

11/22/2011

William J. Lowe  
Chancellor  
Indiana University Northwest  
3400 Broadway  
Gary, IN 46408

RE: Survey Analysis

Dr. Lowe,

I analyzed the results of the survey which was distributed to the campus at the end of October. I checked with John Novak and he reported there were no additional responses after October 31.

I have attached an eight (8) page document with a visual representation of the responses. I categorized the responses into similar themes which I think give a fair representation of respondent concerns. I will try to summarize the results here.

Question 2: With regards to diversity, equity, and inclusion, in which areas do you feel that IU Northwest is particularly strong?

- The majority of the respondents reported they felt that IU Northwest is a diverse campus with a high degree of diversity within the student body.
- Twenty-eight of the 72 people who answered this question did so using the one word answer "diversity". This suggests the question was leading and should be redesigned for future surveys to obtain open ended responses.

Question 3: In what specific areas affecting diversity, equity and inclusion do you think that IU Northwest needs to devote more attention and improve?

- Equity in pay for staff was mentioned by 21% of the respondents.
- Recruiting a diversified faculty, staff and administration was mentioned by 30% of the respondents.

Question 4: How can campus human and other resources that are committed to diversity, equity and inclusion be most effectively organized, to achieve desired changes and improvements?

- Several respondents suggested the University should clarify the purpose, function, and relationship between the Office of Diversity Programming, Office of Multicultural Affairs, and Affirmative Action.
- Respondents expressed concern regarding the search process for hiring candidates for positions on campus. More transparency in the process is suggested.
- Some respondents suggested there was an overemphasis of advocacy on behalf of African Americans at the expense of other ethnicities.

Question 5: In order to encourage a candid discussion about important issues and respect the different ways in which individual colleagues choose to engage in potentially sensitive conversations, please suggest the format (or formats) in which the Campus Conversation can take place.

- Due to the sensitivity of the topic, 24% of the respondents suggested the use of anonymous surveys to inform guided discussions with an experienced moderator.
- Twenty-two percent of the respondents preferred the use of departmental/ or smaller focus groups to continue the discussion.
- Additional suggestions were mixed.

Question 6: Additional comments

- There were 24 responses to the request for general comments.
- Most understood the importance and sensitivity of the topic.
- Several comments suggested that IU Northwest expand its focus on diversity to encompass geographic areas outside of Gary.
- Several respondents suggested the issue of pay equity needs to be addressed so staff members would feel appreciated.
- The hiring of the people with the right qualifications and not just the right ethnicity continues to be an important concern for the campus. The perception expressed by some is that this has not always been the case.

Overall, the comments illuminated the need to have additional discussion regarding these issues. Several of the more lengthy responses suggested that IU Northwest should clarify the relationship between the Office of Diversity Programming, Office of Affirmative Action, and Office for Multicultural Affairs. Respondents also expressed concerns with the hiring process for administrative level positions. It was suggested that the function of search committees should be transparent, ensuring that the most qualified applicant is hired in every instance. The diversity of our student population is representative of our surrounding area. However, faculty diversity and staff pay equity are areas that need to be revisited. Furthermore, support for university efforts regarding diversity, equity, and inclusion must come directly from the administration to secure full buy-in from the campus community. Finally, it was suggested that the University needs to strengthen its relationship with the entirety of Northwest Indiana, and not focus solely on Gary, IN.

I offer this analysis at your request. The comments I've included with each question were taken verbatim from the survey and are representative of the variety of responses we received. I am sure you would like to discuss this issue soon. After review, please call me so we can arrange a time to meet.

Respectfully submitted,

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## Campus Diversity Survey Results

### Question 2

**With regard to diversity, equity and inclusion, in which areas do you feel that IU Northwest is particularly strong?**

Responses	# of Responses
Overall diversity	28
Student diversity	5
Faculty/staff diversity	5
Admin. support needed	1
Gender diversity	1
Inclusion	9
Equity	3
Racial diversity	1
Event planning	2
All areas are strong	14
No answer	1
No areas are strong	2
<b>Total</b>	<b>72</b>

