



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

Welcome back, for the 2012-13 academic year! A special acknowledgment and welcome in particular to the incoming faculty and staff who have recently joined the KU campus community. With each new academic year, the arrival of our students brings renewed excitement and energy as the campus comes alive with the spirit that makes KU a special place to be. I truly hope everyone at KU has an experience that is personally and professionally rewarding.

In this issue, we highlight the new office of Institutional Opportunity & Access and the four staff members who have hit the ground running with multiple initiatives to change this office (formerly EO) to be more visible and resourceful

to the campus community. One significant change is that the IOA office now encompasses the KU Medical Center.

We also are pleased to announce the new Director for the Office of Multicultural Affairs. Blane Harding brings a wealth of experience to the office, which will maintain many of the traditional programs and events, but will also enhance a stronger academic focus with the campus community.

This summer we are initiating two on-line training modules. The first, launched August 1, addressed ADA and academic accommodations, and went to all faculty and select academic staff; the deadline for completing the module is September 30. The second module will launch September 4, with a completion deadline of October 5, 2012. This information on Sexual Harassment and Sex Discrimination will be sent to all faculty, staff and students.

These two modules are crucial for KU and, with each, we will all become a more informed community that respects and advocates for a more equitable and safe campus. I encourage you to participate when you receive the links to the training modules; each should not take more than 20 minutes of your time.

I want to take this opportunity to thank the numerous individuals who have invested their expertise, effort, and time in developing these two modules. This could not have been accomplished without the input of staff from IT, General Counsel, IOA, Athletics, IDS, Human Resources, AAAC, Public Affairs, and others – so, thank you to all!

As always, I welcome your comments and inquiries, via fredrod@ku.edu.

- See** • Meet the IOA staff
page 2 • Scholarship of diversity
for • Calendar of events & more

DIRECTOR OF OMA ON BOARD

Blane Harding became director of KU's Office of Multicultural Affairs (OMA) July 2, following a decade working in advising and recruitment at Colorado State University.



Harding also has taught courses in African-American history and ethnic studies for 21 years. He earned his Master's degree in American history at C.S.U.; his B.A. in interdisciplinary communication is from S.U.N.Y. He has served as a retention faculty member with the Council for Opportunity in Education, which oversees the national TRIO programs, and he is widely recognized for his community involvement.

Housed in the Sabatini Multicultural Resource Center next to the Kansas Union, OMA provides academic support, diversity education, and resources on campus and area multicultural programs and activities.

ATTEND THE WELCOME RECEPTION

Everyone is invited to a reception, Sept. 6, 3:30, in the Jayhawk Room, Kansas Union.

Enjoy food and refreshments while helping us welcome Blane Harding, Jane McQueeney, Victor Holden, Jamie Simpson, and Christopher Campbell to the KU community.

BEYOND THE HILL



The Latin American Cinema Festival of Kansas City returns to the Rio Theatre, 7204 W 80th St, Overland Park. Films are screened at 11 a.m. on five Saturdays, August 25 through Sept. 22. Tickets are \$6 or \$25 for a pass to all shows. Recommended for age 18 and over and presented by Sociedad Hidalgo. [Click for movie titles and more.](#)

MEET THE STAFF in the Office of IOA

The Office of Institutional Opportunity & Access (IOA), housed in Carruth-O'Leary Hall, now serves all KU campuses. IOA's role in recruiting/hiring has shifted to a selective post-event audit, with IOA staff available to provide guidance throughout the process upon request. IOA is taking a more active role in developing campus-wide programs to enhance and ensure institutional opportunity and access.



Jane McQueeney is the new IOA Executive Director. In addition to providing leadership in equal opportunity she has new roles dedicated to enhancing KU's commitment to a diverse, inclusive community. Most recently an attorney with the U.S. Dept. of Education Kansas City Office for Civil Rights, she came to campus in late May.

