



University Diversity Committee (UDC)

Initiatives

2002 – 2003 & 2003 - 2004

Updated May 2004

Campus Climate

Initiative	Leader/Highly Involved	Actions Taken
1. Continue the Gender Equity Project (GEP).	Angie Alexander, co-chair Judy Mladineo, co-chair Paloma Martinez-Carbajo, UDC representative To GEP Steering Committee	<ul style="list-style-type: none"> GEP has worked with outside consultant Christine Cress and PLU professor Christine Hansvik to design survey which was sent to faculty and staff in Sept. 03.
2. Design and deliver workshops and other tools to build skills of faculty and staff in dealing with sensitive, diversity-related issues. For faculty, emphasis would be on classroom situations. Utilize video #2. Prepare end of the year report on diversity hires. (NOTE: This is an especially critical initiative and has been requested in a variety of campus forums. We need to stress both the “why” and the “how” --- why the university is committed to this/why it’s important as well as how people can follow through/what to do.)	Provost’s Office Eva Johnson Alina Urbanec Human Resources (Susan Mann) Center for Teaching and Learning	<ul style="list-style-type: none"> Eva Johnson and Alina Urbanec attended a three-day “train the trainer” diversity workshop in July 2002 at the Institute for Intercultural Relations. They conducted training at the start of the academic year for resident directors and student leaders. Drawing on their training, Eva and Alina developed a proposal for education and awareness on campus – it was reviewed by the UDC in fall ’02 and submitted to President’s Council in Jan. ’03. The proposal for developing a cadre of Intercultural Trainers received strong endorsement, with some fine-tuning. Eva and Alina designed a two-day campus workshop to be offered summer ’03 to selected PLU faculty and staff with the purpose of providing them with tools to enhance intercultural communications in offices and classrooms. Diversity video #2 was incorporated in the Fall Quest [for care] program that was coordinated by Kathleen Farrell and Eva Johnson. Faculty members participated in this program that was directed toward first year students. The diversity videos (both 1 and 2) were highlighted in a session that was presented at the annual meeting of the AACU, “Creating a seamless integration for students: Promoting intercultural competencies in integrated learning environments” by Bill Teska, Eva Johnson, Sang Han and Thu Nguyen. (The latter two are students.) Eva worked with the Director of the Center for Teaching & Learning

		<p>in Summer/Fall '03 to design workshops to build skills of faculty that emphasize classroom situations.</p> <ul style="list-style-type: none"> • Susan Mann prepared the end of year report on diversity hires for presentation to the UDC in September '03. • Eva Johnson and Bill Teska hosted the South Puget Sound Higher Education Diversity Partnership at PLU on 2/28/03. The day long event provided a wide selection of workshops for faculty, staff and students, as well as networking opportunities with community members.
3. Audit the physical appearance of PLU to assess how fully espoused values are actualized and recommend improvements.	Diversity Center (Eva Johnson) Diversity Advocates Sheri Tonn (review recommendation)	<ul style="list-style-type: none"> • Eva Johnson and Bill Teska met with a senior Sociology major, Jennifer Bush, in October 2002 who is working with Sociology faculty to conduct this audit. Bill and Eva earlier discussed the materials that Eva had obtained during the summer intercultural institute that related to audits. There appears to be few, if any, documented physical audits in the literature. Eva presented the results of this project at the May 13, '03 meeting of the UDC.

Diversity of Faculty and Staff

Initiative	Leader/Highly Involved	Actions Taken
1. Update the university's affirmative action plan. (This must be done in HR, but will involve discussions with the President's Council and UDC after analysis is complete).	Susan Mann* (leader)	<ul style="list-style-type: none"> • Preparatory work began summer 2002 by Human Resources and CATS. Information was electronically submitted to Washington Employers (WE) following the November 30th payroll run. WE then created the draft AA plan which was reviewed by HR and PLU legal counsel in February 2003. A summary report was shared with President's Council in March and given to Sheri Tonn for submission to the Board of Regents at their May 2003 meeting. In this report, WE said "For an organization the size of PLU, the awareness and efforts expended to meet affirmative action expectations are outstanding and commendable." <p>COMPLETED</p>
2. Research and implement methods to ensure more effective retention of diverse faculty and staff (link with student retention where it makes sense to do so). <ul style="list-style-type: none"> • Incorporate assistance from university colleagues, regents, and students in faculty recruitment. • Conduct round table discussion with the new Provost and department chairs/deans 	Susan Mann Provost Office	<ul style="list-style-type: none"> • In August, Jim Pence requested that the Procedures for Hiring of Faculty be revised. Bill Teska prepared a set of questions to lead a conversation with the deans' council. This discussion has been postponed, but remains on the agenda of the deans' council. Discussion held in spring 2004.

<ul style="list-style-type: none"> Share mentoring program developed by English Dept in spring 2002 with other academic units and encourage them to consider developing their own 		
<p>3. Create program to fund annual attendance of at least one PLU faculty or staff member at the Summer Institute for Intercultural Communications held in Oregon. http://www.intercultural.org/siic/siic.html. This will be done with the understanding that attendee(s) develop a plan for how to enrich the campus drawing on the SIIC experience.</p>	Susan Mann	<ul style="list-style-type: none"> This remains a goal for summer '04, but will not be done for summer '03. Instead of sending a faculty or staff member to SIIC in '03, the emphasis was placed on the on-campus "train the trainer" to be led by Eva Johnson and Alina Urbanec.