### Notable Responses

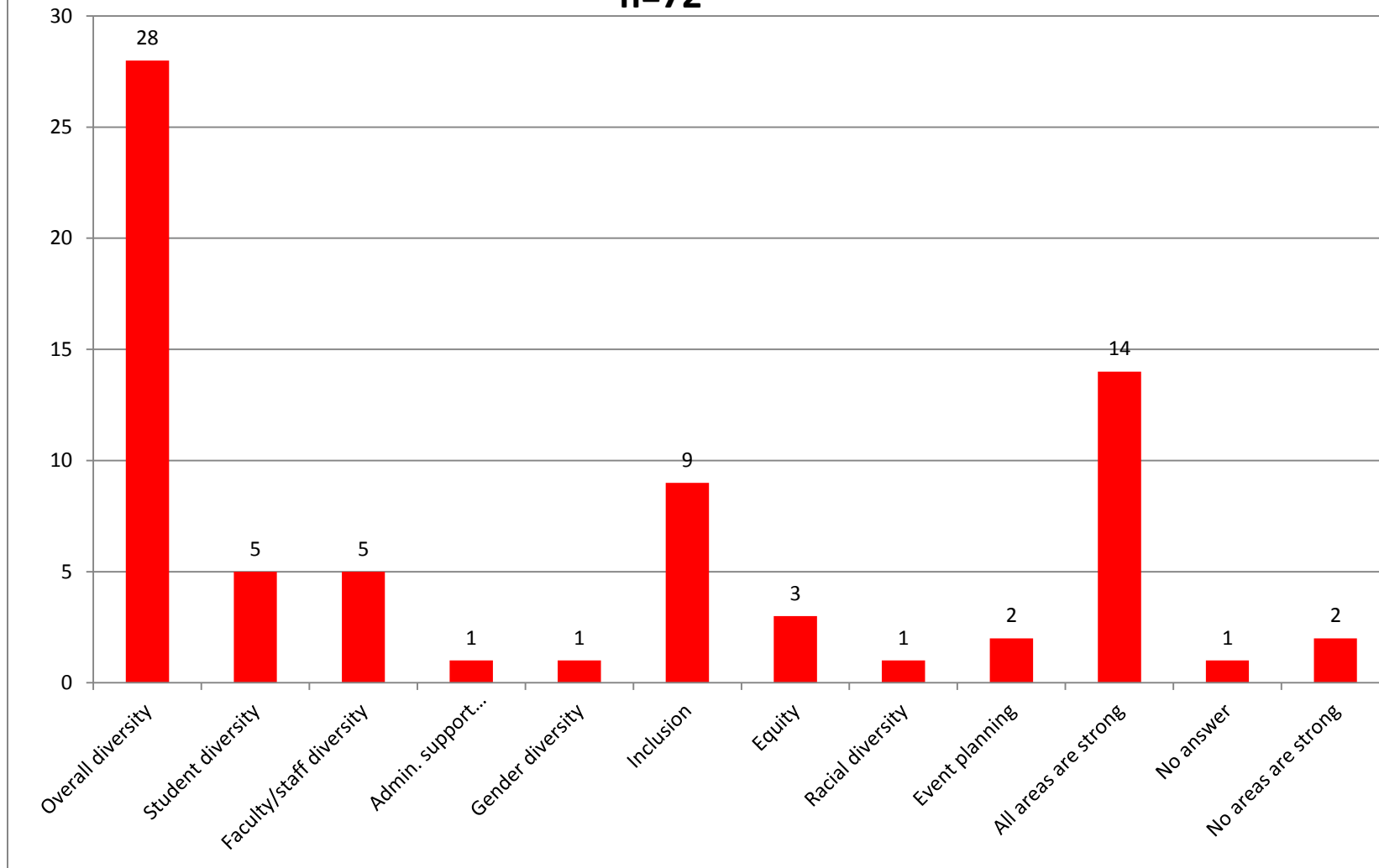
#### Response #

<b>2</b>	I feel IU is strong with regards to providing opportunities for our students to grow and contribute to volunteer activities in the community. I would like to see more financial support for student organizations coming from the Office of Student Affairs in that regard.
<b>55</b>	I think IU Northwest is particularly strong in the area of diversity. The campus is very diverse in its student body, faculty and staff. However, when it comes to equity, I feel that IU Northwest is very weak in this area. A large percentage of Minorities employed by IU Northwest are ranked in the lowest pay status on campus.
<b>41</b>	Our student body. It is very diverse and illustrative of the diversity that enriches Northwest Indiana. We have students from various ethnic and cultural backgrounds, and puts us in a unique position to be a voice for diversity.
<b>42</b>	Our faculty members include larger number of women, practitioners of a variety of religions who hail from many different countries and cultures, and greater visibility of members of the LGBT community than ever in the years I have worked at IUN. Our student body is becoming more culturally and ethnically diverse.

