

# Iowa State University Diversity Report for the College of Liberal Arts and Sciences, 2007-2008

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## I. College of Liberal Arts and Sciences (LAS) and Academic Unit Diversity Mission/Vision Statement

Statement from the Dean of the LAS College:

- At the beginning of Fall 2003, the LAS College appointed a Diversity Committee to review college policies on diversity and recommend future action. The Committee produced in March 2004 a report entitled "A Clear, Accountable Commitment to Diversity". The full text of the report is available in PDF format and we invite you to read it. This report affirms the LAS College's commitment to diversity as a core value. In addition, the report lays out a series of recommendations for the College.
- As a college committed to learning and discovery, we engage the entire campus community on issues that help shape the thinking of this nation and the world. We teach those courses whose curricular content naturally address issues of diversity and underrepresented groups. We lead the discussion on topics that celebrate, explain, and respect human differences and similarities.
- As the largest college on this campus, the College of Liberal Arts & Sciences (LAS) has a special obligation and a moral imperative to be the institution's leader in engaging students, faculty and staff, and the community on the importance of diversity in all respects. This college accepts the challenge and responsibility to promote diversity at every level.

## LAS College's Definition of Diversity

"Diversity" means more than just acknowledging and/or tolerating difference. Diversity is a set of conscious practices that involve:

- Understanding and appreciating interdependence of humanity, cultures, and the natural environment.
- Practicing mutual respect for qualities and experiences that are different from our own.
- Understanding that diversity includes not only ways of being but also ways of knowing.
- Recognizing that personal, cultural and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others;
- Building alliances across differences so that we can work together to eradicate all forms of discrimination.

Diversity includes, therefore, knowing how to relate to those qualities and conditions that are different from our own and outside the groups to which we belong, yet are present in other individuals and groups. These include but are not limited to age, ethnicity, class, gender, physical abilities/qualities, race, sexual orientation, as well as religious status, gender expression, educational background, geographical location, income, marital status, parental status, and work experiences. Finally, we

acknowledge that categories of difference are not always fixed but also can be fluid, we respect individual rights to self-identification, and we recognize that no one culture is intrinsically superior to another.

The members of the 2007-2008 LAS Diversity Committee are the following tenured or tenure-stream faculty and one graduate student: Eugenio Matibag (Chair; Spanish, Asian American Studies, Director of the Center for American Intercultural Studies), Jane Davis (English), Mary Sawyer (Philosophy & Religious Studies), Lisa Larson (Psychology/ISU ADVANCE program), Teresa Downing-Matibag (Sociology), Tunde Adeleke (African American Studies/History), Luiza Dreasher (Multicultural Student Services), and Angelica Reina (Graduate Student / Interdisciplinary Studies).

Ways that faculty and staff will be held accountable for progress on diversity plans:

- An annual report on the unit administrators, faculty and staff will account for the numbers of members from underrepresented groups.
- An annual report on student enrollments according to gender and ethnicity will account for the numbers of students from underrepresented groups.
- Search committees will be required to undergo diversity training and keep in mind the principles of fair and unbiased search processes.
- Continuing efforts to mainstream ethnic studies courses and other offerings that fulfill the University's U.S. Diversity Requirement will be pursued. The increase of ethnic studies faculty and ethnic studies courses is seen as one means of addressing this need on campus.
- Displays, exhibits and presentations representing the LAS College's commitment to building a diverse and excellent faculty, student body, curriculum and campus climate will continue to be supported.
- The Dean will continue to seek ways in which members of underrepresented gender and ethnic groups can be equitably represented in the LAS College's academic units.

