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# BUZZWORDS

Thoughts on SUIQ from

Chancellor Kenneth A. Shaw



Last spring a series of five *BuzzWords* outlined my views on the value of diversity. The last of these focused on what should happen next on this campus in five broad categories: faculty/staff recruitment, student recruitment, curricular matters, training and education, and the institutional environment.

I said then that I selected these areas because they are most apt to include initiatives that are, first, achievable in a relatively short time and, second, assignable to a cabinet officer and his or her staff, who will be accountable.

**Faculty Recruitment—Deborah Freund**

Priorities in the short term will be to link national data on new minority Ph.D.s with our own strengths and needs. We first expect to target such areas as psychology, education, political science, history, public administration, and social science, as well as disciplines represented in the College of Human Services and Health Professions. There will be one-time expenses as well as bridge-funding needs. Some can be funded now and some will go to the Senate Budget Committee for review.

**Staff Recruitment—Eleanor Ware**

A task force will be assembled in October 2000 to gather data on best-practices outreach activities, applicant/candidate tracking, advancement programs, recruiting tools, etc. Program design will follow in spring 2001 and will address increasing diversity in our applicant pool and expanding Office of Human Resources recruitment assistance. Recommendations for program content and an implementation plan will be submitted by August 2001.

**Student Recruitment—David Smith**

Short-term plans include creating a diversity committee to assist the Office of Admissions in reviewing current practices and implementing enhanced fall and spring initiatives for students of color. The committee will be charged with setting a percentage goal for new students of color by fall 2005. An associate director of admissions has been named to coordinate these activities. Initiatives requiring annual funding will be reviewed by the Senate Budget Committee.

**Curricular Matters—Deborah Freund, Deans, Faculty**

This effort will be aimed at linking such existing lectures as the Milton Freshman Lecture and courses in the liberal arts core to diversity themes and to University-affiliated theatrical, musical, and artistic experiences (such as the Paul Robeson Performing Arts Company and the Community Folk Art Gallery) and in the community. A task force of SU representatives will visit the University of Maryland-College Park to learn how they rolled out their diversity initiatives. We will consider a summer institute to explore other kinds of curriculum infusion and to discuss whether more specific courses are needed. One-time-only costs will be borne by the Office of Academic Affairs, and, budget permitting, by the College of Arts and Sciences. Longer-term budgetary issues will be discussed by the Senate Budget Committee.

**Training and Education**

**—Eleanor Ware**

A new, multi-tiered awareness program for staff and administrators is under development. An advisory committee has mapped out a set of desired outcomes and the search for a consulting firm has begun. Program design and implementation plans will be completed by the end of 2000 and a pilot program is planned for March 2001, with a University-wide program in place by June 2001. An additional course on workplace diversity for supervisors will

be developed in 2002. Diversity concepts will be integrated into existing training programs over the next several years.

**Institutional Environment—Barry L. Wells**

A commissioned study, conducted mostly through focus groups, will solicit faculty, staff, and student views on diversity. A select sample of people of color will be asked for their perceptions of the campus environment. The results of these studies will help shape efforts to improve the campus climate for diversity as part of an overall effort to enhance the academic, social, personal, and professional growth of all community members. This project will begin immediately after an internal or external group is selected to conduct the study.

I believe these projects mark a solid beginning to this next phase of our effort to support the value of diversity at SU. I'll keep you posted on our progress in the months to come.

## Diversity: Next Steps

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