## Campus Diversity Survey Results

**Question 2: With regard to diversity, equity and inclusion, in which areas do you feel that IU Northwest is particularly strong?**

**n=72**



## Campus Diversity Survey Results

### Question 3

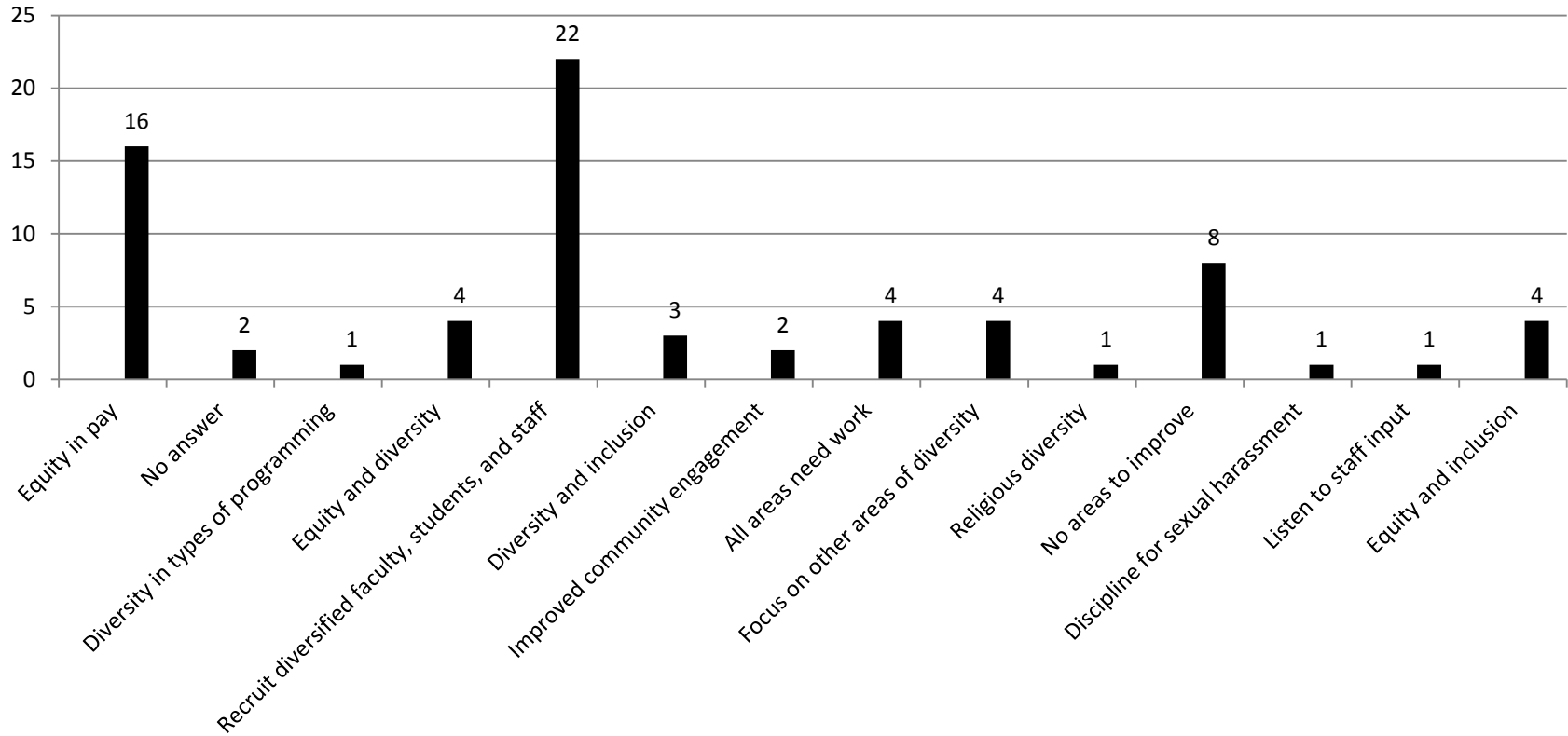
**In what specific areas affecting diversity, equity and inclusion do you think that IU Northwest needs to devote more attention and improve?**

