



Diversity Outlook

TOGETHER, WE CAN ALL MAKE A DIFFERENCE

THE NEWSLETTER OF CAMPUS DIVERSITY

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A WORD FROM THE VICE PROVOST



Fred Rodriguez,
Vice Provost for
Diversity & Equity

Monday, November 12, the University of Kansas will sponsor an extraordinarily special ceremony and unique recognition. It is the latest chapter in the remarkable story of a young man who graduated from Haskell Institute when it was a high school and attended KU for three years—until his G.I. Bill support expired. Now 91, Chester Nez will receive his Bachelor of Fine Arts degree from the College of Liberal Arts and Sciences in a public ceremony November 12. Corporal Nez is the lone survivor of the original 29 Navajo Code Talkers from World War II. He has spoken of and shared his fondness and admiration for KU and for being a Jayhawk over several decades.

I extend my sincere thanks to Sr. Vice Provost Sara Rosen and CLAS Dean Danny Anderson for their support and guidance in making this recognition possible. Full details are on page 2; I hope the entire campus community will attend to show our support. Recognitions/ceremonies like this are important to us as a campus community.

David Holmes, Langston Hughes Visiting Professor for the spring 2013 semester, visited KU last month as part of the annual fall visit for the LHVP. He was able to meet a diverse range of faculty and staff members, as well as graduate students in the Department of English where he will be based. Dr. Holmes left KU with a high level of excitement about the intellectual vitality he observed during his visit. He also came away extremely impressed by the welcome he received and the friendly vibe he got from the campus community and Lawrence. In January he will leave Pepperdine and begin his professorship here with the start of the spring semester.

In mid-October the fall Diversity Talks drew nearly 40 faculty members and staff together. The informal conversation included brief updates from several diversity councils as well as offices, centers, and programs across campus. The primary intent was to initiate discussing ways to measure various goals for the institution, with an eventual objective of having each academic and non-academic unit utilizing the framework for their own annual goals and assessments.

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

See • Colleague Spotlight
page 2 • Chester Nez profile
for • Scholarship of Diversity
• Upcoming events
seeking 2013 LHVP nominations: page 3



VIEW & USE RECRUITMENT VIDEO

The newest tool to help bring the best people to work at KU is a **recruitment video for faculty and staff**. All academic and non-academic units of the campus community are encouraged to use it to tell our story of what makes KU a special place. The video is a compelling portrait of KU, the people who work here, and the local community, in six chapters: Teachers, Research, Outreach, Support, Culture, and Lawrence.

Recruiting the best and brightest to KU is of vital importance for the institution's future, and recruitment is everyone's role and responsibility. This newest video is only one avenue to reach potential faculty and staff who would consider KU a viable and promising option in their career path.

Find the video at: employment.ku.edu/why-ku and read more, pg. 2



BEYOND THE HILL

Mark your calendars! The 2013 Universities Fighting World Hunger (Global) Summit will be held in Overland Park, KS, March 2-4. *Proposals are being accepted for session presenters through November 19, 2012.* Register now or send a proposal: worldhunger_summit.

TUNNEL OF OPPRESSION

Oppression can only survive through silence.
How long will you remain silent?

Encounter this interactive, multimedia experience that teaches about oppression.

November 12-14 • 10:00 am - 5:00 pm
Sabatini Multicultural Resource Center

30 min. tours start every half hour

RECRUITMENT VIDEO (continued from pg. 1)

Visiting faculty or candidates nearly always remark that campus surpasses their expectations or that they find it and the community extremely welcoming. This new video can be the first step in providing them a thoughtful look at what we have to offer, even in advance of a campus visit.

The committee responsible for the video: Frank Barthell, producer, and Corey Stone, Office of Public Affairs; Allen Humphrey, assistant director, Human Resources; Patti Wakolee, senior academic advisor; Nicole Hodges Persley, theatre faculty; Mary Ellen Kondrat, dean, School of Social Welfare; Mary Lee Hummert, Vice Provost for Faculty Support; chaired by Fred Rodriguez, VP for Diversity & Equity.

THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS

Women outpace men in education, yet lag in pay

Women typically outnumber men on U.S. college campuses—particularly in the African American community. There remains, however, a distinct disparity between women and men in translating education into income.

According to a 2011 Census Bureau report, 58 million men and 43.7 million women were year-round, full-time employees. These men had average earnings of \$48,202, while women earned an average of \$37,118. Women on average earned about 77 cents on the dollar compared to men.

Last year, for the first time in American history, there were a million more female graduates than male. A decade ago it was the opposite. For all types of higher education, the number of women earning degrees is rising faster than the number of men earning the same degrees.

Source: *Diverse: Issues in Higher Education*, Oct. 2012; author Dianne Hayes, pg. 6

UPCOMING EVENTS

NOVEMBER NATIVE AMERICAN HERITAGE MONTH

- 12-14 **Tunnel of Oppression** experience the 30 min. multi-media tour 10-5 daily, Sabatini Multicultural Resource Cntr
- 12 **Jana Mackey Distinguished Lecturer** Lily Ledbetter “And Justice for All? Why Equal Pay Matters to Everyone” 7:30 p.m., Woodruff Auditorium, Kansas Union
- 12 **Degree Ceremony** recognizing Chester Nez 11 a.m., Lied Center Pavilion [NAHM \(click above for all events\)](#)
- 14 **Ujamaa Brownbag** “Navigating Nairobi: Artists in a Workshop System” Jessica Gerschultz; sponsored by KS African Studies Center: noon, Governor’s Rm, KS Union
- 15 **Info session on FLAS fellowships** Apply for foreign language & area studies awards 3 p.m., Alderson Aud, KS Union
- 27 **“Indigenous People and the Law of the Land”** panel discussion: noon, Sabatini MRC [NAHM](#)
- 29 **“Honoring Cultural Heritage and the Environment”** short film & discussion: 5 p.m., Sabatini MRC [NAHM](#)

SAVE THESE DATES!

