



# Diversity Outlook

TOGETHER, WE CAN ALL MAKE A DIFFERENCE

THE NEWSLETTER OF CAMPUS DIVERSITY

VOL. 4 • ISSUE 10

MAY 2013

## A FOND FAREWELL FROM FRED RODRIGUEZ



**Fred Rodriguez,**  
 Vice Provost for  
 Diversity & Equity

### Closing the Semester and a Chapter

We are fast approaching the time in the academic year when we begin to recognize individual and group achievements of our students, faculty and staff. These ceremonies are important opportunities for the campus community to acknowledge and honor those who have distinguished themselves. However, we cannot recognize everyone who has contributed to making KU a better place, and certainly these people should never be overlooked. Therefore, as we close out another academic year, take the time to extend a heartfelt thank you to those who have earned your respect and admiration, but who may not be formally recognized this spring for what they have contributed.

This is my last issue as Vice Provost for the Office of Diversity and Equity. My retirement from KU was announced several months ago, yet the reality of actually walking away has just started to truly sink in. I can honestly say that these 35 years at KU have been remarkable from the standpoint of being afforded multiple opportunities that I could never have imagined upon my arrival in 1978.

My academic appointment is in the School of Education, where teaching, research and service formed the foundation of my career and eventually led me to different roles. Examples include my initiation of the KU Alliance of Professional Schools (KUPDS), and serving in various administrative roles in the School of Education, including co-director of their Multicultural Scholars Program, Associate Dean of Undergraduate and Graduate Programs, and Interim Dean. I was also honored to serve as the inaugural director of the Center for Teaching Excellence (CTE).

Today I serve as Executive Director for the Multicultural Scholars Program — nine different academic programs — as well as the first Vice Provost for the Office of Diversity and Equity. These different positions were never career ambitions. The point in sharing my experiences is not to be self-serving, but to encourage others to always be open to new opportunities. Too often, the uncertainty of change hinders one in taking that next step, but I would say that the professional reward of learning something new certainly outweighs the challenges.

What has truly made my professional career extremely rewarding is the honor of working with so many fine people through these years. I will never forget those who placed their faith in my ability to assume these roles and responsibilities, and, of equal importance, those who assisted and supported me in such meaningful and thoughtful ways — I am forever grateful. While I anticipate that there will come a time when I will not miss the day-to-day work, I don't expect to stop missing the colleagues whom I've known in my time at KU. As I reflect on these relatively fast-paced years, I hope that I have contributed in some small way to making KU a better place. You have my sincere best wishes, and thank you for your kind and continued support that you have demonstrated to me over the years.

see  
 page 2  
 for

- Resource in the Spotlight
- Colleague in the Spotlight
- The Scholarship of Diversity

### Matt Pettway chosen as Fall 2013 Langston Hughes Visiting Professor

Matt Pettway teaches at Bates College in Lewiston, Maine. His research focuses on Spanish Caribbean Literature with a particular interest in nineteenth century Afro-Cuban writers. Pettway's first visit to campus will be May 8–9, and his appointment will be in the Department of Spanish and Portuguese.



### Upcoming Events:

- 5/3: Hawk Link Graduation Ceremony  
 5:30–6:30, Big 12 Rm., KS Union
- 5/3: McNair Scholars Program Award Banquet  
 6:30–8:30, Kansas Rm., KS Union
- 5/7: Jewish Studies End of Year Celebration  
 4:00–5:30, Blake Hall.
- 5/10: Center for Global and International Studies Graduation Recognition Ceremony  
 2:00–3:00, KS Union
- 5/18: Multicultural Scholars Program Graduation Banquet & Ceremony  
 6:00–8:00, KS Union Ballroom

### Beyond the Hill:

- 5/4: **FREE** Deferred Action for Child Arrivals Clinic for DREAMers  
 Eligibility details and registration here:  
<http://www.highbergerananda.com/>  
 10:00–3:00 at Plymouth Congregational Church, 925 Vermont St., Lawrence, KS.
- 5/10: Haskell Graduation Ceremony  
 9:00–1:30, Haskell Stadium, Stadium Rd., Lawrence, KS.

