestyles of metropolitan learners. The CLN Continuing Education Program operates the largest continuing education program in Indiana. Each year CLN provides more than 900 continuing education classes and serves over 7,000 learners in Central Indiana. With more than 15 continuing education certificate programs, CLN provides an access point for learners to take the first step in career development or the opportunity to take classes for personal enrichment.

The CLN Credit Programs department also brings IUPUI college courses to neighborhoods and businesses—in the evening and on the weekend. Hundreds of courses are offered off-campus each year to enable adult learners to complete their degrees. The Weekend University offers classes Friday evenings, Saturdays and Sundays on the IUPUI campus. In order to make learning even more accessible to adult learners, CLN offers distance education courses to provide increased flexibility to our learners.

The CLN General Studies department offers the Bachelor of General Studies degree from the IU School of Continuing Studies. This program allows students the flexibility to design a degree that fulfills their own personal and professional goals and also promotes degree completion for students who may have been prevented from beginning or completing work on a traditional degree due to work schedules, domestic responsibilities or logistical problems.

CLN is committed to diversity and equal opportunity. CLN recognizes that diversity encompasses acceptance and respect along the dimensions of education, race, ethnicity, gender, sexual orientation, socio-economic status, age, physical and mental differences, religious beliefs, political beliefs, or other Ideologies.

The CLN Diversity Plan is the comprehensive mechanism by which CLN will determine how best to help the campus attain its primary diversity goals, and then monitor the goals for effectiveness.

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

Current Status:

Data from Information Management and Institutional Research (IMIR)

**School of Continuing
Education**

General Studies (SCS1) Enrollment Data - Fall 2008

	Fall 2008	Percent.
Class Level		
Freshman	32	3.2%
Sophomore	135	13.7%
Junior	216	21.9%
Senior	602	61.1%
Total Enrolled	985	
Gender		
Female	644	65.4%
Male	341	34.6%
Age group		
25 and younger	339	34.4%
26 to 29	201	20.4%
30 and older	445	45.2%
Course Load		
Full-Time	419	42.5%
Part-Time	566	57.5%
Mean Hours of Enrollment	9.1	
Cumulative IU GPA		
No previous IU GPA	35	3.6%
Less than 2.0	112	11.4%
2.0 to 2.999	512	52.0%
3.0 and higher	326	33.1%

Minority Undergraduate Enrollment For the past three years, minority student enrollment has ranged between 18% and 22%.

Minority Graduates During the academic years 2007-2008, approximately 15% of General Studies graduates were minorities.

Enrollment

Ethnicity	Fall 2006	Percentage 2006	Fall 2007	Percentage 2007	Fall 2008	Percentage 2008
Minority						
American Indian/Alaska Native	5	0.5%	4	0.4%	2	0.2%
Asian	8	0.8%	11	1.1%	12	1.2%
Black/African American	177	16.9%	159	16.3%	191	19.4%
Hispanic/Latino	17	1.6%	10	1.0%	13	1.3%
Minority Sub-total	207	19.8%	184	18.9%	218	22.1%
International	0	0	1	0.1%	2	0.2%
Other American	14	1.3%	16	1.6%	9	0.9%
Refused to Answer	8	0.8%	6	0.6%	5	0.5%
White	816	77.9%	763	78.3%	748	75.9%
Unknown	3	0.3%	5	0.5%	3	0.3%
Total Enrolled	1048		975		985	

Graduation

2007-08 Graduates	Associates	Percentage	Bachelors	Percentage
Ethnicity				
Minority				
American Indian/Alaska Native	1	0.9%	1	0.2%
Asian	8	0.8%	11	1.1%
Black/African American	15	12.8%	53	13.1%
Hispanic/Latino	1	0.9%	3	0.7%
Minority Sub-total	18	15.4%	64	15.89%
International	13	11.1	2	0.5%
White	77	65.8%	328	81.0%
Unknown	9	7.7%	11	2.7%
Total Degrees Conferred	117		405	

Gender				
Females	55	47.0%	244	60.2%
Males	62	53.0%	161	39.8%

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

CLN will recruit a diverse student body in the credit and continuing education programs.

Performance Indicators for this Goal/Strategy

CLN will use previous demographic data to determine the efforts necessary to improve the percentage of underrepresented student enrollment.