## II. Response to Diversity Statistics

- For the current academic year under review (2007-2008), two of the department chairs are Asian American males, and the chair of one department was female. She will be stepping down from that position to assume the role of Associate Dean for international studies and distance education in the LAS College. In our advising staff, one multicultural liaison officer is African American, the other is a native of Brasil; serving as classification officer is an Asian American female.
- In 2007, of 337 tenured faculty in the LAS College: 3 were African American, 3 were American Indian/Alaskan Native, 46 were Asian/Pacific Islander, and 7 were Hispanic, making for a total minority percentage of 17.5%.
- In 2007, of 109 tenure-eligible faculty: 1 was African American, 1 was American Indian/Alaskan Native, 27 were Asian/Pacific Islander, and 9 were Hispanic, making for a total minority percentage of 34.9%.
- In 2007, of 164 non-tenure-eligible faculty: 4 were African American, 2 were American Indian/Alaskan Native, 13 were Asian/Pacific Islander, and 6 were Hispanic, making for a total minority percentage of 15.2%.
- In 2007, then, of 610 total faculty: 8 were African American, 6 were American Indian/Alaskan Native, 86 were Asian/Pacific Islander, and 22 were Hispanic, making for a total minority percentage of 20.0%.
- In 2007, of 610 total faculty: 213 were female, making for a total female percentage of 34.9%.
- In 2007, of a total of 137 Professional and Scientific Staff Employees: 2 were African American, 1 was American Indian/Alaskan Native, 20 were Asian/Pacific Islander, and 3 were Hispanic, making for a total minority percentage of 19.0%.

- In 2007, of a total of 1,301 students: 62 were African American, 4 were American Indian/Alaskan Native, 41 were Asian/Pacific Islander, and 49 were Hispanic, with 23 international, in comparison to 1,079 white students, making for a total minority count of 245 (including international) and percentage of 18.8%.
- In 2006, the 1-year retention rate is 78.4% for African American students, 80.0% for American Indian/Alaskan Natives, 91.2% for Asian/Pacific Islanders, and 71.7% for Hispanics, in comparison to 81.6% for Whites.
- In 2003 (for which the latest figures are available): the 4-year graduation rate is 41.4% for African American students, for 0.0% for American Indian/Alaskan Natives, 58.6% for Asian/Pacific Islanders, and 45.8% for Hispanics, in comparison to 62.9% for Whites.

The LAS Diversity Committee and the LAS Dean consider these percentages of minority administrators, faculty, and students low. They will strive in the upcoming year to guide searches and recruitment projects with attention to gender inequities and ethnic underrepresentation in the faculty lists.

### III. Diversity Efforts

- Discussions among Dr. Tom Hill, Melanie Smith, Pat Miller, Vernon Hall and Eugenio Matibag on 17-18 April 2008 prepared coordination for reviving the African American student support groups established in the 1990s by Dr. Herman Blake. These support groups are the A-Society (supervised by the African American Studies Program), Band of Brothers (for men), and Circle of Trust (for women). It has been decided that CAIS will provide the academic linkage and expertise, and that the Division of Student Affairs, together with Human Resources and the Committee on Lectures, will provide the organizing, scheduling and funding. The re-launching of these programs, whose objective is to support, encourage and aid in the retention of African American students, will begin before the end of the Spring 2008 semester with an announcement of application opportunities and a posting of a tentative calendar of activities for the 2008-2009 academic year.
- The LAS College's Office of Multicultural Student Affairs holds regular ceremonies to recognize achievement among its multicultural students. Luiza Dreasher organized the ceremony of Fall 2007, at which Associate Dean Doug Epperson spoke and presented awards.
- A poster exhibition of dust jackets of books authored/edited by CAIS personnel was displayed at the ISU Spring Faculty Conference at the Gateway Center, Ames, Iowa, 13-14 April 2008.
- Downing-Matibag took five of her students to Governor Culver's One Iowa Day at the State Capitol in April 2008. The purpose of One Iowa Day was to encourage the involvement of racial and ethnic minorities in state government and other political entities in Iowa.
- Members of the LAS Diversity Committee (Dreasher, Matibag, Downing-Matibag) and CAIS (Matibag and Loreto Prieto) joined in Spring 2008 the Future of Minority Studies group, focused on exploring ways to encourage multicultural dialogues and interactions that will foster scholarship and teaching in support of equity, social justice and diversity.
- LAS Diversity Committee members are currently in the process of researching a history of diversity initiatives at ISU, in effort to develop Best Practices for Hiring a Diverse Faculty Guidelines that Departments and the College can use to prevent unintended bias and discrimination in the hiring process. These guidelines will be in the form of a "checklist" that search committees will be strongly

encouraged (or required) to utilize during the search process, from the initial posting of positions to the final stages of hiring and negotiation.