## RESOURCE IN THE SPOTLIGHT: MCNAIR SCHOLARS PROGRAM

The mission of the [KU McNair Scholars Program](#) is to prepare low-income, first generation, and underrepresented groups for graduate studies. The program, funded by the U.S. Department of Education as one of the national TRIO programs, serves 31 students each academic year. The program was established at the University of Kansas in October 1992. Its success is evidenced by five Scholars recently receiving prestigious Graduate Research Fellowships from the National Science Foundation. This highly competitive program recognizes only the most outstanding undergraduates pursuing research-based master's and doctoral degrees in STEM fields. Additionally, the Scholars graduating this year will attend graduate programs at institutions such as Berkley, Cornell, Syracuse, and Harvard.

One of this year's graduating Scholars is Sarah Bregman, who earned both a NSF Graduate Research Fellowship

and acceptance into the East Asian Studies Program at Harvard. Both accomplishments are a testament to Sarah's outstanding abilities and discipline, as well as her promising potential to contribute to the fields of science and engineering in the United States. Sarah is also the mother of a 10-month-old, and she has successfully juggled motherhood with graduate school applications, funding applications, research, and coursework. Our congratulations as well to our other Fellowship recipients, Anthony Johnson, Patrick Miller, Emily Diane Hastings, and Jessica Brooks. This award is proof of their promising careers as scientists.

The KU McNair Scholars Program continues to help ensure that the next generation of American faculty members and scientists represent the diversity of our society at large by preparing students from groups that are traditionally underrepresented in graduate education for doctoral study.

## COLLEAGUE IN THE SPOTLIGHT



[Christina Bejarano](#)  
Associate Professor  
of Political Science  
785-864-9122  
[cbejaran@ku.edu](mailto:cbejaran@ku.edu)

Ph.D., University of Iowa, 2007

Interests: U.S. Politics, Racial/Ethnic Minority Political Behavior, Latino Politics, Women and Politics, Political Psychology

My research goal is to incorporate the diverse viewpoints and life experiences of both racial/ethnic minorities and women into mainstream U.S. politics research. I am particularly interested in examining questions of intersectionality of multiple identities, especially the intersection of race/ethnicity and gender. The center of my research explores the dynamics of intersectionality of race/ethnicity and gender, for both minority female political candidates and voters.

## THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS

**Immigration Reform: Our Ability to Educate and Innovate**

As institutions of higher education and research, America's colleges and universities benefit greatly from immigration. Foreign-born students add diverse perspectives to the classroom, and they are disproportionately likely to pursue innovation-rich fields like science, technology, engineering and mathematics (STEM fields). Yet US immigration laws pose major challenges to their potential contributions. Though our education system attracts the brightest minds from around the world, our laws make it difficult for those students to stay beyond(?) graduation and apply their education here in the U.S. So, what are some of the numbers to justify this concern?

- 76% of patents that the top 10 patent-producing U.S. universities received in 2011 had an immigrant inventor;
- Every foreign-born graduate with an advanced degree from a U.S. university who stays and works in a STEM field creates, on average, 2.62 American jobs;

- By 2018, the U.S. faces a shortage of more than 230,000 advanced-degree STEM workers;

- Immigrants are twice as likely as the native-born to start a business;

- More than 40% of Fortune 500 companies were founded by an immigrant or the child of an immigrant;

The current immigration system was formed almost 50 years ago. Just 7% of all visas are allocated for employment reasons. For STEM fields, in which roughly half of masters and PhD students are foreign-born, the lack of sufficient visas means that we train the world's top innovators only to send them abroad to compete against the U.S. In addition, there are no visas for entrepreneurs, so students who graduate and want to start a business in the U.S. often do it elsewhere instead.

[Source: National Immigration Forum, celebrating its 30th anniversary, April 2013.](#)

## OTHER D &amp; E ITEMS

**Keynote Presentations from the 3rd Annual Spring Symposium** given by James Johnson, Distinguished Professor of Management at UNC Chapel Hill, and Nancy Cantor, Chancellor of Syracuse, are now [viewable on the D & E website](#).

**National Campus Day of Action for Immigration Reform:** On April 19th, KU joined over 400 colleagues & universities in hosting a dialogue on immigration; [watch the KU Immigration Reform Panel discussion on the D & E website](#).



The University of Kansas prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression and genetic information in the University's programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of the Office of Institutional Opportunity and Access, IOA@ku.edu, 1246 W. Campus Road, Room 153A, Lawrence, KS, 66045, (785)864-6414. 711 TTY