Diversity of Students

Initiative	Leader/Highly Involved	Actions Taken
<p>1. Continue to enhance the flow of diverse students through PLU's recruiting, admissions, registration, orientation, mentoring and retention processes.</p> <ul style="list-style-type: none"> Strengthen contact with parents of students of color (including through local churches). Develop outreach materials in additional languages (consider Spanish, Chinese, Russian, and Vietnamese). Examples include: postcards for parents; letter from President; parents' newsletter. Investigate possibility of recruiting in particularly diverse geographic areas (e.g. recruiting Hispanic students in eastern Washington). 	Laura Polcyn Pat Roundy Kathleen Farrell Tom Huelsbeck Eva Johnson Audrey Cox	<ul style="list-style-type: none"> Eva Johnson hosted the Students of Color Families reception and orientation in Sept. '03. Enrollment of WA Achievers Scholars for Fall '03 continues at a positive pace. Rick Seeger and Eva Johnson continue work with this program on campus. Diversity Center was highlighted to prospective students via Passport Weekend '03. Key Society was very successful in reinvigorating the Rieke Leadership Awards with students serving in the Diversity Center. Next year a Graduate Assistant will also work with the DC. Eva Johnson worked with Admissions on developing recruiting and general university information in additional languages for the website.

Education and Programming

Initiative	Leader/Highly Involved	Actions Taken
<p>1. Develop a long-term vision of diversity programming (themes and areas of emphasis) with accompanying financial resources (grants, fund-raising strategies). Examples: a diversity-related lecture or event with a specific donor underwriting it, an award for the alum that has contributed the most to community diversity efforts.</p>	Eva Johnson UDC members	<ul style="list-style-type: none"> The Provost Office is incorporating academic grant writing into the revised office operations plan. Diversity resources will be reviewed as a part of the Provost's budget planning. A new Director of Corporate and Foundation Relations has been hired effective 3/11/03 who can assist with grant opportunities.

<p>2. Expand and strengthen collaboration on campus for diversity programming.</p> <ul style="list-style-type: none"> • Explicitly link public lectures to classroom experiences. • Invite more speakers who address diversity topics. • Explore use of diversity themes in other public programming (e.g. music, arts, athletics). 	<p>Provost Office Diversity Center (Eva Johnson) ASPLU Women's Center</p>	<ul style="list-style-type: none"> • A number of diversity related lectures occurred on campus during '02-'03 with collaboration of funding from the Diversity Center, Provost's Office, Women's Center, etc. • The UDC met with the Provost in Spring '03 to discuss the possibility of a keynote address at Fall Conference related to intercultural education at PLU.
<p>3. Develop a yearlong program of cultural enrichment experience for faculty, staff, and students that incorporates community culture resources and programs.</p>	<p>Eva Johnson ASPLU Human Resources</p>	<ul style="list-style-type: none"> • Eva Johnson met with Tamara Williams, faculty director of the Teagle Grant, because Teagle provides resources for co-curricular intercultural/international programming. Teagle funds are being used for education in the First Year program and possibly the proposed revisions for J-term • Wang Symposium on China: Bridges for a new Century was a very successful, well-attended education experience for the PLU and Tacoma community. • Tastes of Tacoma, under the leadership of Eva Johnson, exposed students and faculty to various culinary cultures represented in the local area.

Other Ideas

The University Diversity Committee generated these ideas, and recommends them to the appropriate PLU departments for consideration and possible action.

Campus Climate

Idea	Referred to
<p>1. Increase partnership programming with cultural resources of Tacoma and Pierce County (e.g. Broadway Center).</p>	<p>Diversity Center, Eva Johnson* (leader). Funds were requested for '03-'04 in the Provost's budget.</p>
<p>2. Increase awareness of religious diversity on campus through celebrating/recognizing non-Christian holidays. (Ideas include observing Yom Kippur and featuring the religious traditions of non-Christian employees and students in MAST and Campus Voice articles.)</p>	<p>Diversity Center, Eva Johnson Campus Ministry Council - Thea Maristuen RHA Church Relations</p>

Diversity of Faculty and Staff

Idea	Referred to
1. Sustain and build upon the progress made in recruiting diverse faculty and staff. <ul style="list-style-type: none"> • Develop strategies to “grow our own” by strengthening ties with alumni of color. • Track and showcase PLU grads that are in graduate school. 	Human Resources Provost’s Office Others involved: Admissions, Eva Johnson, Alumni Relations, University Comm.
2. Follow through on status of “stop tenure clock” for personal reasons. (Note: Rank and Tenure Committee is currently considering this.)	This policy appears in the 6 th edition of the Faculty Handbook. COMPLETED

Diversity of Students

Idea	Referred to
1. Cultivate relationships with PLU students and alums to promote their consideration of PLU as an employment option.	Diversity Center, Eva Johnson Diversity Advocates SIL Alumni Relations Human Resources
2. Offer workshops to interested students addressing career and job search issues for diverse populations.	Career Services, Jeff Jordan. Co-op Education, Maxine Herbert-Hill
3. Increase enrollment of students interested in Chinese Studies.	Freeman Foundation (Greg Youtz); The first ‘China Institute’ partners with Puyallup High School in summer 03. Chinese Studies Committee Laura Polcyn

Education and Programming

Idea	Referred to
1. Develop a long-term strategy for engaging intercultural and international issues.	Provost's Office, Wang Center for International Programs (including Jan Moore and Charry Benston) Diversity Center, Eva Johnson Tamara Williams and the Teagle Team
2. Examine the administrative structure of the Women's Center vis a vis Women's Studies.	Women's Center, Judy Mladineo Chair, Women's Studies Provost's Office
3. Promote intercultural/international pedagogy and learning opportunities, such as PLU's China and Trinidad-Tobago program.	Wang Center for International Programs Provost's Office
4. Assess the curriculum on Perspectives in Diversity. <ul style="list-style-type: none"> • How effectively do courses meet the needs of our increasingly diverse student body? • Explore the concept of a "diversity experience" portfolio for students. 	Provost's Office* (leader) Eva Johnson* (leader)