



# 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

Both the spring semester and several initiatives are in full swing. Institutional Opportunity and Access (IOA) continues to evolve, both with additional personnel and in our coordination with the KU Medical Center campus. We hired Jennifer Brooks to be investigator/trainer for the Lawrence campus, and we are in the process of securing a full-time investigator/trainer for the KUMC campus. Depending on one's perspective, business has been good in IOA! The number of complaints, investigations, and claims remains high, some of which can be attributed positively to heightened awareness of rights and responsibilities by everyone on campus. There also have been additional employee accommodations that have

required increased time and resources. All of which is what the IOA is organized and positioned to provide.

The next Langston Hughes Visiting Professorship lecture is Feb. 26th, 3:30 in the Kansas Room of the Union; a reception follows. This annual lecture is open to the public, and I know the KU community will again demonstrate their support by attending in strong numbers as in the past. See the box to the right for the extended deadline of March 4 for nominations of the next LHVP or more on pg. 3.

I truly hope that everyone at KU understands the tremendous opportunity this professorship presents for the campus community, as well as that it is available to EVERY academic unit, including the professional schools. If you have any questions about the process, please contact me in advance of March 4, at fredrod@ku.edu.

Looking ahead, the 3rd Annual Spring Symposium on the Scholarship of Diversity is March 28th. This half-day symposium features national presenters whose talks are complemented by KU faculty and staff offering current research in breakout sessions. I am pleased to announce that this year Chancellor Nancy Cantor of Syracuse University is our luncheon speaker, while our morning will begin with a keynote by James Johnson, distinguished professor at University of North Carolina, Chapel Hill. The free symposium is open to all administrators, faculty, staff and graduate students; please [pre-register here](#).

We continue to build and strengthen our partnerships with the Kauffman Foundation and KU Kauffman Scholars, with Haskell Indian Nations University, and most recently Knowledge is Power Program (KIPP). These partnerships strengthen KU's ability to serve and work with those who support underrepresented students from diverse backgrounds; increased numbers of them will be encouraged to attend KU.

## BEYOND THE HILL



Relive the summer of 1963, when more than 200,000 descended on D.C. to participate in the the March on Washington for Jobs and Freedom. Highlighted by ML King's "I have a dream" speech, the event precipitated the federal civil rights bill. Historian Leon Litwack, UC Berkeley, will present "The 50th Anniversary of the March on Washington" at the Plaza branch of Kansas City Public Library, Feb. 28, 6:30 p.m.

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- Upcoming events
- Scholarship of diversity
- Campus spotlights

& special page 3 with LHVP nomination info

## DON'T MISS SPRING 2013 LANGSTON HUGHES LECTURE

"Occupy This: Political Representation, Prophetic Voices, Popular Culture and the Contested Rhetorical Legacies of the Civil Rights Movement"



David G. Holmes is the 24th Langston Hughes Visiting Professor, teaching this semester in the English Dept. He gives a public lecture **Tues., Feb. 26, 3:30 p.m.**, in the Kansas Room of the Kansas Union. A reception follows.

A professor of English and Director of African American Studies at Pepperdine University, Holmes' interests include African American expressive culture, political rhetoric and theology, religious rhetoric, and rhetorics of racism. He is the author of *Revisiting Racialized Voice: African American Ethos in Language and Literature*, and his major research project focuses on remapping the rhetorical narratives of the Birmingham mass meetings of 1963.

## NOMINATE FALL 2013 LHVP

The LHVP appointment is shifting to the fall semester; nominations are open through March 4 for fall 2013. The professorship can be served in any academic unit or professional school and is not limited to African American scholars. [Click for more](#)

## SAFE ZONE TRAINING DATES

The LGBT Resource Center and Office of Multicultural Affairs offer Safe Zone training toward creating a place where people of all sexual orientations and gender identities are accepted and affirmed: Feb. 14, March 1, April 12.

Info at [LGBT Resource Center](#) or [lgbt@ku.edu](mailto:lgbt@ku.edu)

## 3RD ANNUAL SPRING SYMPOSIUM ON THE SCHOLARSHIP OF DIVERSITY, MARCH 28

### Keynote speakers



**JAMES JOHNSON**  
WRKJ Distinguished Professor of Management, UNC Chapel Hill  
"Six Disruptive Demographic Trends: Implications for the U.S. and Higher Education"



**NANCY CANTOR**  
Chancellor, Syracuse University  
"Higher Education's Public Mission: Diversity and Innovation Together"

**FIND OUT MORE AND REGISTER ONLINE BY CLICKING [HERE](#)**

**"More Than a Few Good Men: A Conversation about Manhood, Violence, and Doing the Right Thing"** is the presentation by educator, author, filmmaker and cultural theorist Dr. Jackson Katz, March 7, 7 p.m., in Woodruff Auditorium of the Kansas Union. He'll speak on the links between cultural norms of manhood and everyday or large-scale acts of violence — and what each of us can do to make a difference.

### THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS



Last week marked the 100th anniversary of the birth of Rosa Parks. Born Rosa Louise McCauley on Feb. 4, 1913, in Tuskegee, Alabama, she is not simply a civil rights icon, Jeanne Theoharis, author of *The Rebellious Life of Mrs. Rosa Parks*, shares 10 interesting, but perhaps little-known facts:

1. Parks was thrown off the bus a decade earlier by the same bus driver -- for refusing to pay in the front and go around to the back to board.
2. Parks was a lifelong believer in self-defense. As a child she held a brick up to a white bully, daring him to follow through on his threat to hit her; he didn't.
3. Her husband was her political partner.
4. Many of Parks' ancestors were American Indians.
5. Parks' arrest had grave consequences for her family's health and economic well-being. Parks and her husband lost their jobs after her stand and didn't find full employment for nearly ten years.
6. Parks spent more than half of her life in the North. The Parks family had to leave Montgomery eight months after the boycott ended. She lived in Detroit and spent nearly five decades organizing and protesting racial inequality in "the promised land that wasn't."
7. In 1965 Parks got her first paid political position, after over two decades of political work.
8. Parks was far more radical than has been understood.
9. Parks was an internationalist. An early opponent of the Vietnam War and a member of The Women's International League for Peace and Freedom, after 9/11, she joined other activists in a letter calling on the United States to work with the international community.
10. Parks was a lifelong activist and a hero to many, including Nelson Mandela. He told her, "You sustained me while I was in prison all those years."

Read the full text of the ten facts and more at [http://www.huffingtonpost.com/jeanne-theoharis/rosa-parks-100th-birthday\\_b\\_2614678.html](http://www.huffingtonpost.com/jeanne-theoharis/rosa-parks-100th-birthday_b_2614678.html)

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.

## UPCOMING EVENTS

### FEBRUARY BLACK HISTORY MONTH

- 13 Global Pride: LGBT Issues from Around the World  
Panel discussion 7-9 p.m., Sabatini MRC TAMI ALBIN, MODERATOR
- 15 Safe Zone Training 1-4:30 p.m.; also 3/1 or 4/12 [click for info](#)
- 15 CEAS Lunar New Year Party 5-7 p.m., ECM Center
- 18 "First Generation" free film 7 p.m., Woodruff Aud, KS Union
- 19 3rd Annual Staff Leadership Summit: Connecting the Communities of You
- 20 "Syria: New Voices and Paths Forward" panel disc. 2:30 p.m., KS Room, KS Union
- 26 24th Langston Hughes Visiting Professor Lecture David Holmes (Pepperdine) 3:30, KS Room, KS Union
- 27 Communication: Next Century Challenges & Opportunities Bozenna Pasik-Duncan Noon, Pine Room, KS Union

### MARCH WOMEN'S HISTORY MONTH

- 1 17th Annual Tribal Law & Government Conference
- 7 More than a Few Good Men program by Jackson Katz 7 p.m., Woodruff Auditorium, Kansas Union
- 14 Do Your Best: The Impact of Diversity program by Jane McQuenny 2 p.m., Jayhawk Room, Kansas Union
- 28 Spring Symposium on the Scholarship of Diversity

## COLLEAGUE IN THE SPOTLIGHT



Jennifer Brooks recently joined the KU staff as an IOA investigator/trainer. Previously she taught English as a Second Language in Mexico, Taiwan, and the U.S., and was an instructor and then Ass't Director of International Student Services for Avila University, leaving in 2009 to attend law school. Ms. Brooks has a passion for ensuring the rights of diverse groups of people. She holds a B.A. in History and Spanish, a Master's Degree in Public Administration, and a law degree from the University of Missouri, Kansas City.

## PROGRAM IN THE SPOTLIGHT

The Langston Hughes Center has shortened its name. Founded in 1998 as an academic research and educational center built upon the legacy of creative and intellectual insight of the African American author, poet, playwright, folklorist and social critic, the LHC coordinates and develops teaching, research and outreach activities in African American Studies and the study of race and culture in American society at KU and throughout the region. Find out more [here](#).

## **NOMINATION DEADLINE EXTENDED**

### **The Langston Hughes Visiting Professorship**

#### **A 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, involving a broad range of disciplines and academic departments/schools. Nominations are welcome for 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 will be for an appointment in the fall 2013 semester. Nominations may come from either an individual faculty member, department chair, or a dean. However, it is strongly recommended 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 as the position is fully funded by the Provost Office. Nominations should be sent to Fred Rodriguez, Vice Provost for Diversity & Equity – 250 Strong Hall by **MARCH 4, 2013**. (For a review of past recipients, please visit the Diversity & Equity website at: [www.diversity.ku.edu](http://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 academic unit at KU. (Not required but suggested that a letter of support from the candidate's home institution be included as part of the 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 has also created an opportunity to engage the campus community in an annual lecture on a variety of topics and issues that otherwise would not have been provided.

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