- The LAS College's Multicultural Liaison Officer Luiza Dreasher and Robert Lipsey continue an ongoing effort to recruit, support, retain, and advise students of minority groups and to promote the creation of congenial learning environment. Dr. Dreasher is currently applying as one of the candidates for the position of Director of Multicultural Student Affairs.

#### IV. College/Unit Diversity Training and Resources

LAS College Diversity Committee -- an update on members' activities:

- LAS Diversity Committee members collected data on the diversity of college department faculties in consultation with Eveadean Myers in Fall 2007.
- LAS Diversity Committee chair Matibag represented the LAS College Diversity Committee on the University's Advisory Committee on Diversity (ACD), meeting monthly with the group coordinated by Associate Provost for Diversity Susan Carlson. Members of the LAS Diversity Committee submitted input to Matibag on items to include on the ACD's "Template for Diversity Reports: Colleges and Academic Units".
- LAS Diversity Committee members Downing-Matibag, Adeleke, Sawyer, Dreasher, Larson and Matibag attended the Regional Diversity Summit, Memorial Union, Iowa State University, 17 April 2007. Featured guest speakers were Dr. Emily Moore and Dr. J. Herman Blake, former director of African American Studies at the LAS College.
- The LAS Diversity Committee co-sponsored the workshop "Developing Service-Learning Partnerships with Community Agencies", led by Dr. Downing-Matibag and Jennifer Garrett (Memorial Union program coordinator), March 2008. Discussed the use of service learning to integrate diversity into the curriculum and brought representatives of academic units and social service agencies together for creating service-learning projects.
- Members of the LAS Diversity Committee attended the "Celebrations!" event for the African American Historical Museum and Cultural Center in Cedar Rapids on 5 April 2008. Participating were LAS Diversity Committee members Adeleke, Downing-Matibag and Matibag; former director of African American Studies Gary Tartakov; African American Hall of Fame Awardee Carlie Tartakov; and Drs. Aubrey Mendoça and Gebre Tesfagiorgis.
- Adeleke participated in the 2006-2007 Task Force assigned to review the Dialogues on Diversity Program and make a recommendation for its future. The program has been re-funded and placed under the direction of James McShay.
- LAS Diversity Committee Chair Matibag awarded the Provost Office's Diversity Grant for 2008-2009 for the project titled "The Legacy of Our Larger Community: ISU's Scholars and Alumni of Color; project co-sponsored by the LAS College Diversity Committee and CAIS; co-investigator is Jason Follett, College of Human Sciences.

In building collaboration with the ADVANCE Project:

- The LAS College has targeted as ADVANCE focal departments the Departments of Chemistry; Ecology, Evolution, and Organismal Biology; Genetics, Development and Cell Biology ; and Physics and Astronomy.

- Downing-Matibag, Sawyer, Dreasher, and Matibag participated in the ADVANCE Fall Workshop, co-sponsored by the College of Agriculture on 31 October 2007. Matibag was assigned the role of understudy in the Reader's Theater production "Practical Tools for Recognizing and Reducing Unintentional Bias".
- In consultation with Sharon Bird and Lisa Larson, members of the LAS Diversity Committee studied the ADVANCE Project documents to glean Best Practices for our own college departments.
- Members of the LAS Diversity Committee are currently collating departments' Best Practices for diverse and inclusive hiring. Our discussion with Eveadean Myers directed us to online resources of documented information.
- At the invitation of the ADVANCE Project Group, LAS Diversity Committee members attended presentation of Dr. Cathy Trower, Director of COACHE (Collaborative on Academic Careers in Higher Education) at Harvard University on 17 September 2007.
- Downing-Matibag and Matibag attended the ADVANCE Collaborative Transformation Synthesis Report Workshop" on 1 April 2008; Lisa Larson and Sharon Bird presented update reports on research.

