



# Diversity Outlook

TOGETHER, WE CAN ALL MAKE A DIFFERENCE

THE NEWSLETTER OF CAMPUS DIVERSITY

VOL. 4 • ISSUE 3

OCTOBER 2012

## A WORD FROM THE VICE PROVOST



Fred Rodriguez,  
Vice Provost for  
Diversity & Equity

**So far . . . so good!** Specifically, the KU campus community's response to the two training modules launched this fall semester has been impressive. The accessibility and ADA training module was sent to faculty and selected instructional staff and, as of this publication, 77% have complied. The opportunity remains available for those who have not yet completed the training. The second module, on sexual harassment and sexual violence was sent to *all* faculty, staff and students. This involves over 30,000 participants and any measure was a monumental task, not only because of the population size, but also the time frame under which we operated. These two modules are the first university-wide training modules undertaken in an online format. The results of the "Sexual Harassment & Sexual Violence: What you don't know CAN hurt you!" module are equally impressive; 81% of faculty and staff and 68% of students have completed the training, for a total of 21,814 completers recorded.

We also were encouraged by the significant number of survey respondents providing encouraging feedback and constructive criticism that will assist us in deploying similar training in the future. I would be remiss if I didn't share the level of frustration that many who accessed the modules had from several technology-related issues that came to our attention during these two initiatives. In fact, we did conduct a "pilot test" on the two modules. Though we utilized a third-party vendor that specializes in similar training formats and were assured that the process was well-defined and prepared, unfortunately for too many respondents, this wasn't the case. To those who had such an experience: you have my sincere apologies. We continue to assist and record those who have completed the modules. On behalf of the many KU colleagues who have been instrumental in this project, thank you for your patience and understanding.

Despite technical difficulties, however, there has been an overwhelming level of support for the information and content in the two modules. The KU campus community should take pride in our collective commitment to doing the right thing when it comes to making KU a special place that collectively demonstrates a zero tolerance for sexual discrimination/sexual violence or not being supportive of having an inclusive campus for everyone.

As always, I can be reached via [fredrod@ku.edu](mailto:fredrod@ku.edu).



## BEYOND THE HILL

Enjoy a brief drive through the Flint Hills to Manhattan and join in the statewide **Michael Tilford Conference on Diversity and Multiculturalism**, Oct. 29-30, on the Kansas State University campus. [Online registration](#) (click to access) is open **more p. 2**

- See** • Diversity Talks invitation  
**page 2** • Colleague Spotlight  
**for** • Women's suffrage centennial  
• Upcoming events & more

## DID YOU KNOW? INTERNATIONAL ENROLLMENT NUMBERS INCREASE

International students at KU increased in number this semester to 2,148; up from 2,134 in fall 2011.

China remains the country sending the most students to study in Lawrence, with 915 undergraduate and graduate students. Saudi Arabia, India, South Korea, and Japan round out the top five home countries for most students. KU's enlarged freshman class includes a 46% increase in international first-year and transfer students. Enrollment at the Applied English Center stays nearly constant with 483 students, up one from last year. Source: International Programs Newsletter, 10/5/12



Photo: © KU Marketing Communications



## LFSC WELCOME RECEPTION

Join the Latino Faculty & Staff Council Wed., Oct. 17, in the KU Visitors Center, 5:30-7 p.m. Bring a *bocaditos* or small bite to share & meet friends, old and new!

**ON THE CENTENNIAL OF WOMEN’S SUFFRAGE IN KANSAS**

Only a century ago women fought vigorously for rights we now take for granted. The groundbreaking accomplishments and unwavering courage of such women continue to inspire, however, many women are unaware of the challenges still before us. All women are called to lift one another up and reunite in Sisterhood. Learn more at “Sisterhood, Womanhood, and the Challenges We Face Today” with Dr. Alesha Don and Christie Garton. The Oct. 15 talk and discussion at 7 p.m. in Woodruff Auditorium is sponsored by Alpha Delta Pi and the Emily Taylor Center for Women & Gender Equity.

**THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS  
On the Up & Up**

Hispanics are now the largest minority group at four-year U.S. colleges, making up a record 13.1% of enrollments, according to the Pew Hispanic Center. About two million Hispanic students are in college; they make up 16.5% of all college enrollments and 25% of the student body in two-year colleges – both records. Hispanics are also receiving an unprecedented number of degrees, but they continue to trail White and Black students in the number of degrees conferred. Over the last year, Hispanic students accounted for 74% of the growth in total college student enrollment, the Pew researchers found.

Source: *Diverse Issues in Higher Education*, Sept. 27, 2012, vol. 29, no. 17:5

**UPCOMING EVENTS**

**OCTOBER**

- 15 **“Sisterhood, Womanhood, and the Challenges We Face Today”** Talk/discussion led by Dr. Alesha Don and Christie Garton 7 p.m., Woodruff Aud., KS Union
- 17 **Ujamaa Brownbag** “An African Slaving Port and the Atlantic World: Benguela and its Hinterland” by Mariana Candido, Princeton Univ. / sponsored by KS African Studies Center 11:30 a.m., Governor’s Rm, KS Union
- 17 **Diversity Talks** 3:30 p.m., Kansas Room, KS Union
- 17 **Together Strong** (formerly Take Back the Night) 6-8 p.m., South Park [click for more information](#)
- 23 **Latino Leadership Symposium** Kansas Union
- 24 **Info session on FLAS fellowships** Apply for foreign language & area studies awards 3 p.m., Alderson Aud, KS Union
- 29-30 **Tilford Conference on Diversity & Multiculturalism** KS State campus; [click for info](#)

**SAVE THE DATE! MARCH 28, 8 a.m.-1 p.m.**  
2012 Spring Symposium on the Scholarship of Diversity

**REGISTER FOR THE TILFORD CONFERENCE; YOUR FEE IS COVERED**

(cont’d from pg. 1) for the annual gathering. Fees for faculty, staff and administrators of the Kansas Board of Regents Institutions are covered by the BoR; registration is required.

Join colleagues and six of the Regents to discuss diversity in higher education around this year’s theme, “Creating a Culturally Competent Campus.” Learn from visionary leaders how to help promote equity and awareness. Gain insight from diverse workshops and by hearing featured speakers Irving P. McPhail, of the National Action Council for Minorities in Engineering; Loreto R. Prieto, U.S. Latino/a Studies Program, Iowa State Univ.; and others.

**COLLEAGUE IN THE SPOTLIGHT**



William Elliott joined the School of Social Welfare faculty last year. His most recent research looks at how the U.S. welfare system has often stacked

the deck against lower-income families and prevented them from achieving the same educational outcomes of those who are more financially stable. He recommends a system that instead helps families build assets, such as a savings account, early in a child’s life.

“We need a welfare system for the poor that takes into account human capital development,” Elliott said. “It comes down to our belief as a country in equity. If you don’t have assets, you’re at a competitive disadvantage.”

His coauthored reports and a policy piece funded by the New America Foundation will be distributed to state and federal policy makers. *Read more.*



**Diversity Talks**



This fall’s informal gathering focuses on *The Framework for Diversity at KU*. Preliminary work has begun toward defining KU diversity as well as five core values that are being proposed for the institution and for each academic and non-academic unit. How should we measure our curriculum, learning and research? Establish a more diverse campus community? Foster a positive and diverse campus climate? Our support for outreach and community engagement? Please join this informal discussion and provide your input on what indicators should be considered in assessing progress in each of these important areas.

**Join the talk!** food & refreshments served  
October 17 | 3:30-5 | Kansas Room, Kansas Union