# Provost Response to AY 11-12 Report by Diversity Committee

The Ball State University Diversity Committee was created by the Board of Trustees according to state mandate. According to their charge, the Diversity Committee has:

(1) Reviewed and recommended faculty employment policies concerning diversity issues.
(2) Reviewed faculty and personnel complaints concerning diversity issues.
(3) Made recommendations to promote and maintain cultural diversity among faculty members.
(4) Made recommendations to promote recruitment and retention of minority students.

The Diversity Committee has issued its annual report stating its findings, conclusions, and recommendations. President Jo Ann Gora and Provost Terry King have reviewed this report.

Dr. King's review of the Diversity Committee report is summarized below.

| Task | Recommendations of Committee | Comments & Actions |
|---|---|---|
| 1 | a) UHRS gather discrete demographic data about URM and international faculty so that progress in recruitment and retention can be retained in for both groups.<br>b) Colleges without URM or international faculty should follow practices for recruiting diverse faculty as described by CSH task force | a) Ask UHRS to determine if data can be gathered via Banner or other means.<br>b) Provide CSH guidelines to all colleges. Ask colleges to review hiring plans. |
| 2 | Data indicate a downward trend in complaints. No recommendation at this time | |
| 3 | a) Administer revised Rankin climate survey in Fall 2012.<br>b) Examine feasibility of adopting more family-friendly policies and programs.<br>c) Adopt new or adapt existing programs that provide more female associate professors with additional research support<br>d) Create formal procedures for depts. to follow when faculty plan to have children (schedules, leaves, etc.)<br>e) Equalize level of service and not overburden female assoc. profs. | a) Task OIE with the administration and collection of the survey.<br>b) Task Diversity committee to recommend like policies and provide support for implementation.<br>c) Discuss with Council of Deans and Administrative Leadership Group<br>d) Discuss with Administrative Leadership Group and create a uniform approach<br>e) Discuss with Administrative Leadership Group |
| 4 | a) Continue existing recruitment efforts<br>b) Add virtual information sessions at the graduate level that target URM | a) Share with VP Taylor<br>b) Share with VP Taylor and Assoc Provost Morris. |