



INDIANA UNIVERSITY

DIVERSITY, EQUITY & INCLUSION 2018–2019

MICHAEL S. MAURER SCHOOL OF LAW



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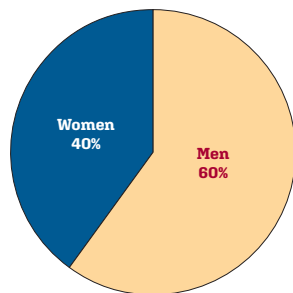
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Faculty Diversity

Faculty diversity is a core value for the Law School. In our 2015 Strategic Plan, we committed to “continu[ing] to expand the diversity of our faculty, including hiring faculty from diverse and underrepresented groups.”

There are 60 full-time members of the Law School faculty. Forty-one hold tenured or tenure-track faculty appointments; eight are lecturers; seven are clinical faculty; two are professors of practice; and two hold term appointments as university scholars. Resident in the Law School, we have 37 tenured or tenure-track faculty, while four tenured members of the faculty are currently serving full-time in leadership positions at Indiana University.

Overall, of our 60 full-time faculty members, 36 are male (60%), 24 are female (40%), and 10 are minorities (16.7%). Among the 37 members of the tenured and tenure-track faculty that are resident in the Law School, 24 are men (65%), 13 are women (35%), and 9 are minorities (24.3%). Four identify as LGBTQ.



Composition of full-time faculty, 2018-19 AY

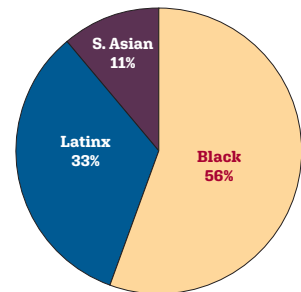
Of the nine who identify as from underrepresented minority groups (24.3%), five are Black/African American (13.5%), three are Hispanic/Latino (8.1%), and one is South Asian (2.7%). Of the 19 faculty who are not tenured or on tenure track, one is Asian (5.3%), 11 are women (57.9%), and eight are men (42.1%).

Senior faculty leadership at the Law School reflects the school’s commitment to diversity of different forms. The dean is a first generation college student and an immigrant to the United States. The executive associate dean is Latina and the first woman of color to hold that position in the Law School’s history. The associate dean of academic affairs (a white man) identifies as LGBTQ, and the associate dean for research is a white woman.

Faculty Hiring

The Law School has a strong commitment to diversity in faculty hiring, and we have made progress in increasing the diversity of our faculty. Of the seven most recent tenure-track hires who are at the Law School, three are women and four are men. From the seven, three are Black/African-American, one is Latino, and two identify as LGBTQ.

Focusing just on the last five years, the Law School has hired ten faculty members. Six were women, four were men, and two were from underrepresented groups. Four tenure-track faculty have been hired over the last five years, which include three women and one man. Two of the women are Black/African, one is a white woman who identifies as LGBTQ. The man, who was white, was only with the school for a semester.



Composition of minority faculty, 2018-19 AY

Additional hires since 2014-2015 include one tenured faculty member (a white male), two lecturers (one white female, one white male), one professor of practice (a white female), and two clinicians (one white male, one white female). Our new hires come with a range of pedagogical perspectives and substantive expertise.

The success we have had in recruiting is due to a number of concrete actions. They are set forth in our most recent action plan for recruiting and retaining a diverse faculty, which builds on previous hiring plans developed by our Faculty Appointments Committee.

We are equally committed to retaining our diverse faculty, and work actively to promote inclusiveness within our faculty community. We sponsor presentations related to diversity and inclusiveness both during the academic semester and at our annual faculty retreats. In 2016-2017, we launched a diversity task force charged with developing a regular series of diversity and inclusiveness programs for faculty. That task force, which later became a standing faculty committee, sponsored two brown-bag workshops for faculty during the spring 2017 semester.

The first, facilitated by an alumna who works as a diversity trainer, addressed strategies for faculty to handle “hot moments” in the classroom; the second featured students describing their experiences at the school. Our January 2017 and January 2018 faculty retreats included sessions addressing diversity and inclusion issues among faculty and students.

