May 3, 2008

To: Elizabeth Hoffman  
Executive Vice President and Provost

From: Susan Carlson  
Associate Provost for Faculty Advancement and Diversity

Subject: Diversity report for FY08

Below, I have listed the various initiatives, committees, events, and activities in my area which have contributed to the university’s diversity goals during the past year.

1. Grants

ISU ADVANCE Program

The ADVANCE Program is nearing the end of its second year, and has led the way in Provost’s Office efforts to gather support for diversity efforts. The research component of the program, focused on making effective change to department climate, is having a powerful effect on behavior: search processes are changing and chairs and faculty are newly equipped with language to discuss diversity issues that arise in searches. Planning for the October 2008 conference, “The New Norm of Faculty Flexibility: Transforming the Culture in Science and Engineering” is proceeding according to plan. Two key surveys of faculty satisfaction and space are underway, and an administrative fellow is developing materials on faculty recruitment.

Alfred P. Sloan Foundation-funded project on flexible career database

Sandy Gahn and I are refining the database and preparing for a presentation to Sloan Foundation recipients in Washington DC in May 2008 as well as to the October 2008 ADVANCE conference in Ames.

Elsevier Foundation

Last fall a group was assembled to apply for a grant from the Elsevier Foundation. The grant was to provide funding to support new academics and researchers, particularly women, in managing family responsibilities. The grant was ultimately not funded; however, we will continue to look for opportunities to enhance the work-life balance of faculty, staff, and students.
2. New Programs and Special Initiatives

Visiting Scholars and Lectures

The Provost’s Office hosted visits by two scholars during FY08. In September, COACHE Director, Dr. Cathy Trower, visited to share ISU’s COACHE results along with national comparisons and to make suggestions on using the results to address the needs of new faculty. The COACHE report included detailed analysis by race and gender. In November, Dr. Jo Ann Moody, higher education consultant on faculty diversity, held workshops with department chairs, search committee chairs, faculty mentors and ADVANCE participants. The workshops focused on improving recruitment, mentoring, and retention of women and minorities.

The Lectures Program [http://www.lectures.iastate.edu/](http://www.lectures.iastate.edu/) continues to provide a wide range of diversity-related speakers. In the past year there have been more than twenty-five such events on a wide range of topics. Notable speakers have included Jane Elliott, creator of the Blue Eyes/Brown Eyes exercise and Billy Mills, 1964 Olympics gold medalist. The Lectures Program has also hosted several panels that spoke on African leadership, on Visions of Freedom, and on Classroom Climate at ISU.

Coordination of diversity

The Advisory Committee on Diversity Coordination and Program Planning (ACD) has been meeting regularly since April 2007, chaired by the Associate Provost for Faculty Advancement and Diversity. The central work of the Committee was to review the 2007 diversity reports from across the university and to design a streamlined reporting process for this year. Other activities of the committee included hosting a September book discussion related to promoting diversity and creativity, facilitated by Dean Cheryl Achterberg. A subcommittee was established to research and highlight alumni from underrepresented groups and this project was funded by a Diversity Grant. The College Diversity Committee Chairs Council is no longer functioning. Instead, this group has been meeting with the ACD in order to collaborate and share information. This larger group is working on setting some diversity goals for the coming year. Outside guests—including ISU Dining and University Relations—are also being invited to attend committee meetings to discuss diversity issues.

Data Collection and Analysis

The results from the 2007 University Life Survey were presented during Fall 2007. The survey was designed to assess progress toward the goals, including the diversity goals, of the 2005-2010 strategic plan. The survey will be administered again in Spring 2009 [http://www.provost.iastate.edu/reports/universitylife2007/](http://www.provost.iastate.edu/reports/universitylife2007/).