Victor Holden, IOA Investigator and Trainer, comes to KU after working for a decade in the Purdue University system. He holds certification as an EEOC complaints investigator, in Title IX, and as a cultural competence/diversity trainer.



Jamie Simpson (profiled in the [April DO](#)) chairs the KU Executive Accessibility Advisory Council and works closely with AbleHawks. She is a certified ADA coordinator.

Retired from a career in the U.S. military, administrative assistant **Christopher Campbell** provides support work to his colleagues and great customer service to all who contact the office. Call IOA at 864-6414 as needed.



THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS For Minority College Students STEM Degrees Pay Off

Minority college students who major in STEM fields – science, technology, engineering, math – can earn at least 25% more than their peers who study humanities or education, according to a new study. Those who took jobs related to their STEM degrees earned at least 50% more than classmates who majored in humanities or education fields. Published in the June issue of *Research in Higher Education*, the study followed more than 1,000 Asian Pacific Islander, Latino, and Black students over nine years.

The premiums for majoring in STEM fields are huge, says lead author Tatiana Melguizo, associate professor of education at University of Southern California. Overall, Latinos reported the highest average annual earnings after college – \$42,180 – relative to the other minority groups (Black graduates: \$35,900; Asian Pacific Islanders: \$40,261; data in 2006 dollars). Latinos majoring in STEM fields also reported the highest earnings among the groups studied: an average of \$56,875 per year, much higher than the reported average salaries of \$39,365 for Blacks and \$47,530 for Asian Pacific Islanders.

Reference: *Hispanic Outlook Magazine*, August 20, 2012; study funded by the Bill and Melinda Gates Foundation through the Institute for Higher Education Policy.

PLANNING TO ATTEND THE 2012 TILFORD CONFERENCE?

The annual statewide **Tilford Conference on Diversity & Multiculturalism** is Oct. 29 and 30, on the K-State campus. If you want to attend, please contact Fred Rodriguez at fredrod@ku.edu, for coordination of car pools, registration, and other factors.

FALL SEMESTER EVENT HIGHLIGHTS

- 9/4 **Campus launch of online Sexual Harrasment/ Sex Discrimination training module**; respond by 10/5/12
- 9/4-7 **Tibetan Sand Mandala for world peace**
observe construction daily in the Central Court, Spencer Museum of Art; dismantling and dedication, 9/7, 2 p.m.
- 9/6 **Welcome Reception for new OMA & IOA staff**
3:30 p.m., Jayhawk Room, Kansas Union
- 9/10-14 **Sexual Assault Awareness week**
[Contact ETWRC for details](#)
- 9/15-10/15 **Hispanic Heritage month**
"Latin Pride: United in Our Diversity"
- 9/18 **KU/Haskell Partnership Meeting**
9-10 a.m., Haskell Indian Nations University
- 10/17 **Diversity Talks** 3:30 p.m., Kansas Room, Kansas Union
- 10/29 **Tilford Conference on Diversity & Multi-culturalism** K-State campus; [click for info](#)
- 11/1 **Make it Funky IV, with Jessica Care Moore**
7 p.m., Alderson Room, Kansas Union; a talk on the music of Lauryn Hill, followed by Moore reading her own poetry

ACADEMIC ACCOMMODATIONS

Room 30, Strong Hall has been established as the main site for alternative course-related exam administration. Managed by the Academic Achievement & Access Center, the room seats 20, including 9 adjustable carrels and work surfaces. All students with demonstrated need will be able to take tests or coursework with appropriate accommodations in this fully accessible location. Molly Easley, 864-2620, measley@ku.edu, is the full-time room coordinator.

PROGRAM IN THE SPOTLIGHT

The collection at the **Spencer Museum of Art** encompasses cultures around the globe, and the programming is equally as diverse. [Find a world of activities by clicking the SMA Calendar.](#) Among the newest works in the galleries is the larger-than-life sculpture *Sophie-Ntombikayise* by 29-year-old South African artist Mary Sibande.

Next month a Tibetan sand mandala appears in the Central Court.

