

Indiana University South Bend Archives

Guide to IU South Bend Affirmative Action Collection

**Collection Number: A002**

**Repository:**

Indiana University South Bend Archives  
1700 Mishawaka Avenue  
P.O. Box 7111  
South Bend, Indiana 46634  
Phone: (574) 520 – 4392  
Email: archiusb@iusb.edu

**Title:** Indiana University South Bend Affirmative Action Collection

**Dates:** 1972-2012

**Extent:** 1.25 cubic feet

**Creator:** Indiana University South Bend

**Administrative History:**

Following the passage in 1964 of the Civil Rights Act, and the issuance of Executive Orders in the late 1960s prohibiting discrimination on basis of race, color and sex, the Indiana University Office of University Council recommended in 1970 that a system-wide affirmative action program be adopted. An Affirmative Action Plan was officially approved by the Board of Trustees in 1974.

On December 6, 1973, IU South Bend Chancellor Lester Wolfson issued a statement saying that, in light of the development of a university-wide Affirmative Action Plan, he felt it “proper” to articulate that the South Bend campus was fully committed to non-discrimination. The memo announced that an individual would be appointed to implement and oversee affirmative action policies. Gloria Kaufman, Professor of Woman’s Studies and English, became the first Affirmative Action Officer at IU South Bend, serving in the spring 1974 semester.

Patricia Dees coordinated the program from 2000 to 2007, first as Acting Special Assistant to the Chancellor and Director, Affirmative Action then Acting Affirmative Action Officer, and finally as Affirmative Action Officer.

**Scope and Content:**

The Indiana University South Bend Affirmative Action Collection documents the creation and implementation of affirmative action programs at the Indiana University South Bend campus. The collection includes campus Affirmative Action Plans from 1974 to 2008, as well as handbooks, memos and meeting notes that provide an outline of the program up to the present.

Material is arranged in chronological order. The collection spans from the program's creation in 1973 to the present. The collection contains folders of documents from the South Bend campus including office files from Indiana University South Bend librarians Donna Harlan and James Mullins, as well as university, state, and campus-specific handbooks and guidelines.

**Access Conditions**

This collection is open for research.

**Copyright Status:**

Copyright interests for this collection have been transferred to the Trustees of Indiana University. For more information, contact the Indiana University South Bend Archivist.

**Preferred Citation:**

[Item]: Indiana University South Bend Affirmative Action Collection, Indiana University South Bend Archives.

**Processing Information:**

Processed April 2013 by Archives Worker Joshua Stump April 2013. Updated March 2018 by Archivist Scott Shoger.

**Related Materials:**

**Box 1 of 1:**

<b>Box</b>	<b>Folder</b>	<b>Contents</b>
1	1	D. Harlan Miscellaneous – 1972 to 1978.
1	2	Affirmative Action Office History – 1973 to 1989.
1	3	Affirmative Action Office History, D. Harlan And J. Mullins Files – 1974 to 1980.
1	4	Affirmative Action Committee – 1974 to Present.
1	5	Affirmative Action Plan – 1974.
1	6	Affirmative Action Plan For Handicapped – 1976.
1	7	Affirmative Action Office History, D. Harlan And J. Mullins Files – 1980 to Present.
1	8	Affirmative Action Policies, D. Harlan File – 1982.
1	9	Affirmative Action Office Newsletters – 1982 to 1983.

- 1 10 State of Indiana – Affirmative Action Plan – 1988 to 1989.
- 1 11 Indiana University South Bend Affirmative Action Program Draft – 1989 to 1990.
- 1 12 Indiana University South Bend Affirmative Action Plan – 1990 to 1992.
- 1 13 Legal Compliance Series For Supervisors – 1992.
- 1 14 Affirmative Action Memos – 1993 to Present.
- 1 15 Indiana University South Bend Affirmative Action Plan – 1995.
- 1 16 Peer-to-Peer Sexual Harassment New Federal Guidelines – 1997.
- 1 17 Search Committee Memo – 1997.
- 1 18 Indiana University South Bend Affirmative Action Plan – 1997 to 1998.
- 1 19 Indiana University South Bend Affirmative Action Plan – 1998 to 1999.
- 1 20 Indiana University South Bend Sexual Harassment Policy – 1998 to 2005.
- 1 21 Affirmative Action Jim Wise Event – 1999.
- 1 22 Indiana University South Bend Affirmative Action Plan – 1999 to 2000.
- 1 23 “What Would the World Look Like Without Affirmative Action” – 2000.
- 1 24 Indiana University South Bend Affirmative Action Plan – 2000 to 2001.
- 1 25 Memo From Patty Dees – 2001.
- 1 26 Understanding Sexual Harassment – 2001.
- 1 27 Waiver Requests – 2002.
- 1 28 Indiana University South Bend Affirmative Action Plan – 2002 to 2003.
- 1 29 Indiana University South Bend Affirmative Action Plan – 2004 to 2005.
- 1 30 Indiana University South Bend Plan For People With Disabilities – 2004 to 2005.
- 1 31 Plan For Disabled Veterans And Veterans Of Vietnam – 2004 to 2005.
- 1 32 Affirmative Action Services Pamphlet – 2005.
- 1 33 Americans With Disabilities Compliance Materials – 2005.
- 1 34 Indiana University South Bend Affirmative Action Plan – 2005 to 2006.
- 1 35 Understanding Sexual Harassment – 2006.
- 1 36 Indiana University South Bend Affirmative Action Plan – 2006 to 2007.
- 1 37 Indiana University South Bend Affirmative Action Plan – 2007 to

- 2008.
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| 1 | 38 | Bulletin Board “Diversity Dialogues” – 2009.                             |
| 1 | 39 | “Director Of Affirmative Action And Campus Diversity” – 2009.            |
| 1 | 40 | Diversity Committee To Meet – 2010.                                      |
| 1 | 41 | Campus Diversity Committee Meeting – 2012.                               |
| 1 | 42 | Brochure: “What is Affirmative Action?” – no date.                       |
| 1 | 43 | Andrew Faas: Psychologically Healthy Workplace Talk, October 25, 2016    |
| 1 | 44 | Annual Equity Reviews Memo, March 29, 1988                               |
| 1 | 45 | AD HOC Task Force to Assess the Campus Climate for Gender, November 1996 |

**Arrangement**

Items arranged in chronological order.

Finding Aid prepared by Joshua Stump, April 2013.