A report was produced analyzing the faculty exit survey results gathered from FY05-FY07 [http://www.provost.iastate.edu/reports/Exit%20Survey%20Report%202005-07.pdf](http://www.provost.iastate.edu/reports/Exit%20Survey%20Report%202005-07.pdf). The report summarized overall results and also looked at gender differences in responses among exiting faculty.
Support of other programs

In March, the Office of the Executive Vice President and Provost helped to fund the Creating an Inclusive Campus Conference which dealt with Spirituality in Higher Education http://www.elps.hs.iastate.edu/hged/spirituality_conference.php. The office also supported the 3rd Annual Diversity in Higher Education Summit, sponsored by Iowa’s I.D.E.A. www.iowadiversitysummit.com. Melanie Smith, program coordinator for diversity initiatives, is partnering with others across campus on various initiatives. Some of these include work with the Multicultural Learning Community as well as work with VPSA, CAIS, and the Lectures program to reestablish two academic support groups for students of color.

3. Ongoing Programming and Initiatives

Recruitment and retention of excellent and diverse faculty

In an attempt to be more responsive to the changing needs of departments, the Executive Vice President and Provost decided to combine the separate accounts used to fund retention, recruitment, diversity, and partner accommodation requests. There were also parallel changes made to central databases in order to collect information about these requests.

The Office of the Executive Vice President and Provost has worked to establish the Future of Minority Studies group, a national initiative to support the research of diverse junior faculty. Meetings have included faculty, staff, and graduate students interested in personal and scholarly pursuits in the areas of diversity and social justice. The meetings help to establish key scholarly networks.

Flexible faculty careers initiatives

Together with the ISU ADVANCE Program, these initiatives should allow us to market the university to the diverse faculty we want to recruit and retain.

- **Partner Accommodation.** Melanie Smith, dual career program coordinator, has been working to develop the dual career program and prepared a report on five years of funding during the summer of 2007. The program partners with the colleges to provide contacts. Other resources provided include help with resumes, cover letters, and reference letters as needed.

- **Taskforce on Active Service/Modified Duties.** I am chairing a joint Senate/Executive Vice President and Provost Office taskforce to review the option of an ISU policy for active service/modified duties.
Grants supporting diversity

- Women’s Enrichment Fund Mini-Grants. This is the fourth year of this program, which has continued to support important efforts around campus. This year $25,000 was awarded to seven different programs. http://www.provost.iastate.edu/fad/minigrant.html

- Grants for Diversity. In the second year of this program approximately $40,000 was awarded for eight initiatives. http://www.provost.iastate.edu/fad/grants.html

Committees, organizations, and activities coordinated out of the Provost’s Office

This past year the Women’s Center instituted several new initiatives including the Faculty Women’s Network and the Secret Agents program, a bulletin board display where individuals share “secrets” and find commonalities. Also new is Amazons Rising, a “womyn-centered” discussion group, as well as a Violence Against Women grant coordinated in conjunction with other Regents institutions. Ongoing programs include the Graduate Women’s Network, University Studies 160: Gender Justice, and Sexual Assault Awareness Month.

The Dialogues on Diversity Program is currently overseen in our office but next year will be moving to the College of Human Sciences. The Dialogues on Diversity course provides opportunities for over 100 students each semester to explore critical issues surrounding multiculturalism and diversity. In fall 2007, Dr. James McShay led a team of faculty and staff to take part in the Intergroup Dialogue Institute at the University of Michigan. There they shared strategies to create dialogue programs and learned new pedagogical techniques of intergroup relations and social justice education.

Our office has also provided support for the fourth annual Women’s Leadership Summit, April 25, 2008. It was coordinated by a committee overseen in our office and Executive Vice President and Provost Elizabeth Hoffman was a featured speaker, along with Dr. Rosalind Chait Barnett, Brandeis University. Other speakers who brought issues of diversity to campus this year included Richard Florida, Barack Obama, Claude Steele, and Mary-Alice Waters.

Our office also coordinated the following:

- Women’s Leadership Consortium
- University Committee on Women
- Planning Committee for the Martin Luther King, Jr. Celebration
- Iowa Network for Women in Higher Education