



Diversity Outlook

TOGETHER, WE CAN ALL MAKE A DIFFERENCE

THE NEWSLETTER OF CAMPUS DIVERSITY

VOL. 4 • ISSUE 5

DECEMBER 2012

A WORD FROM THE VICE PROVOST



Fred Rodriguez,
 Vice Provost for
 Diversity & Equity

A significant semester in review

The Fall 2012 semester soon comes to a close; this brings the opportunity to reflect on another successful semester and to look forward and begin to plan for Spring 2013.

This past summer a dozen or more colleagues from across campus gathered for what turned in to weekly meetings over several months. Their task was to develop two training modules: ADA Accessibility and Sexual Harassment/Sexual Violence. When completed, KU launched these in an on-line format that was the university's most ambitious initiative of its kind. Much was learned, but most importantly, the response

from the KU community was impressive.

This past semester we also reconfigured the former Equal Opportunity office into a new campus entity renamed Institutional Opportunity and Access (IOA). This also involved encompassing these functions on the KU Medical Center and Wichita campuses. An advisory council to assist the transition into the new model meets once every two weeks at KUMC.

The Emily Taylor Women's Resource Center changed their name to reflect changing times since the name was bestowed in the revolutionary 1970s. The renamed Emily Taylor Center for Women & Gender Equity has a newly developed mission and vision; a new website, newsletter, and core program values have been initiated.

The Office of Multicultural Affairs was fortunate to attract Blane Harding to be the new Director. Under Blane's leadership there will be a continued focus on programs and events, but there will also be a more concerted effort to incorporate an academic focus throughout the OMA. Several initiatives are being planned to connect with academic units across campus.

The Accessibility Executive Committee, Diversity Leadership Council, Langston Hughes Visiting Professorship committee, KU Multicultural Scholars Program, Diversity Talks, MLK planning committee, Kauffman Scholars, and KU/Haskell Advisory Council all continue to meet regularly and plan accordingly.

Finally, what a fine tribute KU provided to Chester Nez, the lone surviving member of the original 29 Navajo Code Talkers, on November 12th! Well over 300 attended this special recognition. KU should be very proud because Corporal Nez, who is fast approaching age 92, was so moved to now be a proud graduate of KU.

As always, I welcome your comments or questions at fredrod@ku.edu.

- See page 2 to**
- explore Scholarship of Diversity
 - meet the 2013 Langston Hughes Visiting Professor
 - enjoy colleague & unit spotlights
 - plan to attend coming events

BECOMING THE DREAM

The university community will honor and celebrate Martin Luther King Jr Day with varied activities, Monday, January 21, 2013. Everyone is invited to gather in the Strong Hall rotunda at 4:30 p.m. A reading by Chancellor Bernadette Gray-Little will be followed by a candlelight vigil that will proceed on foot to the Kansas Union. From 5 to 7 in the Big 12 Room, enjoy a performance by KU's Inspirational Gospel Voices and hear essays read by elementary through high school students who are winners of the MLK essay contest. Provost Jeff Vitter will welcome attendees and Blane Harding, director of the KU Office of Multicultural Affairs, will give the keynote address. To round out the event, the KU Jazz Trio will perform while refreshments are served. A school supply drive will also be conducted as the KU community service event for the annual holiday. [Click for updates.](#)

AFRICAN AMERICAN LEADERS & INNOVATORS PROJECT

This project of the KU Black Alumni Chapter honors African-American alumni who have distinguished themselves and made a difference through demonstrated leadership and/or innovation to the University, their profession, or society at large. It acknowledges the contributions of individuals who have made (cont'd p. 2)

BEYOND THE HILL



Dr. Amy Fann, UNT, will visit Haskell Indian Nations University Dec. 12, and speak at a public event at 2 p.m. in Navarre Hall, from her research on "First Findings: American Indian Student Services at Native American Serving Institutions." [Click for Dr. Fann's professional website.](#)

DAVID G. HOLMES 2013 LANGSTON HUGHES PROFESSOR



Coming to campus for the spring semester as the 24th Langston Hughes Visiting Professor is David G. Holmes. Professor of English and Director of African American Studies at Pepperdine University, he is the author of *Revisiting Racialized Voice: African American Ethos in Language and Literature*. Dr. Holmes' current interests include African American expressive culture, political rhetoric, political theology, religious rhetoric, and rhetorics of racism. His major research project focuses on remapping the rhetorical narratives of the Birmingham mass meetings of 1963. He has held offices in and been a frequent presenter at the Conference on College Composition and Communication and served on the editorial board for the CCCC journal. Holmes is a recipient of the Howard A. White Award for teaching excellence at Pepperdine.

THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS

Leading the charge toward change at the top

Over 25 years – and through seven studies – since the American Council on Education (ACE) first examined the demographic profiles of the typical higher education campus leader, little has changed, according to Bryan Cook, director of the Center for Policy Analysis at ACE. The typical college president is a White male, 60 or 61 years old, with a Ph.D., who has been in the position roughly seven years. What this means, in Cook's view: "While college campuses have diversified the racial and ethnic makeup of their student bodies, the racial and ethnic composition of college and university presidents has changed very little."

Overall, the latest report shows that from 2006-2011, the:

- percentage of presidents who are women increased;
- average age of presidents rose;
- proportion of presidents age 61 or older grew from 49% to 58%;
- length of service of presidents fell from 8 1/2 years to 7;
- and fewer than one in five came to the job from a prior presidency.

In 2008, only 16% of senior administrators were minority, including just 10% of chief academic officers (CAO). In 2011, 34% of presidents served as CAO or provost prior to becoming president, an increase

AAL&I continued from pg. 1

their mark in various ways. Recipients are selected for the annual award from nominations, which for the 2013 awards are accepted through **February 15, 2013**

To be considered, the nominee must be an African American who attended or graduated from KU and is or was an acknowledged leader/innovator within her/his community, profession, or society. Learn more via the KU Black Alumni chapter [webpage](#).

The project was started by donations from KU alumnus Mike Shinn, initiated in 2006, and is supported by the coordinated efforts of the Office of Multicultural Affairs, the Kansas University Alumni Association, the Spencer Research Library, and the Kansas University Endowment Association.

UPCOMING EVENTS

DECEMBER UNIVERSAL HUMAN RIGHTS MONTH

- 11 Cntr for Excellence in Health Comm. to Underserved Populations** opening reception 5 p.m. Stauffer-Flint Hall
- 12 "Research on Student Services at Native American Serving Institutions"** Dr. Amy Fann 2 p.m. Haskell, Navarre Hall
- 24 & 25 KU closed for winter holiday**

JANUARY

- 21 KU Honors & Celebrates Martin Luther King Jr Day** start from Strong Hall Rotunda 4:30 p.m. See details on pg. 1

SAVE THESE DATES!

- March 1** 17th Annual Tribal Law & Government Conference
- March 28** 2013 Spring Symposium, Scholarship of Diversity

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 Office of Institutional Opportunity & Access, IOA@ku.edu, 1246 W. Campus Road, Room 153A, Lawrence, KS, 66045, (785)864-6414, 711 TTY.

from 31% in 2006. According to ACE, the CAO and provost offices are "less racially and ethnically diverse than the presidency, so that's not the place where you find a large pool of racial or ethnic candidates to ascend to the presidency."

Experts note that the slight increase in diversity in the top pales in comparison to the sizeable growth in ethnic and racial minorities on campus, particularly of Hispanics. Between 1990 and 2009 the share of college students who were racial and ethnic minorities increased from 20% to 34%.

Source: 'Leading a charge toward change at the top,' Jeff Simmons, *Hispanic Outlook* 11/26/12 pg. 17-19.

PROGRAM IN THE SPOTLIGHT

The Dept. of Applied Behavioral Science "promotes individual, family, and community development through the integration of teaching, research, and public service." Ground-breaking research from the center has improved lives locally and statewide (e.g., in early childhood, at Juniper Gardens, Kansas City) and is now disseminated and adopted nationally and internationally (Boy's Town; Peru's Ann Sullivan Center; and elsewhere). The community health and development program is a World Health Organization Centre as well as one of four department centers in the Life Span Institute. ABS is administratively part of the College of Liberal Arts & Sciences and located in the Dole Human Development Center.

COLLEAGUE IN THE SPOTLIGHT



Joni Schoenen became the administrative assistant for the KU Multicultural Scholars Program (MSP) in October. Having worked for three years as an administrative assistant in the School of Business, including overseeing the Multicultural Business Scholars Program, she brings invaluable experience to the MSP. A native of South Carolina and Lawrence resident for seven years, Joni moved here with husband, Frank, who is a drug researcher on west campus, and their three children. When not at work, Joni stays busy caring for the family and two dogs, particularly as they all have the annoying habit of enjoying eating regular meals.