Responses	# of Responses
Equity in pay	16
No answer	2
Diversity in types of programming	1
Equity and diversity	4
Recruit diversified faculty, students, and staff	22
Diversity and inclusion	3
Improved community engagement	2
All areas need work	4
Focus on other areas of diversity	4
Religious diversity	1
No areas to improve	8
Discipline for sexual harassment	1
Listen to staff input	1
Equity and inclusion	4
<b>Notable Responses</b>	<b>Total</b>
<b>Response #</b>	<b>73</b>

<b>2</b>	There is pretty big disparity by race and gender in lower v higher salary positions (eg, few African-American faculty, many African-American janitors, all lower paid clerical are female) Pay and raise discrepancy between lowest and highest does not accurately represent degree of importance to university and responsibilities, or skill required by those in each position. Needs to be a better process of recognizing actual work and stability of institution provided by lower classified positions.
<b>62</b>	Better campus wide understanding that diversity DOES include white people....it is NOT just about moving black people into important positions AND that to not move forward someone that lacks education and proven track record is NOT an act of discrimination. Moving someone forward without all of these things IS discrimination ...or reverse discrimination actually.
<b>68</b>	The campus lacks diversity in the academic leadership as well as upper level administration.

Campus Diversity Survey Results

**Question 3: In what specific areas affecting diversity, equity, and inclusion do you think that IU Northwest needs to devote more attention and improve? n=73**



## Campus Diversity Survey Results

### Question 4

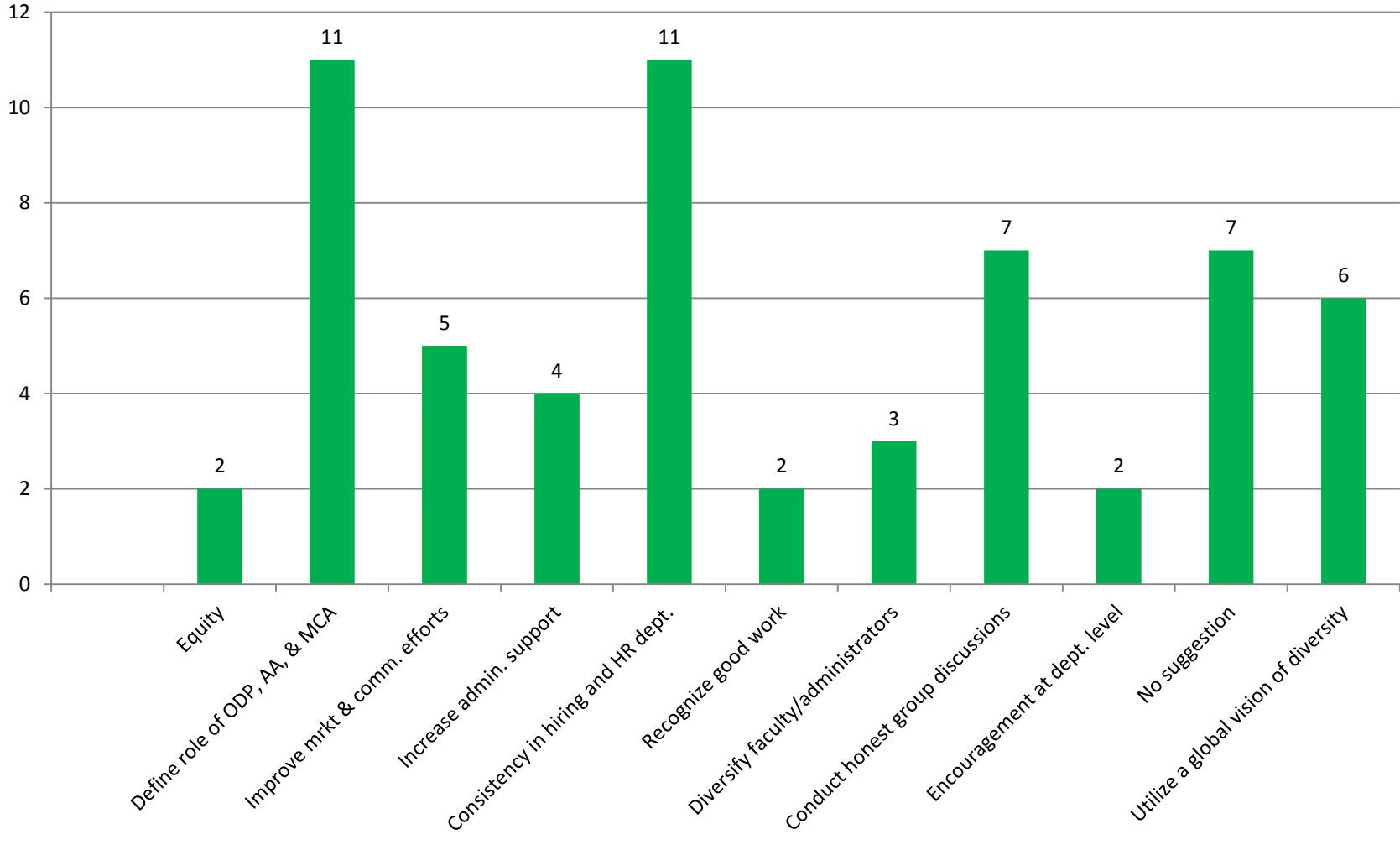
**How can campus human and other resources that are committed to diversity, equity and inclusion be most effectively organized, to achieve desired changes and improvements?**

