

Diversity In Progress Newsletter

DIP Newsletter Fall 2003, No. 01

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Diversity In Progress Newsletter is born!

The Office of Diversity and Academic Initiatives proudly presents our *Diversity In Progress Newsletter* as an additional way of staying in touch with our constituents. The *Newsletter* will serve not only as a means of conveying information about important future events of interest to our stakeholders, but as a means of enhancing diversity education here at Kent State University.

The *Diversity In Progress Newsletter* will publish interviews from students, staff, faculty, and administrators on diversity issues relevant to their roles. Academic and administrative unit's visions and efforts will be featured and recognized.

In addition, our *Newsletter* will convey important statistics of diversity progress here at Kent State University. Such statistics will be useful for those seeking institutional diversity data for research or grant solicitation purposes and for those seeking a concrete demonstration of progress on what has now become an integral element of our academic excellence.

It is our hope that our readers will find the *Newsletter* informative and exciting. We invite our readers to contribute to the *Newsletter* by providing brief articles, personal stories, diversity-related information or opinion for publication.

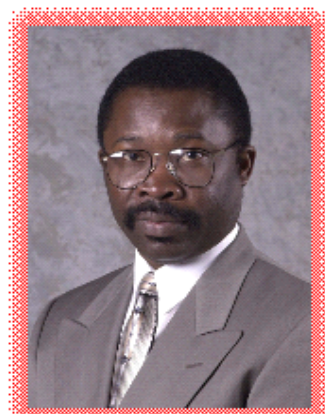
Readers are also encouraged to submit diversity-related questions. As the Editor of the *Diversity In Progress Newsletter*, I will ensure that questions are answered by the appropriate offices. Questions and submissions should be sent to diversity@kent.edu or addressed to Dr. Steve O. Michael, Vice Provost for Diversity and Academic Initiatives, Executive Office, Library, Kent State University, Kent, Ohio 44242-0001. Fax number (330) 672-2644, phone number (330) 672-2442.

Although we are interested in photographs taken at diversity-related events on campus, we may not be in a position to publish all the pictures received. Because of our intention to keep the *Newsletter* to four pages, only submissions that are brief and of interest to our readers will be published. Suggestions for improving either the look, the content, or the circulation of this Newsletter will always be appreciated and acknowledged.

As a way of introducing you to our Office of Diversity and Academic Initiatives, please meet Dr. Steve O. Michael, the Vice Provost for Diversity and Academic Initiatives. Dr. Michael is also a professor of higher education administration. He joined Kent State University in 1993 and has served as a faculty member, doctoral program coordinator, Director for the Gerald Read Center for International and Intercultural Education, and Acting Associate Dean. He became an Interim Vice Provost for Diversity and Academic Initiatives in January 2002 and was appointed to the position in July 2002. His research interests include the application of business strategies to institutional management and diversity in higher education.

Steve Michael was an ACE fellow at Carnegie Mellon University under President Jared Cohon in 2000-01. He also served part of his ACE fellowship at the University of Bath and City University of London, England.

His hobbies include golfing, soccer, and fishing.



Steve O. Michael, VP (DAI)



President
Dr. Carol A. Cartwright

Message from the President and Provost

This first issue of the *Diversity in Progress Newsletter* sets an important precedent for future issues, in that it reports substantive initiatives of demonstrated value. While activities and announcements can support our progress, what matters most is results. The gains reported here include our promising alliance with Central State University, our celebration honoring Martin Luther King, Jr., the NE Ohio Directory of Faculty of Color, and a higher level of accountability within our determination to hire and retain for diversity. These are notable gains, and we should be proud of them. But even such substantive initiatives are really means towards the end we seek: a more diverse educational community.



Provost
Dr. Paul L. Gaston

We are convinced that we have the right leadership for the pursuit of the right means toward the right ends. Steve Michael has the vision, energy, and commitment essential to the successful pursuit of this critical institutional value. He has also our enthusiastic support.

Diversity will remain a work “in progress,” of course. Whatever the national environment, whatever the state’s priorities, we will continue to pursue our shared vision of a university that embraces, celebrates, and expands diversity. And we will continue to make progress. Read about it here. Paul Gaston and Carol Cartwright



Alliance Forging Ahead

Kent State University signed a historic agreement with Central State University on October 31, 2002. The initiative to establish this alliance came from both Provost Paul Gaston and President Carol Cartwright of Kent State University. Stating the purpose for this alliance, President Cartwright noted that “[b]eing a historically black university, Central State University has a lot to offer to Kent State as both the institutions strive to enhance their student, faculty, and staff diversity.”

Provost Gaston agreed and further observed that a strong alliance with Central State offers a win-win opportunity for the two institutions.

