

IU Graduate School Indianapolis

Diversity Strategic Plan

2022 - 2027

Developed by Monica Henry and Tabitha Hardy

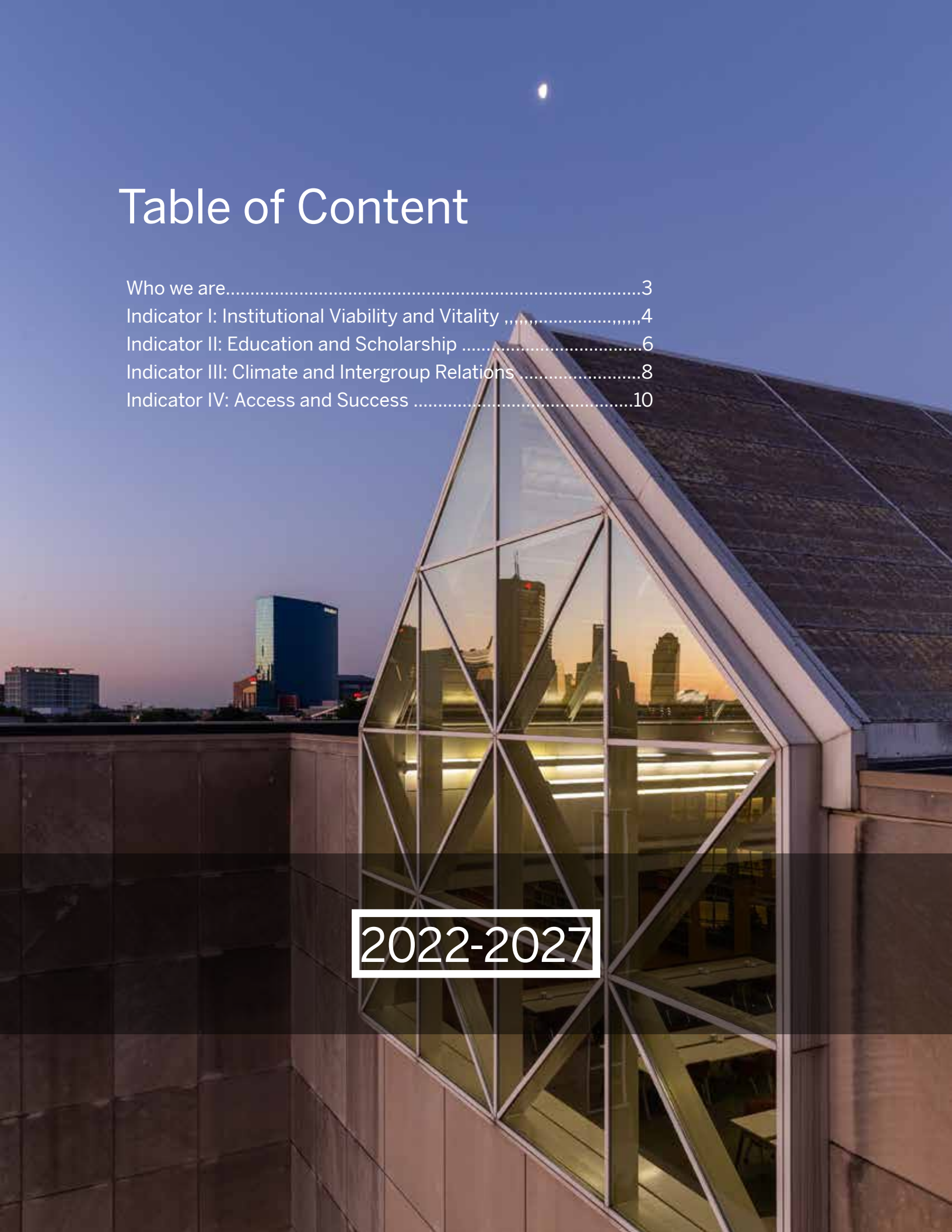


GRADUATE SCHOOL INDIANAPOLIS

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2022-2027



The IUPUI Graduate Office provides resources for graduate and professional program governance and administration along with direct student support, which provides students access to an inclusive education that fosters success and degree completion. The office also acts as the University Graduate School for the IUPUI campus, and thus has additional oversight for both Indiana University and Purdue University Graduate School programs. This includes ensuring that admissions and degree requirements are met in accordance with the graduate school bulletins.

