Creating a Welcoming Campus:

Resources, Strategies, and Outcomes

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Learning Outcomes

Upon conclusion of our time together, you should be able to:

1. Explain the importance of creating welcoming and inclusive campuses for a variety of stakeholders.

2. Identify strategies that facilitate institutional structures, processes, and environments to be more welcoming and user-friendly.

3. Examine one institution's approach to creating a welcoming campus, including lessons learned and pitfalls to avoid.

4. Replicate, adapt, and implement various approaches to make your campus more welcoming and inclusive.

Outline

- Significance of creating a Welcoming Campus

- Our campus context and stakeholders we serve

- Description of IUPUI's Welcoming Campus Initiative

- Welcoming Campus Innovation Fund

- Linking this work to other important initiatives

- Lessons learned and considerations for adaptation

- Action planning, Q&A, wrap-up, and adjournment

Significance of creating a Welcoming Campus

- Brief audience discussion / report-out:

  - What does a welcoming campus mean to you?

  - Why is it important for colleges and universities to be welcoming?

  - What is one example of how your campus is welcoming to its stakeholders?

Our campus context and interest in this topic

- IUPUI is a large urban-serving research university managed as a core campus of Indiana University that grants both IU and Purdue degrees

- 30,000 students, 8,000 employees, and $1.4B annual operating budget

- Recent national dialogue has brought issues of access, equity, and inclusion to the forefront on many campuses

- Strategic plan, trajectory for growth, and current and forthcoming milestones (for the campus, university, and city)

- IUPUI embraces its role as anchor institution serving a diverse array of stakeholders

Stakeholders we serve

- Current and prospective students, including parents and influencers

- Faculty and staff

- Alumni and retirees

- Community members, neighborhoods, and organizations

- Vendors/suppliers and institutional partners and collaborators

- Visitors, including those to clinics and other campus venues

- University administration, IU Board of Trustees, and other policymakers

Description of IUPUI's Welcoming Campus Initiative

- New Chancellor made Welcoming Campus a key theme of installation address, leadership philosophy, and strategic priority

- Charged five task forces to examine what is meant by a Welcoming Campus as to offer specific recommendations in these areas:

  - Students

  - Faculty and Staff

  - Alumni and Community Members

  - Cultural Climate and Multicultural Competence

  - Physically Welcoming Campus

Description of IUPUI's Welcoming Campus Initiative

- Each task force had 'diagonal slice' of institutional stakeholders and co-led by a member of the Chancellor's Cabinet

- Task forces collected data, analyzed existing practices, and identified opportunities from peer and aspirant benchmark institutions and elsewhere for consideration

- Timeline/process, progress check-in opportunities, and emerging recommendations organized around a new thematic framework:

  - Creating a vibrant an inclusive student experience

  - Designing an accessible, inspiring urban campus

  - Investing in faculty and staff

  - Communicating who we are

  - Engaging and integrating with the community

Description of IUPUI's Welcoming Campus Initiative

- Responsibility for implementation of Welcoming Campus Initiative recommendations

- Monitoring and reporting progress, including building in ways for academic and administrative units to identify their contributions

- Communicating to stakeholders (welcoming.iupui.edu as principal site)

- Scaling and sustaining recommendations

- Engaging campus stakeholders in developing innovative, grassroots-oriented, and collaborative solutions to recommendations

Example recommendations from task forces

- Implementation of service amenities (all gender restrooms; landscaping; wayfinding)

- Alignment of campus activities with community events, including working with local community organizations for cross-promotion

- Integration and communication of academic opportunities for students (e.g., high impact practices; Institute for Engaged Learning)

- Appointments of staff and development of programming to enhance multicultural competence, diversity, and inclusion on campus

- Identification of ways to enhance stakeholder input into decision making (e.g., innovative ways to capture of student voices more consistently)

Welcoming Campus Innovation Fund

- Chancellor announced a $1M Welcoming Campus Innovation Fund to support recommendations from Welcoming Campus Initiative

- Grants of up to $25K provided from central administration cash source

- Purpose and eligibility to submit a proposal

- Matching funds and collaboration requirements

- Evaluation criteria, including connection to IUPUI's 50th Anniversary

- Proposal review process, prioritization, and funding award determination

Welcoming Campus Innovation Fund

- Orienting the grant awardees

- Awarding the funds and managing the fiscal stewardship

- Preparing awardees to manage the project, including communication elements

- Stressing the importance of project evaluation considerations

- Pursuing and leveraging philanthropic opportunities

- Linking Welcoming Campus and our 50th Anniversary

- Managing the relationships with non-funded proposers / colleagues

Examples/Outcomes

- Exploring history of the IUPUI campus and community through multiple interactive timelines and permanent exhibits

- Interactive experiences with wide-reaching collaborations to strengthen the commitment to diversity & inclusivity initiatives

- Sustainability development and planning for the future of our campus

- Increasing pride in the IUPUI community, school spirit, and individual sense of belonging

- Commitments to community and community service (community partners)

- New mindsets on instructional techniques and programs (math)

- Continued dedication to first and second-year programs with a focus on 4-year and post-graduate planning

Linking this work to other important initiatives

- Campus strategic plan

- Capital Campaign and other fundraising goals and efforts

- IUPUI's 50th Anniversary (2018-2019)

- Indiana University's Bicentennial Anniversary (2019-2020)

- City of Indianapolis' Bicentennial Plan (2020)

- Creating and sustaining a more welcoming culture—beyond the initiative, the fund, and the various anniversaries

  - Fostering collaboration on a more intentional, ongoing, and meaningful manner

  - Developing and implementing competencies for a more unified, welcoming campus

Lessons learned and considerations for adaptation

- The importance of leadership commitment and the 'tone at the top'

- Engaging stakeholders in analyzing the situation and developing recommendations for creating a welcoming campus context

- Walking the talk through allocating sufficient resources

- Not being overly restrictive in funding approaches

- Encouraging collaborations and how to foster cross-campus innovations

- Accelerated timeline can be both beneficial and challenging

- Some innovative approaches may stretch the limits, policies, and capabilities of the institution (use 'fund contingent' category more judiciously to vet proposal feasibility)

- Encouraging ongoing communication and awareness of Welcoming Campus initiative

Action Planning

- Questions to consider in replicating, adapting, and implementing Welcoming Campus Initiatives

  - What are some ways that an approach like the Welcoming Campus Initiative and Innovation Fund might work in your campus context?

  - What are the sources of strength and/or existing initiatives upon which to build?

  - What challenges would you anticipate?

  - Who would need to be involved and why?

Q&A / Wrap-up

- Questions / comments from audience

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- More information about IUPUI's Welcoming Campus Initiative, including the Innovation Fund, is available here:

    - welcoming.iupui.edu

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