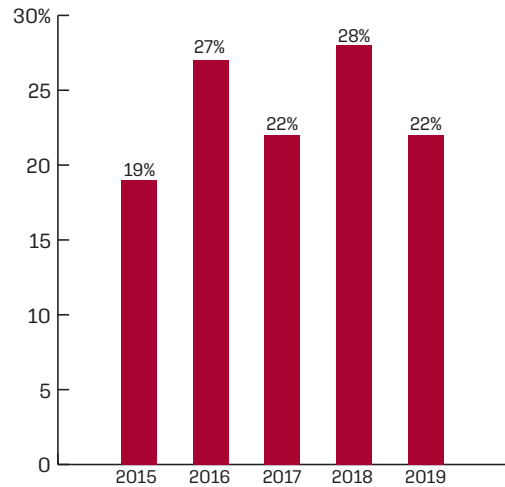
Student Demographics

In recent years, the Law School has recruited between 155-180 students each year in its entering JD classes. The class usually consists of approximately 66% nonresident students, and 33% resident Indiana students. Each year, students come from around 30 states and 3-6 countries, and from approximately 100 undergraduate institutions. As an example, this year (Fall 2019), the Law School enrolled 169 JD students.

Our entering JD students came from 30 different states, five countries, and 96 different undergraduate institutions. Just over 56% of the entering class were non-residents (down from 65% last year), and 22% identified as students of color (down from 26%). Student ages range from low 20s (45% are 22 or younger) into the 50s (5% of our entering students were over the age of 30). About 57% of the entering JD class were women—the largest percentage in the school’s history.

Significant resources are dedicated to recruiting a diverse and highly credentialed entering class. For our JD program, the number of students from underrepresented groups have remained relatively stable over the last five years. The JD entering class has enrolled 19% to 28% minority students since 2015. As a percentage of our 1L JD entering class enrollments— and not including international students—we have ranged from 4-8% Black/AA enrollment, 5- 10% Hispanic/Latino enrollment, and 4-9% Asian enrollment.

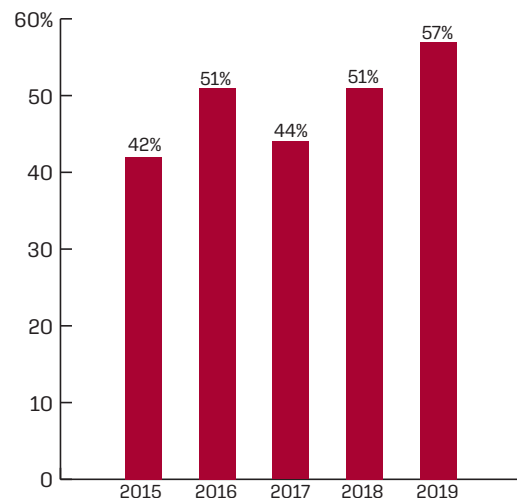
The Law School has made significant gains with gender diversity. This year’s entering class had 57% women (the third time in the Law School’s history with more women than men in the entering class). Counting all students in the Law School, we have now about 50% men and 50% women. This is a significant increase from a



Minority enrollment of incoming classes, 2015-19

decade ago, where women made up approximately 40% of the entering class.

We are notably in a stronger position compared with many of our peer schools in the Midwest. In 2018—the most recent year for which comparative ABA data is available—50.1% of our JD student body were women. At the University of Illinois School of Law the percentage of women was 41.3%, at Iowa Law School it was 45%, and at Wisconsin Law School it was 46.2%.



Women in incoming classes, 2015-19

For our graduate degree programs, students hail from 15-20 countries in an entering class, with almost all the graduate class consisting of international students. In any given time, usually 22-25 countries are represented in the Law School (when including entering and continuing students).

This year, the Law School matriculated 52 students from 16 different countries as part of its graduate legal studies program. Thirty-three of these students were LLM students and eight were exchange students, with the remainder seeking MCL, SJD, and Ph.D. degrees. In 2019, the incoming fall class represented 17 countries, including Thailand, China, France, Saudi Arabia, India, South Korea, Ireland, Italy, Myanmar, New Zealand, Taiwan, Egypt, Hungary, Netherlands, the U.S., Venezuela, and Zambia.

Diversity Initiatives and Investments

As a school we value an open and diverse community, and we strive to facilitate opportunities for students to learn from varied perspectives and life experiences. Our commitment to diversity is not new, and a significant number of programs exist. Over the past five years, however, substantial additional efforts have been taken around diversity and inclusion. Administratively, this has most significantly included:

1. Appointing an Assistant Director for Admissions and Diversity initiatives;
2. Creating a Diversity and Inclusion Fellow position in the Student Affairs Office;
3. Establishing a standing faculty committee on diversity and inclusion; and
4. Passing a new faculty action plan focused on diversity in faculty hiring.

The Law School has also taken steps related to student recruiting, recognition of our diverse alumni, and support for diverse students.

Recruitment Initiatives

A range of new initiatives have been implemented in recent years to help recruit a more diverse JD class. This has included:

1. Establishing partnerships with eight women's colleges;
2. Establishing a scholarship with the Asian Pacific Islander American Scholarship Fund;
3. Becoming the first law school in the nation to formally partner with the U.S. Army to support veterans;
4. Establishing partnerships with schools and colleges with significant numbers of students from underrepresented background;
5. Creating scholarships with OVPDEMA for Groups, 21st Century, and Hudson & Holland Scholars.