Justice, Equity, Diversity and Inclusion (JEDI) are Graduate Office priorities with dedicated programming focused on increasing the recruitment, retention and success of diverse students. The Graduate Office staff works to ensure individuals with visible and invisible differences benefit from an inclusive, welcoming and supportive environment on campus.

Graduate Office Leadership was instrumental in the 2013 proposal to the former Indiana University President, Michael McRobbie, which resulted in the 2014 launch of The President's Diversity Initiatives (PDI), a million-dollar annual initiative administered by the University Graduate School. The PDI seeks to broaden participation of, a) African Americans, American Indians, Alaska Natives, Asian Americans, Hispanics, Native Hawaiians or other Pacific Islander, b) Persons with disabilities, c) Gender minorities (<30% current student population in the department), and (d) First-generation college students pursuing Ph.D. degrees at IUPUI. The PDI works to achieve this goal through three focus areas: awards and fellowships; recruitment support; and mentoring and community building. IUPUI Graduate Office developed our first Diversity Strategic Plan in 2016. The unit diversity plan was developed by Drs. Janice Blum and Tabitha Hardy and was implemented as a five-year plan in 2017 to be carried out until 2022.

In 2020 the office began working with IUPUI Office of Diversity, Equity, and Inclusion to assess the progress made thus far on the goals listed in the 2017 – 2022 plan, and to begin developing the plan you see below. Dr. Tabitha Hardy and Monica Henry were charged with this process. During the 2020 – 2021 Academic Year, office leadership participated in the monthly DEI Strategic Planning Leads meetings and quarterly committee retreats to assess gains made, as well as perform a gap analysis for each Diversity Indicator.

The DEI Strategic Plan you see herein was shared with Dr. Janice Blum and the Graduate Office staff for review and feedback. This resulted in the 2022 – 2027 goals, strategies and metrics you see below.



Diversity Indicator I Institutional Viability and Vitality

Goal #1:

Prioritizing graduate and professional student diversity on the IUPUI campus.

Strategies:

Establishing the JEDI Task Force to review graduate and professional student enrollment data with an equity lens and serve as accountability partners in the implementation and execution of this living diversity plan.

Responsible party: Graduate Office leadership

Timeline: Fall 2022

Encourage schools to set goals and discuss efforts to increase graduate and professional student diversity through timely distribution of data on enrollment and graduation including analysis based on race, ethnicity, gender, residency, financial status, and age.

Responsible party: JEDI Task Force; Graduate Office leadership, School leadership; IRDS; DEI; campus partners

Timeline: Annually

Ensuring schools clearly state their commitments to advancing diversity, equity, access, and inclusion in the annual block grant application. Block grant funding is used by schools to support stipends and insurance for newly recruited 1st year PhD students.

Responsible party: IUPUI Graduate Office, Fellowship Subcommittee

Timeline: Each fall semester

Metrics

Review enrollment and application data for diversity indicators.



Goal #2:

Prepare a cadre of well-informed graduate student teaching assistants to enrich our classrooms.

Strategies:

Promote participation in the annual campus Teaching Assistant Orientation, National Center for Faculty Development and Diversity and Center for the Integration of Research, Teaching and Learning (CIRTL), an international STEM consortium for graduate students, faculty and staff.

Responsible party: Graduate Office leadership; Center for Teaching and Learning

Timeline: Bi-monthly

Collaborate with the CTL, CSL and Multicultural Center to develop workshops and learning communities to boost the skills of graduate teaching assistants and encourage learning through diversity in the classroom.

Responsible party: Graduate Office Leadership; campus units and partners

Metrics

Evaluations will be given post-instructional workshops and after teaching assistant orientation and results will be analyzed.

Goal #3:

Work to reduce barriers and silos to facilitate interdisciplinary collaborations and promote an inclusive campus.