Tasks

- 1.1A Create a measuring tool to determine diversity of the student population in the continuing education programs.
- 1.1B Communicate the vision and mission of CLN and its commitment to diversity at the University and in the community.
- 1.1C Educate academic and community partners (Admissions Multi-Cultural Outreach Recruiter, University College, Ivy Tech, Pearson Project) about CLN.
- 1.1D Develop a recruitment plan that is culturally sensitive to attract Latino, African Americans, Asian, American Indian, and Pacific Islander students.
- 1.1E Offer scholarships to students from underrepresented groups.

Persons Responsible

- 1.1A Khaula Murtadha/Nancy Ciskowski/Manochehr Allaei
- 1.1B CLN staff
- 1.1C Khaula Murtadha/Mary Jane Brown/Nancy Ciskowski/Ron Lindle/All CLN Staff
- 1.1D Renee Betts/Mary Jane Brown
- 1.1E Mary Jane Brown/Nancy Ciskowski

Timeline for Completion (within plan period)

- 1.1A December 31, 2009
- 1.1B Ongoing
- 1.1C Ongoing
- 1.1D January 31, 2010
- 1.1E January 31, 2010

Report of Accomplishments

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

CLN will review and improve strategies for retaining and graduating underrepresented students in the credit and continuing education programs.

Performance Indicators for this Goal/Strategy

CLN will improve fall semester to fall semester retention and graduation rates.

Tasks

- 1.2A Monitor retention and graduation patterns of all undergraduate students, with focused attention on underrepresented students.

Persons Responsible

1.2A Mary Jane Brown/Nancy Ciskowski/Diversity Committee

Timeline for Completion (within plan period)

1.2A Yearly

Report of Accomplishments

According to data from IMIR, CLN graduated the largest number of African American males at IUPUI in 2007-08 with Associates and Bachelor's degrees.

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

Engage students, through the curriculum and collaborative partnerships in the community, in learning about their own and other cultures and belief systems.

Performance Indicators for this Goal/Strategy

CLN will increase the number of credit and continuing education diversity courses and increase attendance at sponsored events.

Tasks

- 1.3A Review the diversity competency content in the General Studies Bachelors Degree curricula.
- 1.3B Establish an approved required diversity competency list.
- 1.3C Diversify the course offerings in the Continuing Education catalog.
- 1.3D Provide financial support at multicultural program events (sponsoring tables).

Persons Responsible

- 1.3A General Studies Advisors/General Studies Director/Faculty Council
- 1.3B General Studies Advisors/General Studies Director/Faculty Council
- 1.3C Nancy Ciskowski/CLN continuing education staff
- 1.3D CLN staff

Timeline for Completion (within plan period)

- 1.3A December 31, 2009
- 1.3B December 31, 2009
- 1.3C May 31, 2010
- 1.3D Ongoing

Report of Accomplishments

The Associates and Bachelors of General Studies (BGS) require students to take a course in diversity to demonstrate knowledge of human diversity and cultural competency.

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:

Currently, CLN has a strong representation of Female (66%) and Minorities (33%) staff.

Based on the data year ending 2008, CLN employees 1 Executive Management female employee, 10 Professional female employees, and 2 Clerical female employees. Within these 3 categories of Executive Management, Professional and Clerical, CLN has 4 minority female employees.

Number of CLN Full Time Workforce: 21

Number of CLN Full Time Female Workforce: 14 or 66%

Number of CLN Full Time Male Workforce: 7 or 33%

Number of CLN Full Time Minority Workforce: 7 or 33%

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

Increase diversity of all staff and instructors of CLN.

Performance Indicators for this Goal/Strategy

Track diversity of instructors in order to reach and maintain 30% of staff and administrators for CLN.

Tasks

2.1A Obtain statistical data of continuing education instructors to measure diversity.

2.1B Broaden hiring and recruitment efforts, specifically from part-time continuing education instructors.

2.1C Foster an environment that encourages retention and advancement of diverse staff, instructors and administration.

Persons Responsible

2.1A Khaula Murtadha/Nancy Ciskowski/Janie Faulkner/Jo Fox/Rhonda Beasley

2.1B Program Managers

2.1C Khaula Murtadha/Program Managers

Timeline for Completion (within plan period)

2.1A December 31, 2009

2.1B Ongoing

2.1C Ongoing

Report of Accomplishments

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

Develop a diversity requirement for all CLN staff and instructors.

Performance Indicators for this Goal/Strategy

This goal will be completed when all staff and instructors of CLN have completed training. Staff will demonstrate a greater sensitivity to the issues relative to diversity.