The alliance has already resulted in several benefits. For Kent State, it offers a cost-effective pipeline to our graduate programs. Also, our Geology department has taken its

graduate students to Central State several times to use science equipment that is not available here at Kent State and that is underutilized at Central State. For Central State University, it was able to obtain a \$2.5 million NSF grant through the assistance provided by Kent State University faculty.

The Office of the Vice Provost for Diversity and Academic Initiatives is charged with developing and implementing the alliance between the two institutions. Faculty and staff interested in exploring initiatives with Central State University are encouraged to call the Office at 672-2442 or send email to diversity@kent.edu. The Office provides assistance to faculty and staff who are actively implementing their initiatives with Central State University.

News in Brief

- The Office of the Vice Provost for Diversity and Academic Initiatives will have two interns this fall semester:
 - Sandra Golden is pursuing a Ph.D. in Curriculum and Instruction. Her academic interests include adult literacy and multicultural education.
 - Katherine Horner is pursuing a M.Ed. in Higher Education Administration and Student Personnel. Her academic interests include learning communities, academic advising, and collaboration between academic affairs and student affairs.
- We regret to inform you that Connie Reinhart has left the Office of the Vice Provost for Diversity and Academic Initiatives and has accepted a position with Goodyear Tire and Rubber. This is a tremendous loss to the Office.

A Dean's Voice

This corner of the Newsletter features an interview with a member of the University community.

“For me, diversity has two components: intellectual diversity and human diversity.” That was Dick Worthing’s response to the question of a diversity definition. For the College of Fine and Professional Arts, under his leadership, these two components are critical and come naturally because of the wide range of disciplines within the College. “The diversity of this College is quite natural, where experiences range from the Crafts to the more esoteric if you will, painting, sculpture in the more traditional sense to Art Education where we have people who are committed to Art, working with young people, with physical, intellectual disabilities, young people who are in youth correctional facilities,” Dean Worthing observed.

Dean Worthing attributed his expansive view of diversity to his upbringing. “My family heritage ranges from coal miners to farmers to a missionary, a teacher, soldiers, an abolitionist, and so on. I grew up in a small town here in north central Ohio and in evolving out of that culture, I was part of a small community in which we knew all of the people and which included Caucasians, African Americans, Hispanics, Hungarians, Irish, and Italians,” Dean Worthing recalled. With this background, Dean Worthing was unprepared for the level of intolerance and bigotry he observed during his college years.

Dean Worthing noted that the success of his College with diversity is due partly to the disciplinary paradigms which celebrate diversity of talents and due partly to his hardworking faculty, 30 percent of which reflects diversity. His advice to academic leaders seeking to enhance their diversity includes seizing every opportunity to keep the diversity agenda in front of the community. “I am like a broken record, we go through this every time,” he emphasized. Also, academic leaders must learn to be persistent. “Don’t give up,” he advised, “90 percent of the game is swinging, keep swinging. You can’t win every time, but very likely when you don’t try you fail.”

His vision for the future of his College includes greater student and faculty diversity, working closely with the Office of Diversity and Academic Initiatives to secure resources that will enable the unit to compete aggressively with other institutions for under-represented talents and people.



Dean Richard Worthing, College of Fine and Professional Arts



Kent State Celebrated MLK Jr. Day

“I would like to see Kent State celebrate Martin Luther King, Jr. Day with formal programs.” With this statement from Dr. Carol Cartwright, President of Kent State University, the Vice Provost for Diversity and Academic Initiatives, Dr. Steve O. Michael, was charged with the responsibility of organizing Kent State’s first formal annual celebration. Dr. Michael set up a Task Force consisting of Ms. Geraldine Chavez, Ms. Rachel Anderson, Dr. Charles Nieman, Ms. Della Marie Marshall, Ms. Shana Lee, Dr. Barbara Mims, Mr. Ron Kirksey, and assisted by Ms. Connie Reinhart. As noted by Dr. Michael, a Task Force was preferred to a committee because every member was charged with coming up with ideas and expected to implement

those ideas once they were approved. The Task Force met monthly to organize for the 2003 celebration. What was spectacular about this year’s celebration was the level of outside members participation. For example, the Central State University Chorus, an internationally recognized choir, spent a night at Kent State and literally turned Kent State’s Ballroom into a black gospel church. Students from neighboring schools were invited to compete for the first, second, or third prizes in fine art, poetry, and essay. Participating schools included Stow High School (where Mario Harper received prizes in all the categories), Ravenna High School, Field High School, Buchtel High School, and Kent Roosevelt High School.

Next year’s celebration is scheduled for January 29-30, 2004. Interested individuals should contact the Office of the Vice Provost for Diversity and Academic Initiatives at diversity@kent.edu.

Kent State's Diversity Mission

Every organization has a mission, but sometimes, employees may not be aware of their organization's mission. It is also possible for stakeholders who are aware of an organization's mission to misinterpret the message contained in it. However, all strategic organizations have several things in common which include a well crafted mission statement, an effective communication of the mission to all stakeholders, and a continuing effort to align organizational activities with the mission.

