NSF TAKING ACTION: COVID-19 DIVERSITY, EQUITY & INCLUSION CHALLENGE

2022 Winner Showcase

ACTION PLANS FOR FACULTY

Indiana University-Purdue University Indianapolis (IUPUI)

Sponsoring Programs: ADVANCE, AGEP, HBCU-UP, HSI, LSAMP, NSF INCLUDES, TCUP
The Issue:

*Background:* IUPUI surveyed all faculty to gauge the impact of the pandemic and to assess how to best provide support. Results mirrored national trends – women, particularly women of Color, were more often juggling caregiving responsibilities at home and coping with illness (and loss) of loved ones, while also being sought out by students for support (IRDS, 2020 – full survey; underrepresented instructor report; report on women; report on STEM and clinical faculty). The simultaneous and interconnected racial reckoning of 2020, catalyzed by public outcry over horrific acts of police brutality against Black citizens, added to the crisis. IUPUI created an Action Committee to identify manifestations of systemic racism in everyday practices, expectations, and policies, and to make recommendations toward the goal of centering rather than marginalizing the experiences and contributions of Black people, other people of Color, and White women.

*Our Goal:* To minimize the impacts of these challenges on career progression to support our institutional goals of having a faculty that reflects the demographics of our students.
What We Did:

<table>
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<tr>
<th>Changes to Policies/Practice Related to Faculty Evaluation</th>
<th>Capturing the Impact of the Pandemic on Faculty Careers</th>
<th>Equity-Minded Faculty and Staff Development</th>
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<tr>
<td>• Tenure clock extension</td>
<td>• Covid 19 Annual Review Supplement</td>
<td>• Monthly online reading groups among faculty and staff</td>
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<td>• Optional inclusion of teaching evaluations in merit review</td>
<td>• COVID CV App</td>
<td>• Council of Deans and Chancellor’s Cabinet monthly reading group and discussion (Inclusive Academy, How to be an Antiracist, Presumed Incompetent II)</td>
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<td>• Altered language in letters soliciting internal/external reviewers</td>
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<td>• STEM Leadership Development (Project EPIC)</td>
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<td>• Creation of a new promotion/tenure pathway: Integrated Excellence in DEI</td>
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<td>• LIFT Mentoring Circles</td>
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Why is it Important?

[Our] recommendations...acknowledge that Black people, along with all other people of Color and White women occupy college campuses and universities created without them in mind. Moving forward our goal is to reimagine and, over a period of time, recreate a campus with these communities moving from the margins to the center as we strive to never “get back to normal” again.

IUPUI Action Committee statement

Moving Forward: Summer 2020

“Eventually, doctors will find a coronavirus vaccine, but [B]lack people will continue to wait, despite the futility of hope, for a cure for racism. We will live with the knowledge that a hashtag is not a vaccine for white supremacy. We live with the knowledge that, still, no one is coming to save us. The rest of the world yearns to get back to normal. For [B]lack people, normal is the very thing from which we yearn to be free.” —Roxane Gay

IUPUI Action Committee Statement, Summer 2020
Acknowledgements

We are so grateful to generous idea-sharing from the Aspire Alliance, as well as NSF’s support for Project EPIC (our ADVANCE Adaptation award).

Our success is attributable to the contributions of an exceptionally large and diverse array of faculty and staff from across IUPUI – too numerous to name individually. We therefore acknowledge contributions of existing groups, including the Chancellor’s Cabinet, academic deans, the Division of Diversity, Equity, and Inclusion, the IUPUI Faculty Council, the Chancellor’s Diversity Cabinet, the Graduate Office, the Office of the Vice Chancellor for Research, and the Office of Academic Affairs. The COVID CV project was led by Drs. Rachel Wheeler, Jane Williams, Aaron Ganci and Rajeev Raje.