



# 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

I hope you had a wonderful holiday season. Our attention is now focused on the spring semester, which is shaping up to be a busy and hopefully a productive time for the Office of Diversity & Equity.

We are currently conducting a national search for a Director of Accessibility and ADA Education. We hope to invite candidates for campus interviews in the next few weeks. At the end of the fall semester it was announced HR/EO would be realigned and that the EO office would now report to the Diversity & Equity Office. This new office will be named The Office of Institutional Opportunity and Access (it will remain in Carruth-O'Leary). There will soon be a national search for a Director and an investigator/trainer. The Director of Accessibility and ADA Education will be a part of this new office.

This spring we will also be seeking a permanent director for the Office of Multicultural Affairs. This will also be a national search but we are first exploring how the OMA's vision, mission, and organizational structure will be defined.

The Langston Hughes Visiting Professor call for nominations spring 2013 was sent and deadline for nominations is January 27. The 2012 Langston Hughes Lecture is scheduled for February 22 and Visiting Professor Tammy Kernodle is highlighted in this issue..

Last fall we launched the first "Diversity Talks" with over 40 administrators, faculty, and staff in attendance. The conversations led to several items that we will build upon for the March 15 (3:30, Jayhawk Room) Diversity Talks. Several of the themes identified are highlighted in this issue.

The 2nd Annual Spring Symposium on the Scholarship of Diversity is scheduled for March 29th. Keynote speaker is nationally-recognized Dr. Sylvia Hurtado from UCLA. More information about this day will be forthcoming in the near future.

There are several committees, councils and advisory groups that will continue to meet during the spring semester. We continue to work on developing the framework for a planning document for the university and also begin framing what a diversity and inclusion plan could entail for each academic unit across campus.

As always, thank you for your continued support and I wish you the very best as you begin the spring semester.

## BEYOND THE HILL



Lawrence's Martin Luther King, Jr. celebrations include a Community Breakfast on January 16 at 7:30 a.m. sponsored in part by the University of Kansas, Office of Provost at Maceli's Banquet Hall. There will also be a Community Gospel Musical on January 15 at Free Methodist Church featuring Randy Fears.

See page 2 for

- Langston Hughes Visiting Professor Scholarship of Diversity
- Diversity Talks: A Brief Summary
- Upcoming events & more

## STUDY ABROAD AND CAMPUS INTERCULTURAL EXPERIENCE: THE BEST OF BOTH WORLDS?

A December 16, 2011 article in the *Chronicle of Higher Education* highlighted the roles of study abroad and intercultural competence on campus. Researchers acknowledge that study abroad has a significant positive effect on students' intercultural competence, but it may not be as broadly transformative as many believe. Findings should not be interpreted to advocate abandoning study abroad but rather be cognizant that all types of intercultural competency do not develop simultaneously. The exposure to diverse experiences through study abroad may be a necessary first step to greater comfort with and appreciation of other cultures. Researchers state, we should think long and hard about what we want study abroad to accomplish. For more information on this study see [this link](#).

### COLLEAGUE IN THE SPOTLIGHT



Tanya Golash-Boza, Ph.D. is a faculty member with a joint appointment in Sociology and American Studies. Dr. Golash-Boza has conducted ethnographic research in Peru that focused on racial identity, collective memory and social whitening among Peruvians of African descent. She has also conducted research on the Latino/a community in the US and has published an article in *International Migration Review* on the advantages of bilingualism for immigrants in the US. Professor Golash-Boza is currently writing a book on racial and national identity among African-descended Peruvians.

**LANGSTON HUGHES VISITING PROFESSORSHIP**

Tammy Kernodle, Associate Professor from Miami University, Oxford, Ohio will be serving as the Langston Hughes Visiting Professor in the spring 2012 semester. She received her BA in Music from Virginia State University, MA and PhD both in Music History from The Ohio State University. Professor Kernodle authored *Soul on Soul: The Life and Music of Mary Lou Williams*. She is an interdisciplinary musicologist and scholar with research and teaching interests in Music, American Studies,

Women's Studies, African American Studies and Religious Studies.