#### V. Curriculum, Pedagogy, Research, and Scholarship

- The LAS College continues to take an active and central role on campus toward diversifying the curriculum. The Women's Studies Program "seeks to transform the nature of academic inquiry across the disciplines by developing and promoting both the curricular structures and a social awareness that allow the incorporation of diverse women's scholarship and issues relevant to women and gender in all disciplines".
- Also supported by the College are its four ethnic studies programs: African American, American Indian, U.S. Latino/a and Asian American Studies. Since summer 2005, these four programs have been overseen by the Center for American Intercultural Studies (CAIS), housed in 208 Carver Hall and directed by Eugenio Matibag.
- Matibag and Downing-Matibag will be participating in the Wakonse teaching retreat in May 2008 and requested to join discussion groups that address diversity-related concerns.
- Luiza Dreasher and Downing-Matibag received a Diversity Grant from Iowa State University, Office of the Provost. They were awarded \$3900 for proposal with titled, "Ensuring the Academic Success and Retention of Students of Color at Predominantly White Institutions," April 2008. Part of this project involves examining faculty-student interactions that facilitate the success of students of color.
- Downing-Matibag received a Diversity Grant from Iowa State University, Office of the Provost. She was awarded \$5000 for proposal submitted with James McShay and Nana Osei-Kofi titled "Dialogues into Action", April 2008. This project will encourage students to become involved in activities that promote diversity on campus and in surrounding communities.
- Members of the LAS Diversity Committee participated in the Brazil Study Tour 19-27 May 2007 (Rio de Janeiro and Salvador da Bahia). Leading the group of about 20 ISU students were Luiza Dreasher, James McShay and Erik Ladner; Eugenio Matibag joined the group in Rio de Janeiro. The program is aimed especially at introducing ISU students from underrepresented groups to an international experience in multi-ethnic Brazil.

More on activities overseen by or connected with CAIS:

- American Indian Studies succeeded in filling a joint assistant professor position to be shared between its program and the Department of Anthropology. Dr. Grant Arndt will be joining our faculty in Fall 2008.
- Asian American Studies succeeded in filling a joint assistant professor position to be shared between its program and the Department of Anthropology. Dr. Jane Dusselier will be joining our faculty in Fall 2008.
- CAIS directors and personnel participated mutually in search activities that included interview visits and attendance at presentations of candidates for positions in African American, Asian American and American Indian Studies.
- CAIS faculty and staff continued to represent ethnic studies and diversity initiatives in numerous academic units and university committees. The weekly CAISNEWS electronic bulletin informed the campus community of ethnic community and diversity-related events and activities.
- CAIS directors participated in reviews of faculty jointly hired between programs and departments. These reviews included the third-year review of Dr. Patricia Hamm; and the third-year review of Dr. Marta Maldonado.
- CAIS personnel set up a display at the LAS College VEISHEA Tent Exhibit on 12 April 2008. The CAIS exhibit, titled "Diverse and Excellent Achievements", featured outstanding academics and athletes of Iowa State, complete with laminated photos and profiles. Also displayed was the CAIS poster of dust jackets of ethnic studies professors affiliated with the Center.
- Lan Phung (2007, Spanish and French) completed her project "South Vietnamese Soldiers in the Re-education Camps: An Oral History Project". She is Matibag's former student from LAS 325, Introduction to Asian American Studies; from SPAN 332, Survey of Latin American Literature; and my mentee in the McNair and Honors Programs. In April 2008 she was accepted into the program in Southeast Asian Studies at the University of Wisconsin-Madison, where she will receive a fellowship to support her first year of graduate work in the masters program.

#### VI. Best Practices/Final Comments

- The Dean of the LAS College continues to take a hand in overseeing the hiring of faculty from underrepresented gender and ethnic groups. In the processes of searching to fill open faculty positions, he requires that the search committees make an effort to build a diverse pool of candidates.
- A statement that Iowa State University is an equal opportunity employer and will not discriminate on the basis of race, gender, religious affiliation or sexual orientation is included in all open position announcements.
- All search committee members are required to take the short-short electronic course "Invite Diversity", located on the Office of Equal Opportunity and Diversity website.
- The College academic departments continue to address gender and ethnic underrepresentation in their faculty ranks by encouraging recruitment and retention of members from underrepresented groups.
- The LAS College's new director of recruitment, Mark Immerman, hired in 2007, will continue working to increase the College's efforts to recruit students who are first in their families to attend college, and students who come from historically underrepresented geographical regions and from historically underrepresented ethnic and racial groupings.

- The LAS College will continue to support events and activities that promote a climate congenial and open to cultural, ethnic, racial, and gender diversity on the Iowa State University campus.