Responses	# of Responses
Equity	2
Define role of ODP, AA, & MCA	11
Improve mrkt & comm. efforts	5
Increase admin. support	4
Consistency in hiring and HR dept.	11
Recognize good work	2
Diversify faculty/administrators	3
Conduct honest group discussions	7
Encouragement at dept. level	2
No suggestion	7
Utilize a global vision of diversity	6
<b>Notable responses</b>	<b>Total</b>
	<b>60</b>

Response #	
4	I think the campus needs to expand Equity area to provide more training in effective searches. I think we need to expand the faculty development area to provide more inclusion. I think we need to leverage diversity grants to do some of this work.
16	Encourage neighborhood organizations and health organizations to become a part of the university community. Do a community needs assessment and use it to guide and establish community partnerships with organizations, schools, health and service organizations.
19	The human resource department needs to be more welcoming and give a better sense of advocating for employees, rather than seeming to be a barrier to improvements in pay and conditions. When questions are asked, they should come forth with more information than asked for, rather than less.
23	There is too much of an emphasis on recruitment, retention, and promotion of African-American faculty at the expense of other underrepresented groups, e.g., Latinos, the disabled, gays & lesbians, Jews and Moslems.
55	Make these commitments part of everyone's job here as a campus goal that is reinforced by events, by education and by leadership. The definition of diversity is broad so we cannot be seen to concentrate on one of the groups.

Campus Diversity Survey Results

**Question 4: How can campus human and other resources that are committed to diversity, equity, and inclusion be most effectively organized to achieve desired changes and improvements? n=60**





## Campus Diversity Survey Results

### Question 5

**Question 5: In order to encourage a candid discussion about important issues and respect the different ways in which individual colleagues choose to engage in potentially sensitive conversations, please suggest the format (or formats) in which the Campus Conversation can take place.**

Responses	# of Responses
Dept./focus group meetings	13
one-on-one meetings	2
Lunch/breakfast meetings with Chancellor	2
Use surveys for guided discussions	14
Education/ discussion sessions	4
Public forums	4
Must have admin. support	6
Town Hall with experienced moderator	8
Get faculty engaged	1
No answer	3
Gauge student satisfaction	1
<b>Notable responses</b>	<b>Total</b>
	<b>58</b>

Response #	
6	The more intimate meal meetings are a good idea. Continue these if you are sensing openness and less resistance. perhaps extend yourself to meet with smaller groups by department (without management)
10	Must get past polite conversations that ignore the core problems people face-- the systemic impact racism, classism, etc. Ask scholars from different disciplines to make related presentations and after the sessions have attendees respond from a choice of formats where they could honestly offer their insights. Who would attend such sessions?
21	Very difficult to achieve. Opposing views have no place. People with authentic opposing views are tagged and experience reverse discrimination.
52	1. Surveys such as this; 2. Small groupings, maybe a luncheon, with no more than 35 people; 3. Demonstrations/presentations viewable by all....probably in the student center; 4. Town Hall meetings available to all Faculty and Staff; 5. A panel type discussion.
55	This very challenging discussion can only take place if those participating feel as though change is viable. Participants must feel like that something will be done and that their thoughts and concerns won't simply be a dialogue, but an actual impetus for change.

## Campus Diversity Survey Results

**Question 5: In order to encourage a candid discussion about these issues, please suggest the format in which this discussion should take place. n=58**