- January 21 Martin Luther King, Jr Holiday special program
- March 1 17th Annual Tribal Law & Government Conference
- March 28 2013 Spring Symposium, Scholarship of Diversity



JOIN US FOR A SPECIAL KU RECOGNITION AND CEREMONY



In the spring of 1952, Marine Corps veteran Chester Nez had completed three years at the University of Kansas. Unfortunately, he had exhausted his GI Bill funding. Unable to secure enough money to complete his fine arts studies, Nez, a Navajo who grew up in New Mexico before attending Arizona boarding schools, relocated to Albuquerque, NM, to find work and start a family.

All the time, Nez was keeping a secret—one he and others would keep for over 20 years. He was one of the original 29 members of the all-Navajo 382nd Marine Platoon, now known more commonly as the Code Talkers. During World War II, some 420 Code Talkers successfully used a communication code based on the Navajo language devised by the original recruits.

Now age 91 and the last survivor of the original 29, Nez will at long last receive his KU degree. In honor of his service and to celebrate Veteran’s Day, the KU College of Liberal Arts and Sciences will present him with the degree he was unable to complete 60 years ago. The public is invited to the ceremony at 11:00 a.m., Monday, November 12, at the Lied Center Pavilion on the Lawrence west campus. This recognition is also one of KU’s Native Heritage Month activities.

Nez will be joined at the ceremony by family members and Kansas First Lady Mary Brownback, who welcomed Nez to Topeka in September for the Kansas Book Festival. Nez and Judith Schiess Avila are co-authors of the book *Code Talker*. The City of Lawrence will present Nez with “keys to the city” and the Alumni Association his class ring; he will also be recognized by Haskell Indian Nations University, CLAS, and the KU Native Faculty & Staff Council.

Please share this news with everyone and ensure a great turnout for this special event.

COLLEAGUE IN THE SPOTLIGHT



Cassandra (Casey) Messick became Curator of Global Indigenous Art at the Spencer Museum of Art in late October. She earned her PhD in anthropology at Brown University in May; her dissertation: “The Culture of Construction: Architectural Technology and Building Practices of the Classic Period Maya.”

At the Spencer Messick will research the nearly 9,000 objects in the indigenous collections and integrate them more fully into the museum’s galleries and public programs. She is particularly eager to work with contemporary Native artists and community leaders, and to initiate an interdisciplinary investigation of color across cultures.

DID YOU KNOW?

Over 90% of the faculty have completed the Sexual Harassment/ Sexual violence training module!

The Langston Hughes Visiting Professorship Call for Nominations

The Langston Hughes Visiting Professorship was established at the University of Kansas in 1977 in honor of the African American poet, playwright, and fiction writer who lived in Lawrence from 1903 to 1916. The visiting professorship—**open to scholars in all fields**—has attracted prominent or emerging ethnic minority scholars to the university campus and involved a broad range of disciplines and academic departments/schools. Nominations are welcome from the humanities, social sciences, all professional schools, and STEM disciplines. This appointment provides the recipient with a stipend appropriate to the candidate's rank, a small travel allowance, and a modestly furnished apartment near the KU campus. Depending on their field of expertise, the Langston Hughes Professor will teach and conduct research during the semester of their appointment (this arrangement will be coordinated with the academic unit) and deliver a campus-wide lecture on a topic or issue related to their discipline.

Nomination & Timeline

This call for nominations is for an appointment in the fall 2013 semester. Nominations may come from either an individual faculty member, department chair, or a dean. It is strongly recommended, however, that coordination within an academic unit be administered and followed at the chair/dean level. More than one candidate may be nominated by an academic unit. There is no cost to the academic unit; the position is fully funded by the Office of the Provost. Nominations should be sent to Fred Rodriguez, Vice Provost for Diversity & Equity, 250 Strong Hall, by February 1, 2013. (For a review of past recipients, please visit the Diversity & Equity website at: www.diversity.ku.edu.)

Documentation & Selection

The nomination must include a cover letter of interest from the candidate, a current resume, and a letter of support from the department chair and dean of the KU academic unit. (Not required but suggested is that a letter of support from the candidate's home institution be included as part of the nomination file.)

Nominations will be reviewed by the Langston Hughes Committee. This committee simultaneously works with the specific department(s) to which the potential candidate(s) may be appointed. Once the committee decision is made, their recommendation is forwarded to the Provost for final approval.

The KU Impact

Eight past recipients are now tenured faculty members at KU – a direct result of their appointment to the Langston Hughes Visiting Professorship. The Professorship has not only been a valuable program for bringing scholars to the University, but also has created an opportunity to engage the campus community in an annual lecture on a variety of topics and issues that otherwise would not have occurred.

*An artist must be free to choose what he does, certainly,
but he must also never be afraid to do what he might choose.*