Strategies:

Host, promote and market events, workshops and opportunities to build and bring together the graduate/professional student community, graduate students, faculty and staff.

Responsible party: IUPUI Graduate Office; campus partners and schools

Timeline: Daily

Increase the use of the Graduate Commons in University Library through creating awareness and promoting the use of the space. The Graduate Commons is a dedicated space for graduate and professional students to write, research, and collaborate on campus.

Responsible party: IUPUI Graduate Office; campus partners and schools

Timeline: Ongoing

Metrics

Review and utilize campus survey data regularly (i.e. Campus Climate, Student Satisfaction, Student Engagement) to address DEI issues and student need.

Review Crimson Card data to determine Graduate Commons usage.

Diversity Indicator II

Education and Scholarship

Goal #1:

Ensuring graduate and professional students have access to educational opportunities that promote degree completion and career success.

Strategies:

Develop programming and resources that support graduate and professional student scholarship and education. Current priorities include the Graduate Mentoring Center, Weekly Writing Group for students, Resources to Rev Up Your Writing Workshop, Grant Writing Workshops, Preparing Future Faculty and Professionals (PFFP) workshops and annual campus conference held each November.

Responsible party: Graduate Office leadership; University Writing Center; Center for Teaching and Learning; Office of the Vice Chancellor for Research; Grad Grants Center

Timeline: Annually

Partner with the English for Academic Purposes Program to improve student access to English language proficiency courses and tutoring for non-native English-speaking graduate and professional students.

Responsible party: IUPUI Graduate Office; English for Academic Purposes Program; departments and schools

Timeline: Fall, spring and summer semesters

Metrics

Post-event evaluations will be given to participants to gauge impact.



Goal #2:

Empowering interested faculty to create successful mentoring relationships with graduate and professional students and acknowledge differences and the need for inclusion.

Strategies:

Leveraging the IUPUI Graduate Mentoring Center to prepare faculty as graduate and professional student mentors through the dissemination of best practices with a focus on inclusion and diversity.

Responsible party: Graduate Office leadership; IUPUI Graduate Mentoring Center Director; school Deans and Associate Deans for Graduate Education

Timeline: Ongoing

Providing Culturally Aware Mentoring (CAM) programming to faculty, staff and students.

Responsible party: IUPUI Graduate Mentoring Center Director; Division of Diversity Equity and Inclusion

Timeline: Each spring

Metrics

The IUPUI Graduate Mentoring Center will distribute evaluations from National Research Mentoring Network to evaluate formal mentoring training.

Workshop and general Graduate Mentoring Center sessions will be evaluated by post-event surveys.



Goal #3:

Reduce financial challenges that can impede student education and productivity.

Strategies:

Creating awareness of financial barriers.

Responsible party: IUPUI Graduate Office; Campus and community partners

Timeline: Ongoing

Research peer institutions and IUPUI departmental stipends for transparency and to ensure that we are remaining competitive stipend levels.

Responsible party: IUPUI Graduate Office; Graduate Fellowship Committee; IUPUI schools and departments

Timeline: Annually

Work with campus Financial Aid Office to maintain an IUPUI Graduate Office webpage and gradaid@iupui.edu email focused on financial aid for graduate and professional students.

Responsible party: IUPUI Graduate Office; Office of Student Financial Services

Timeline: Ongoing

Metrics

Evaluate and measure the usage of the financial aid website and gradaid@iupui.edu.

Use post-programming evaluation with financial aid and grant writing workshops.



Diversity Indicator III

Climate and Intergroup Relations

Goal #1:

Providing students the opportunity to benefit from inclusive professional and social organizations.

Strategies:

Promote and support programming from our justice, equity, diversity, and inclusion-focused student group - Underrepresented Professionals and Graduates Organization (UPnGO).

Responsible party: UPnGO members and advisor; Graduate Office leadership; Division of Diversity Equity and Inclusion

Timeline: Fall, spring and summer semesters

Bring together current diverse and equity-minded graduate and professional students as Graduate Emissaries for Student Diversity to assist with student recruitment and orientation, and to provide peer support and foster communication.