These partnership programs build on other initiatives. We have expanded our national outreach by attending more events at colleges that serve primarily African-American and Latino students, including visits to prelaw programs at Morehouse, Spelman, the Latino Justice Fair, Central State University, and the National Black Prelaw conference, among others. The Law School has also supported a wide range of diversity pipeline programs, including twice hosting ICLEO (run by the Indiana Supreme Court) and three times hosting SWEL (Summer Work Experience in Law): both programs focus on supporting students from underrepresented backgrounds.



Kendra Abercrombie
Assistant Director,
Admissions and
Diversity Initiatives

The Law School's efforts this year are focused on three new initiatives:

HBCU Relationships: The Admissions Office is attempting to establish expanded, formal partnerships with a number HBCUs with which we have connections. This includes schools like Dillard University, Fisk University, and Tennessee State.

A Pipeline Program: The Law School has submitted a grant request through the Law School Admissions Council (LSAC) where the Law School would partner with LSAC to create a "PLUS Program," which, if approved, would bring



up to 25 diverse 1st and 2nd year college students for a fully-funded month-long initiation to the practice of law and legal education. This would be one of only a handful of such programs in the U.S. and would give us greater outreach to underrepresented students early on in their undergraduate careers.

Latino and Black Admitted Law Student Receptions:

The Admissions Office is exploring having additional BLSA and LLSA admitted student receptions immediately prior to one of our broader admitted student events. The Law School will support our admitted attendees with sizable travel stipends.

Recognition Initiatives

Part of our recent efforts at supporting a diverse JD class has been greater and more visible recognition of the value of diversity and inclusion, and highlighting some of the significant efforts of trailblazing alumni. Some illustrative recent examples include:

Expanded Speaker Series: The Law School has expanded the number of speakers invited to campus on issues related to inclusion (both through our Student Affairs Office and in our faculty speaker series). We hosted the *Brown at 60* Conference to reflect on the landmark *Brown v. Board of Education* decision, and several other conferences and symposia were hosted by the *Indiana Journal of Law and Social Equality*. We have also profiled diverse and first-generation speakers at a newly formed student orientation, which has included additional support for first generation law students.

Student Awards: The Law School two years ago established an annual Student Diversity and Inclusion Award, presented to a continuing student who has done the most to support our inclusive community. The award is presented before the entire first year class during orientation.

Recognition Events: Several events have been created in recent years, including a new Veteran's Day recognition breakfast/lunch. Celebrations of Chinese, Korean, and Thai New Years with appropriate festivities at the Law School were expanded or created.

Alumni Recognition: We honored trailblazing, diverse alumni (e.g., our first black graduate, our first woman graduate, and other famous alumni of color) with banners that on display on Indiana Avenue outside Baier Hall. Juanita Kidd Stout, an alum and the first African American woman judge in the United States, was nominated and selected for a Bicentennial marker. A faculty chair was also established in her honor, which we believe was the first chair named after woman of color at Indiana University. Provost Robel, Dean Parrish, Dean Aman, and a number of faculty made leadership gifts to establish this chair.

Related to alumni recognition, the Law School has taken steps to better diversify its alumni and leadership boards. The Law School has a Black Law Students Alumni Advisory Board, a Latino Law Students Advisory Board, an LGBT+ Law Students Alumni Advisory Board, a Global Alumni Advisory Board (for graduate and international students), and a Young Alumni Steering Committee. New members to our Board of Visitors and our Alumni Board have included a number of women and minorities.

Student Support

Efforts around student support have focused on ensuring student success, including supporting students from first generation and underrepresented backgrounds. Some of our efforts include:

Mentoring Programs: Mentoring programs have been established with all affinity alumni boards, and the Law School participates in the Leadership Council on Legal Diversity's Success in Law School Mentoring Program. Significant support is provided through our Career Services Office.

Financial Support: The Law School has supported students with annual participation in the Cook County Bar Association's Minority Job Fair and the Lavender Law job fair in Chicago. We annually sponsor an alumni breakfast at the National Bar Association annual meeting. Alumni boards have provided financial support for students in moot court and other competitions.

Career Support: Diversity pipeline and hiring initiatives have been established with law firms and non-profits, for example with the creation of our Julian Bond Law Scholars

Program in honor of the civil rights icon. A significant number of diversity-related summer positions exist with law firms in Indiana and beyond.