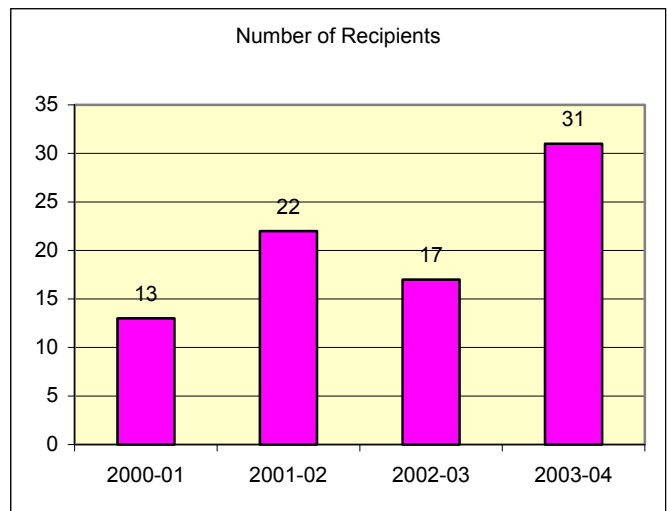
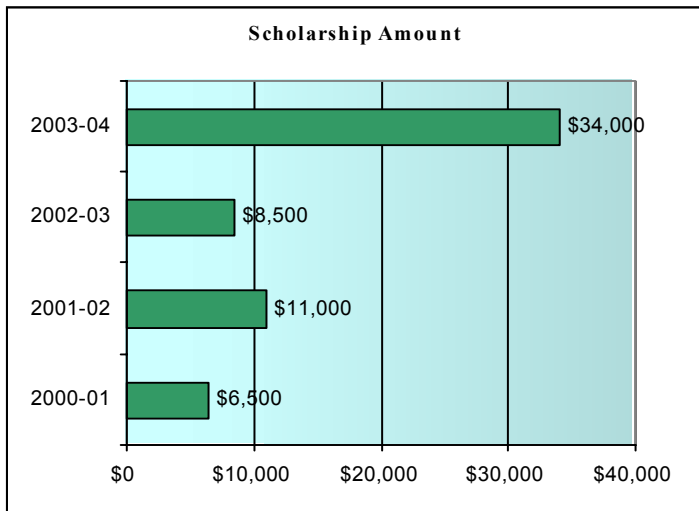
Kent State University's mission provides a framework for our institutional diversity efforts. Kent State's diversity mission embodies our collective values and the vision of the University leadership. As recommended by experts, a good mission statement is futuristic, broad, inspiring, but realistic. With this thought in mind, we invite you to reflect on Kent State's diversity mission expressed below:

Kent State University is committed to becoming a national model of institutional diversity at its best.

This is a bold proclamation, but who can doubt the resolve of a dedicated, committed, community of intellectuals? After all, Kent State has a legacy to build on. We are inspired by our past, encouraged by current development, and motivated by the emerging global challenges. Indeed, no one should underestimate the effects that can be made when students, faculty, and staff join hands together in creating an environment that is receptive to diversity ideas, resolute against bigotry and hatred, and committed to institutional excellence.

Of course, our mission calls for us to be aware of diversity initiatives and progress that other institutions are making in the nation. The mission demands that we become resourceful and bold in taking steps ahead of other institutions and it requires us to be strategic and creative in our programming. Now that you know our diversity mission, the challenge before you is to translate the mission into Kent State's reality through your leadership in classrooms, offices, residential halls, and recreational centers. Why don't you have your own unit diversity mission—a mission derived from the university diversity mission boldly stated above? Why don't you have your own personal diversity goals? Why not make a difference from Kent State for our world?

The Data Speaks



While there are many indicators one may use to illustrate diversity progress in higher education institutions, here at Kent State University, our commitment to recruitment and retention of underrepresented students is of paramount importance to KSU's institutional diversity. This commitment is reflected through efforts to increase the number of recipients of our diversity scholarships and increase in the total amount available to each recipient. The first chart indicates a growth of 400% in scholarship amount awarded over the amount awarded by this time last year. The 2003-04 scholarship amount represents an increase of more than 130% of all the amount awarded since the establishment of the diversity scholarship three years ago. The number of recipients has grown from 17 (2002-03) to 31 in 2003-04, representing an increase of over 180%.

For the first time, we were able to award full tuition scholarships, half-tuition scholarships, and scores of \$1000 scholarships with a small reserve to meet student emergency needs. Certainly, this is a phenomenal growth brought about by our committed supporters of the diversity scholarship dinner and by our generous donors to our diversity funds. We invite you to be a part of a good course—your donation is making a real difference in the lives of students at Kent State University. Therefore, please mark your calendar for 2004 Diversity Scholarship Dinner: **April 17, 2004** and spread the good news for us.