Dr. Kernodle will spend the spring semester in the American Studies Department where she will teach two courses and deliver a campus wide lecture on February 22, 2012 from 3:30-5:00 in Alderson Auditorium. Her lecture is entitled: On the Battlefield: Black Women Musicians and the 'Voicing' the Civil Rights Movement."

**THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS**

A report released recently by Complete College America paints a comprehensive picture of today's college student, the challenges students face and the reasons why they are not completing their degrees and certificates. The new report, *Time is the Enemy: The surprising truth about why today's college students aren't graduating*. . . what needs to change, includes self-reported data from 33 states on both full-time and part-time students at public colleges and universities. The federal government currently requires colleges and universities to track first-time, full-time students, but 40% of students today attend part time. Among the key findings: the new majority on campus—75% are juggling jobs and school and commuting to class; only a quarter are full-time, live on campus and work very little. Part-time students rarely graduate: . . . students who are poor, older or of color struggle the most to graduate. More information can be found at [www.completecollege.org](http://www.completecollege.org).

**DIVERSITY TALKS: A SUMMARY OF THE TALKS**

On November 17, 2011 the inaugural Diversity Talks series had over 40 in attendance. The format led to the exchange of perspectives and insights into the challenges and opportunities regarding progressing toward a more diverse, equitable and inclusive campus community. Some recurring themes were: 1) How can we all assist with recruitment of faculty/staff when there is no central clearinghouse of viewing current searches; 2) The need to utilize available grants and scholarships for recruiting underrepresented students; 3) Our diverse alumni need to be informed on diversity initiatives; 4) Addition of a full-time Director of Accessibility and ADA Education is positive; 5) Need more SafeZone sessions and training; 6) Professional development and awareness of LGBTQ; 7) Accountability needed to ensure diversity is being addressed across campus; 8) Increase the exchanges between KU and Haskell; 9) Gender/sexual orientation training is needed; 10) Diversity is becoming a value at KU; 11) Too many silos and more bridges need to be built across campus; and 12) Diversity Councils need fiscal support; and 13) KU needs a diversity plan. The next Diversity Talks is scheduled for March 15.

**UPCOMING EVENTS****JANUARY****20 Building Communities, Expanding Opportunities Summit**

8:30 a.m., The Commons, Spooner Hall

**20 KU-Multicultural Scholars Program Winter Workshop and Banquet**

5 p.m., Kansas Union

**22 China Forum**

1:30 p.m., Lied Center

**22 2012 Greater Kansas City Area Chinese New Year Gala**

6:30 p.m., Lied Center

**31 Office of Multicultural Affairs Martin Luther King, Jr. Celebration, Featuring Blane Harding**

6:00 p.m., Kansas Room, Union

**At the Spencer Museum of Art through 1/15/12  
Passages: Persistent Visions of a Native Place****FEBRUARY****22 Langston Hughes Lecture by Tammy Kernodle**

3:30 p.m., Alderson Auditorium, Kansas Union

**MARCH****15 Spring Diversity Talks**

3:30 p.m., Jayhawk Room, Kansas Union

**2nd Annual Spring Symposium on Scholarship of Diversity - March 29, 8-2, Kansas Union  
Keynote: Dr. Sylvia Hurtado, UCLA**

**PROGRAMS IN THE SPOTLIGHT****KANSAS AFRICAN STUDIES CENTER**

This Center represents the African Studies Council of more than forty Africanists across the University of Kansas. Their mission includes coordinating the African Studies program, sponsoring research and outreach initiatives, the enhancement of curriculum, organizing conferences, the acquisition of library and related sources, and raising funds to make all these activities possible. The Kansas African Studies Center at KU is currently led by Beverly Mack and reports to the College of Liberal Arts & Sciences. For more information, please see <http://www.kasc.ku.edu/>.