Other Programming: Our Student Affairs Office sponsors a wide-range of programs related to inclusion and belonging each year, hosting speakers and workshops related to health and wellness, imposter syndrome, stress management, as well as micro-aggressions, grit, and resilience.



These efforts build on other long-standing events and programs supported by our student groups (e.g., BLSA, LLSA, APALSA, LGBT+ etc.) and by faculty and alumni (e.g., an annual reception hosted at Prof. Kevin Brown's house (left) and

the annual Latinx breakfast hosted by alum Prof. Arthur Lopez). A sophisticated staff in our Student Affairs Office provides significant support to our students and student groups.

The Law School takes significant steps to encourage students to engage with others from different economic, social, sexual orientation, and racial or ethnic backgrounds. In the 2019 Law School Survey of Student Engagement (a national survey of law students), our students report that we emphasize inclusion at the Law School more than our peer schools. For example, 67% of our 1L students reported that the Law School encourages students to engage with others from diverse backgrounds, compared to 44% of students at peer schools (and 54% of students when asked in both the 2018 and 2019 surveys).

Challenges and Opportunities

For student recruitment, we continue to be in a very competitive environment. The Midwest remains a difficult market for recruiting students of color. For example, for fall 2018—the most recent year we have comparative ABA data available—Iowa Law School only recruited

four Black/AA students to the entering 1L class (with no black men). Out of 418 students in their JD program, 17 identified themselves as Black/AA (4%). The same year, Minnesota Law School enrolled only two Black/AA students (5 of 590 total - 0.85%), Illinois enrolled five (15 of 402 total -3.73%), Wisconsin enrolled eight (24 of 589 total - 4%), Ohio State enrolled 10 (35 of 562 total - 6.2%), and Notre Dame enrolled seven entering students (34 of 587 total - 5.8%). The competition for highly credentialed underrepresented students is expected to continue to grow in coming years. We expect, however, greater recruiting opportunities as the racial and ethnic diversity of our entering classes at Indiana University Bloomington continues to grow.

Faculty recruitment and retention will remain challenging. We have been successful recruiting talented faculty and providing them extraordinary support. Our support includes reduced teaching loads the first year, a three-course teaching load for research productive faculty, a pre-tenure leave, support with national fellowships, guaranteed summer funding, extensive travel and research support funding, and a junior faculty mentoring program, among other support. The Law School is careful to not burden new faculty with significant service obligations. Our support has also included assistance with securing professional opportunities for faculty spouses, which has helped in faculty retention.

The significant support the Law School provides ensures that our junior faculty have the opportunity to develop their scholarly profiles early in their careers. As a result, our most junior faculty become accomplished and are sought after by higher-ranked schools. As almost all law schools are focused on diversifying their faculty ranks—with pressure from national accrediting and other organizations to do so at a faster pace—the competition for accomplished faculty is fierce. While our salaries are competitive among our peers, our salaries are not as high as the very top ranked schools in metropolitan markets. Retention when faculty receive offers from elite schools (some regarded as the most prestigious in the nation) will remain difficult.

We expect climate issues to be potentially challenging this coming year with the run-up to the national election. Our main concern is less from issues involving students

or faculty and more from off-campus groups (an example is the flyering that occurred at the Law School by White Supremacist groups a few years ago). Senior staff at the Law School have discussed campus climate issues and how to quickly respond should events occur that disrupt our community this coming year. Regular meetings between senior leadership and the Dean's Student Advisory Council and student affinity organizations are designed to help respond appropriately to flash point events that might occur. A sophisticated group of professionals in student-facing offices is also critical to ensuring our community remains welcoming to all.

We have found significant support from the Office of the Vice Provost for Diversity and Inclusion. The Office has been responsive to requests for assistance and have been generous with their time when asked. Our Faculty Diversity and Inclusion Committee has consulted and reached out to the Office for support with programming. The Office has been supportive of our faculty hiring efforts, which has made a significant difference. The Law School regularly reached out to other units and offices on campus for assistance with programming.

Metrics and Accountability

Our efforts and the metrics related to student recruiting, student support, and faculty hiring are described above. The diversity of our entering students, including the number of students from Indiana and the demographic, ethnic, and socio-economic diversity of our students are metrics used in our strategic planning process, in our yearly review of recruiting efforts, and in our annual reporting to accreditors and other groups (e.g., the ABA and the AALS). The Law School's plans related to student recruitment and retention are different than our plans related to faculty recruitment and retention for a range of reasons.

While we have done well with the broad-based diversity of our tenure-track hires (increasing the gender and ethnic diversity of our faculty), and have increased gender diversity significantly in the JD classes, we do not set specific quotas or number goals. Hiring and admission decisions are made on an individual basis, focused on the merits of the individual applicant or faculty candidates.

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