Responsible party: IUPUI Graduate Office; Graduate Emissaries for Student Diversity; University Graduate School

Timeline: Fall and spring semesters

Highlight the accomplishments of diverse scholars and build capacity for research and professional development.

Responsible party: IUPUI Graduate Office; schools and campus partners

Timeline: Ongoing

Sustain participation in the Southern Regional Education Board (SREB) Doctoral Scholars Program by urging campus units and schools to invest in student doctoral scholar retention and professional development by sending students to the Institute on Teaching and Mentoring.

Responsible party: Graduate Office leadership; School Deans; SREB Doctoral Scholars Program; The Office of Diversity, Equity, and Inclusion; University Graduate School

Timeline: Fall and spring semesters

Metrics

Evaluate participation and engagement in student focused activities.

Goal #2:

Promote the importance of IRDS data as tools for improving graduate and professional student recruitment, retention and success.

Strategies:

Utilize campus climate survey data and retention data to identify areas and opportunities for growth.

Responsible party: Graduate Office leadership; IUPUI Office of Diversity Equity and Inclusion

Timeline: Every four years

Partner with IRDS, schools and units to develop surveys to evaluate the graduate student experience.

Responsible party: Graduate Office leadership; IRDS; GPSG

Timeline: Every other year

Highlight the accomplishments of diverse scholars and build capacity for research and professional development.

Responsible party: IUPUI Graduate Office; schools and campus partners

Timeline: Ongoing

Metrics

Work with IRDS to determine the usage of graduate student specific data on their website.

Goal #3:

Maintaining a supportive climate for graduate office faculty and staff.

Strategies:

Provide and promote professional development opportunities to increase understanding of diversity, equity and inclusion and other opportunities from human resources and other campus partners.

Responsible party: IUPUI Graduate Office leadership; IUPUI Human Resources; IUPUI Office of Diversity Equity and Inclusion

Timeline: Daily

Metrics

Number of opportunities promoted/provided and participation rates.

Diversity Indicator IV

Access and Success

Goal #1:

Promoting the importance of recruiting and retaining a diverse graduate student body.

Strategies:

Represent the campus and invite campus partners to national and local meetings focused on recruiting and retaining diverse graduate and professional students.

Responsible party: Graduate Office leadership; campus partners; faculty, staff and students

Timeline: Fall and spring semesters

De-mystifying and reinforcing the importance of a holistic admissions by conducting workshops and panel discussions for faculty and staff.

Responsible party: Graduate Office leadership; campus and community partners; ETS

Timeline: Summer and fall semesters

Metrics

Number of workshops and resources offered and attendance.



Goal #2:

Providing support to overcome economic/historical barriers that may impact the admission of under-represented applicants.

Strategies:

Reviewing admissions policies using an antiracist, equity lens.

Responsible party: Graduate Office leadership; IUPUI schools and departments

Timeline: Spring and fall 2022

Offer workshops and events focused on the graduate admissions process and financial aid for undergraduate and post-baccalaureate students at IUPUI.

Responsible party: IUPUI Graduate Office; IUPUI Financial Aid; Undergraduate and Post- Bac students

Timeline: Fall and spring semesters

Provide financial aid in the form of fellowships to assist IUPUI graduate programs in recruiting and retaining diverse graduate scholars each year.

Responsible party: IUPUI Graduate Office; University Graduate School

Timeline: Fall and spring semesters

Metrics

Antiracism committee survey results and response rate from the spring 2022 survey

Number of workshops, events, and diversity fellowships offered.

Goal #3:

Facilitating student professional growth and community engagement.

Strategies:

Provide workshops and programs to undergraduate students to inform them of the importance of graduate and professional education in career advancement and personal development.

Responsible party: Graduate Office leadership; Graduate Emissaries for Student Diversity

Timeline: Fall and spring semesters

Partner with the Center for Service and Learning to create and promote programming for graduate students to engage with diverse communities.

Responsible party: Graduate Office leadership; IUPUI Center for Service and Learning

Timeline: Fall 2023

Metrics

Number of workshops offered and programs promoted.