

## 1.C - Core Component 1.C

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The institution understands the relationship between its mission and the diversity of society.

1. The institution addresses its role in a multicultural society.
2. The institution's processes and activities reflect attention to human diversity as appropriate within its mission and for the constituencies it serves.

### Argument

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**1.C.1.** The current [ISU Strategic Plan](#) establishes diversity as a core value that permeates the campus mission. The opening paragraph states, "It is imperative that the creation, sharing, and application of knowledge be a global effort characterized by a profound respect for the diversity of people and ideas." Underpinning the plan are expectations for students, faculty, and staff to make differences in the world and succeed as global citizens, build global partnerships, and be able to communicate with and learn from diverse populations. ISU's [Institutional Statement on Diversity](#) states:

*Iowa State University is a diverse community of people of all genders, ages, cultures, races, religions, sexual orientations, socio-economic backgrounds, and abilities.*

*Iowa State celebrates and advances diversity by creating a safe place in which people can express themselves freely and share their unique talents. This diversity of talents enriches our campus by fueling creativity, innovation, and success.*

*Diversity encompasses acceptance and respect by fostering an environment of inclusion that moves beyond simple tolerance to recognizing the richness in individual identities of people.*

*Diversity, therefore, is an active process that requires our continuous dedication to promote the success of present and future generations of students, faculty, and staff.*

The Board of Regents also considers diversity to be an important oversight responsibility and requires an [annual diversity report](#).

### Major Studies

In the last two years, two major diversity studies were completed that provide recommendations for further improving diversity programs and initiatives. President Leath commissioned The Jackson Consulting Firm in 2013 to conduct a [comprehensive study of Iowa State's diversity programs](#) and initiatives with the charge to examine Iowa State's diversity strengths and weaknesses, and create a road map for the future. ISU supports diversity and inclusion in a variety of ways at the university, college, and department/unit level. As an example, each college has a Multicultural Liaison Officer to support the success of their diverse student population. President Leath wrote in his announcement memo that, "... we have a responsibility to build upon past successes and ensure that we strive every day to create an environment that is as welcoming as possible to all people - regardless of race, gender or sexual orientation." The University Committee on Women in 2014 completed a [Status of Women at ISU Report](#).

### Vice President for Diversity and Inclusion

These two studies/reports were influential in President Leath's decision to create a central diversity and inclusion position reporting to the Office of the President. The hiring process for the newly-created Vice President for Diversity and Inclusion is in progress. Filling this position is the first of many strategic steps in support of this institutional priority.

### **Diversity of the ISU Population**

ISU actively recruits faculty, staff and students that contribute to the diversity of the institution. Data below provide a snapshot of diversity within these populations for Fall 2014.

#### [Fall 2014 Student Enrollment](#)

Undergraduate domestic minority students totaled 3,562 (12.3% of the undergraduate population). There were 2,202 international undergraduate students accounting for 7.6% of the undergraduate population. The percentage of female students was 43.4% for both the undergraduate and graduate populations, with 12,544 female undergraduate students and 2,148 female graduate students. Among graduate students, the percentage of international students was 35.9% (1,775 students). The percentage of graduate population that was domestic minority was 9.6% (474 students).

#### [Fall 2014 Faculty and Staff](#)

There were 744 female faculty members accounting for 39.3% of the faculty population. Across staff (professional and scientific [P&S], contract and merit) there were 2,409 female staff members accounting for 55.7% of the population. Unlike student records, employee records do not disaggregate individuals with international backgrounds; therefore, the race/ethnicity categories include international faculty/staff. Of the faculty members 411 (21.7%) were minority (non-white). While 396 staff members (9.2%) were minority.

### **Commitment to Diversity through Curriculum**

ISU's commitment to diversity is integrated into the curriculum for undergraduate students through the [U.S. Diversity and International Perspectives](#) requirements. In preparing graduates to be responsible citizens and professionally effective in a culturally diverse global community, all undergraduate students must complete 3 credits of course work related to aspects of diversity within the U.S., and 3 credits of course work related to global diversity. Additional details of this requirement are available in 3.B.

**1.C.2.** ISU has numerous offices, programs, and initiatives that demonstrate an institutional commitment for creating and supporting an inclusive university community. Below are a few examples of programs and activities.

#### **Community**

ISU has several committees and activities that bring together individuals to address issues of, and celebrate, diversity and inclusion. Examples of committees include the University Committee on Diversity (established in 2007) and the University Committee on Women (established in 1971). Community programs that promote diversity include:

- Iowa State Conference on Race and Ethnicity (ISCORE). Since 2000, ISU has engaged the campus community in diversity issues through the [annual ISCORE](#), a comprehensive forum on

issues of race and ethnicity at Iowa State University and beyond. Participation has grown from 160 in the first year to 675 attendees in 2015. ISCORE is modeled on the National Conference on Race and Ethnicity in Higher Education (NCORE). ISCORE brings the more salient ideas and concepts of the national conference to Iowa State University, adds local perspectives, and:

- Develops and enhances ISU student, faculty, and staff awareness of racial and ethnic issues in higher education around the country
- Continues to promote addressing multiculturalism in the classroom and in American higher education
- Makes information, regarding issues of race and ethnicity, accessible to the entire university community and support the university's ongoing efforts
- Martin Luther King, Jr. Awards. Annually since 2006, the Office of the Senior Vice President and Provost (SVPP) has organized the Advancing One Community Awards, which recognize individuals and groups who have followed the principles of Dr. Martin Luther King, Jr. Recipients are recognized for their efforts to create an inclusive university community that embraces justice and equity.

