

Indiana University Southeast  
School of Arts and Letters, Diversity Plan

In view of the Indiana University Southeast Strategic Plan 2005-09, on behalf of the School of Arts and Letters as Interim Dean, I have provided below a current statement of our alignment with goal 3 on Enhanced Diversity, as well as the past and on-going methods by and activities through which we have been participating and plan to participate in the future in fulfilling its objectives.

Objective or Initiative	Description
3	We take an inclusive view of the concept of diversity, in which context we support the campus goal of enhancing diversity. Also, our faculty contribute to specific objectives of that initiative in the many ways set out below:
3.1	We acknowledge diversity as part of our responsibilities as an academic unit.
3.1.1	We are interested to learn of and to explore newly developing diversity initiatives.
3.1.3	We encourage the Vice Chancellor of University Advancement and the Cabinet to pursue and share financial resources to meet diversity and equity goals.
3.2	We work to prepare our students to function effectively in culturally diverse communities.
3.2.1	Our faculty and coordinators work to broaden diversity perspectives both in major programs and lower level coordinated courses.
3.2.2	Virtually all of our programs have components which integrate or otherwise incorporate some diversity materials into the curriculum.
3.2.3	Our faculty are open to considering a diversity applied learning experience for students.
3.3	Our faculty have contributed to improving the campus climate for diversity in aspects of their teaching, research, and service.
3.3.2	Many of our faculty have given and/or participated in diversity seminars and workshops for professional development.
3.3.4	Our programs have also included diversity components in their extra-curricular activities, productions, exhibitions, and other public events.
3.3.8	The dean and other faculty have participated in diversity events on and beyond campus and shared relevant information with our students and other faculty.
3.4.	The school actively pursues practices designed to increase the diversity of our community.

- 3.4.2 The school actively supports campus units in their effort to retain all students and to consider issues of diversity as a means of reaching target populations. Our faculty participate in the campus mentoring program to assist retention of students from diverse backgrounds.
- 3.4.7 Our hiring committees observe practices designed to increase the diversity of faculty.
- 3.4.10 Our faculty endorse the incorporation of new faculty from diverse backgrounds into faculty mentoring and orientation.
- 3.4.11 The dean endorses the objective of increasing diversity of professional and support staff and their professional development.
- 3.4.13 The faculty and dean endorse the objective of including contributions to diversity as an item to be reported on annually.

Submitted to the Strategic Planning Committee of Indiana University Southeast on the 16<sup>th</sup> day of March, 2007, by Annette Wyandotte.