Tasks

- 2.2A It is expected that all CLN staff will participate in the initial CLN diversity retreat. Thereafter, employees will be expected to participate in at least one diversity activity each year.
- 2.2B Have continuing education instructors attend an IUPUI diversity workshop as part of their employment agreement or provide documentation of completing a diversity workshop within the year.
- 2.2C Use feedback from initial retreat to develop an annual program in cultural competency and sensitivity for students and staff.
- 2.2D Annual performance reviews will outline how staff will continue to learn about issues of diversity.

Persons Responsible

- 2.2A Diversity Committee/Supervisors
- 2.2B Program Managers/Business Office
- 2.2C Khaula Murtadha/Diversity Committee
- 2.2D Khaula Murtadha/Supervisors

Timeline for Completion (within plan period)

- 2.2A Annually
- 2.2B January 31, 2010
- 2.2C December 31, 2009
- 2.2D Annually

Report of Accomplishments

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

Current Status: Diversity is integrated in the current vision of the CLN. The current vision statement reads:

The Community Learning Network (CLN) creates and provides lifelong learning opportunities and raises educational achievement in Indiana by offering programs of study at times and places that are convenient for lifelong learners.

The Associate Vice Chancellor has established a diversity committee to evaluate the current diversity climate of the CLN. Upon the committee’s evaluation, they will make recommendations to ensure that the principles associated with diversity are strongly represented within the CLN division and throughout the campus.

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

The CLN Diversity Committee will be an ongoing entity to ensure that CLN maintains a strong commitment to diversity.

Performance Indicators for this Goal/Strategy

The Diversity Committee will assess whether the climate and communication of CLN is consistent with a message of diversity.

Tasks

- 3.1A Collaborate with campus and community outreach programs to broaden diversity connections.
 - 1. Encourage all staff members to be active members of the various committees across campus.
 - a. CLN staff will bring ideas from their committees that will benefit and enhance the overall efforts of CLN.
 - b. CLN staff will also take ideas to their committees that will benefit and enhance the efforts of the committees in which they serve.
 - 2. Encourage all staff members to participate in campus activities where they are not the majority.
- 3.1B Create an annual calendar on the CLN website outlining professional development workshops for students and staff.
- 3.1C Recruit one General Studies student and one community representative to join the CLN Diversity Committee.
- 3.1D Take advantage of campus funding that encourages diversity programming
 - 1. CLN staff will be diligent to encourage both credit and continuing education students to participate in the diversity programming funded by resources provided by Campus and Community Life

Persons Responsible

- 3.1A CLN Staff
- 3.1B Diversity Committee/Amy Warner
- 3.1C Diversity Committee
- 3.1D Khaula Murtadha/Mary Jane Brown/Nancy Ciskowski

Timeline for Completion (within plan period)

- 3.1A October 30, 2009
- 3.1B October 30, 2009
- 3.1C December 31, 2009
- 3.1D Ongoing

Report of Accomplishments

- CLN has advocated for 1 handicapped parking spaces, 3 metered parking spaces and additional signage for the Union building.

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

CLN will review past practices to determine if new assessments are needed to identify equity, diversity, and inclusion needs, identify resources, and address those needs.

Performance Indicators for this Goal/Strategy

Evaluate and compile data from evaluations and surveys collected from staff and students.

Tasks

- 4.1A The Diversity Committee will initially participate in training facilitated by experts in diversity in order to be better prepared to assess, evaluate, improve and communicate diversity in CLN and IUPUI.
- 4.1B The Diversity Committee will administer a voluntary short survey to staff and students to determine the perception of CLN's diversity outlook.
- 4.1C A clear message of diversity, tolerance, and inclusiveness will be evident in all forms of media and organization (web, advertisement, marketing, students activities, etc.).
- 4.1D CLN will continually work with other campus departments to ensure the integration of diversity initiatives.

Persons Responsible

- 4.1A Diversity Committee
- 4.1B Diversity Committee
- 4.1C Marketing Committee
- 4.1D CLN Staff

Timeline for Completion (within plan period)

- 4.1A February 28, 2009
- 4.1B October 1, 2009
- 4.1C Ongoing
- 4.1D Ongoing

Report of Accomplishments

On January 29, 2009, CLN Diversity Committee participated in the "Taking Adversity out of Diversity" Workshop, facilitated by Dr. Maura Cullen.