## Students

The annual reports of the [Division of Student Affairs](#) and the [Dean of Students Office](#) highlight the wide variety of programs and services available to support a diverse student population. Examples include:

- George Washington Carver Scholars and Multicultural Vision Programs (scholarship learning communities for multicultural students)
- Hixson Scholars program for students from across Iowa that have faced unique challenges, and/or financial hardships
- Student Support Services program for low-income, first generation students
- LGBT Student Services
- Multicultural Student Affairs
- Office of International Students and Scholars
- Student Disability Resources
- 52 different multicultural student organizations

## Faculty and Staff

Faculty and staff governance groups recognize the importance of diversity and inclusion. The Faculty Senate has an Equity, Diversity and Inclusion Committee. The P&S Council recently created a Vice President for Equity and Inclusion position on the Council. Numerous additional programs, groups and committees support diversity and inclusion of faculty and staff at the university, college and department levels. A few examples:

- [NSF ISU ADVANCE](#). This is the University's flagship program promoting faculty equity and diversity issues. [ADVANCE](#) developed resources to help departments recruit a diverse faculty. Resources include the Guide for Recruiting Excellent and Diverse Faculty (available at [www.provost.iastate.edu/resources/guide](http://www.provost.iastate.edu/resources/guide)) and a CD with sample forms, discussion topics for departmental faculty around biases affecting search processes, etc. College-based equity advisors provide support and training for search committees and department chairs on effective methods of increasing diversity in faculty hiring and retention.
- [Emerging Leaders Academy](#). The SVPP supports this leadership development program, in place since 2009. Program objectives include developing deeper leadership skills among faculty and staff, and diversifying the pool of ISU leadership candidates. Underrepresented and/or

women faculty and staff are especially encouraged to apply. Over 100 faculty and senior staff have been trained in leadership, teamwork, communication, fiscal responsibility, diversity, management, and public accountability.

- [Faculty and Staff Affinity Groups](#). ISU has groups and networks designed to cultivate and connect Iowa State's diverse faculty and staff populations with the greater university community, and to support recruitment and retention by addressing social and professional components essential to an enhanced quality of life for faculty and staff. Examples include the Black Faculty and Staff Association, the Latino Faculty and Staff Association, the LGBT Faculty and Staff Association, and the Asian American and Pacific Islanders Faculty and Staff Association.
- [Diversifying the Faculty](#). The SVPP financially supports the recruitment and retention of excellent faculty by specifically funding requests from colleges and departments for dual-career partner support and supporting hires that diversify the faculty. Over 190 faculty couples have been supported through this program in its 10-year history.

## K-12 Outreach Initiatives

ISU's commitment to diversity extends beyond the campus, with a broad range of activities and programs to engage diverse populations of K-12 students. Programs range from one-day conferences, to summer camps, to multi-year programs with scholarship commitments. They include programs that bring K-12 students to campus, and programs where university faculty and staff visit communities. Extension and Outreach has a broad range of programs that [reach one in five Iowa school-age youth](#). ISU offers several programs that support diverse student populations. Examples of three multi-year programs:

- [Science Bound](#): A pre-collegiate program to increase the number of ethnically diverse Iowa students who pursue ASTEM (agricultural, scientific, technical, engineering and mathematics) degrees. The program draws students from middle and high schools in three high-minority-population school districts (Des Moines, Denison, and Marshalltown). Starting in eighth grade, the students participate in activities and programs in both their schools and at ISU to prepare them to be successful ASTEM college students. Science Bound graduates who enroll at ISU in ASTEM fields are provided scholarships.
- [ISU 4U Promise](#). Understanding the national imperative to increase number of first-generation, low-income students graduating with four-year degrees, [ISU established the ISU 4U Promise](#). This initiative is a broad-based partnership between ISU's School of Education, Extension and Outreach, and financial aid units, and the Des Moines Public Schools, King Elementary, Moulton Extended Learning Center, and neighborhood-based and community organizations serving King and Moulton youth and families. King Elementary and the Moulton Extended Learning Center are in highly diverse communities with historically underserved populations and with substantial socio-economic challenges that interfere with access to post-secondary opportunities. ISU 4 U Promise includes scholarships for students, programming for students and educators, and classroom experiences for ISU students and faculty members.
- [College Bound](#): The goal of this pre-collegiate program is to increase interest among Iowa multicultural and first generation college students to continue their education beyond high school. The program develops relationships with students throughout their middle and high school years, through customized group visits to campus and targeted programming, including week-long summer camps during high school.

## Sources

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- 15-16 Catalog Colleges and Curricula Section
- 2013-14 Student Affairs Overview
- Board of Regents - Diversity Report - 2-5-15
- Dean of Students Programs FY2014
- Employees by Gender-Race
- Extension and Outreach 2014 Annual Report
- Faculty Affinity Group Flier
- Fall 2014 Enrollment Report by Race and Gender
- Institutional Statement on Diversity
- Iowa State University Strategic Plan 2010-2015
- ISCORE Program 2015
- ISU - Diversity Report 2014
- ISU 4U Promise Press Release
- NSF ADVANCE Final Report
- Science Bound Report FY14
- Status of Women at ISU