

—FOCUS ON DIVERSITY—

A Newsletter from the Office of Diversity and Equity

IN THIS ISSUE

▶ UPCOMING CAMPUS ACTIVITIES

▶ DID YOU KNOW...

▶ ARTICLES

- Interim Vice Provost and AVC Appointed to Diversity
- Graduation Rates Up for UCB Minority Students
- Leeds Hosts Business Leadership Program
- Diversifying Engineering: CU's Success Institute
- Kenneth Wilson: Leading McNeill's Success
- Perspective for Community Dialogue
- Accessing Higher Ground Conference
- IMPART and Big 12 Faculty Grants Awarded
- Faculty Honored by CU-LEAD Scholars

FROM THE OFFICE

Happy New Year from the Office of Diversity and Equity staff! With the 2003-04 school year well underway, we are eager to share with you the latest diversity-related goings-on around CU-Boulder. One piece of exciting news is that the Office of Diversity and Equity has new leadership. Christine Yoshinaga-Itano was named interim vice provost and associate vice chancellor for diversity this fall after Ofelia Miramontes stepped down to return to the faculty. We will miss Ofelia and thank her for the extraordinary contribution she made to campus diversity. Also, the latest data show that graduation rates are up for minority students here at CU. And, there was record attendance at the Accessing Higher Ground conference organized by Disability Services in November. Looking ahead, the campus is gearing up for the 9th Annual Diversity Summit scheduled in February with the theme "Revitalizing Community: From Hope to Action." These are just a few highlights covered in this edition of *Focus on Diversity*. Read on to learn more.

INTERIM VICE PROVOST AND ASSOCIATE VICE CHANCELLOR APPOINTED TO DIVERSITY

Christine Yoshinaga-Itano was recently appointed interim vice provost and associate vice chancellor of the **Office of Diversity and Equity**. **Ofelia Miramontes** has resigned to return to the faculty at the School of Education. Yoshinaga-Itano is professor and former chair of the Department of Speech, Language and Hearing Sciences. She has been a member of the CU-Boulder faculty since 1986. As mentioned in the October 6, 2003 CU-Boulder press release, "Yoshinaga-Itano will coordinate campus efforts to support programs and policies related to diversity on campus, in addition to providing assistance for faculty, staff and students through the CU-Boulder Department of Equal Opportunity."

UPCOMING CAMPUS EVENTS

➤ 9TH ANNUAL DIVERSITY SUMMIT – “REVITALIZING COMMUNITY: FROM HOPE TO ACTION”

All members of the CU-Boulder campus community are invited to attend this year's interactive and exciting Diversity Summit, **February 25-27**. We are pleased to announce as our keynote speaker **Elizabeth Martinez**, a Chicana writer, activist and teacher whose many years of social justice work are legendary. While the schedule is being finalized, here are some highlights you can look forward to:

Wednesday, February 25

An **Interactive Theatre** dramatic production on the theme of "Revitalizing Community" will kick off the 2004 Diversity Summit around 4 pm, followed by a reception.

Thursday, February 26

- Will feature **Dr. Norbert Hill**, executive director of the American Indian Graduate Center. Dr Hill has devoted his professional career to helping Native Americans rebuild Indian communities, primarily through education.
- Will hold a session focusing on disability issues with speaker **Kathy Martinez**, deputy director of the World Institute on Disability.

Friday, February 27

- **Chancellor Byyny** will deliver opening remarks at 9am, followed by the annual CACMA Diversity Service Recognition Awards ceremony.
- At 10am, **Elizabeth Martinez** will give the **keynote address**.

For more information, please visit www.colorado.edu/cu-diversity or call 303-492-8772 / TTY 303-735-5176. If you require a reasonable accommodation to attend, please contact Sharon Vieyra at 303-735-1332 or e-mail Sharon.Vieyra@Colorado.edu by February 11, 2004.

➤ CALL FOR NOMINATIONS

Nominations are now being accepted for the 2003-2004 **Campus Advisory Committee on Minority Affairs (CACMA) Diversity Service Recognition Awards**. Winners will be announced at the 9th Annual Diversity Summit. Go to www.colorado.edu/cu-diversity/committees/cacma.html/#criteria for more information on how to nominate a Boulder campus unit. Please submit your nominations by Friday, January 16, 2004 to CB 18.

➤ BLACK AWARENESS MONTH

February is Black Awareness Month. Be sure to take part in the special activities planned including a presentation from film director **Spike Lee**, a gospel extravaganza, poetry and incredible soul food. For more information, please contact Jamal Ward at 303-492-2168 or jamal.ward@colorado.edu.

➤ PEOPLE OF COLOR FILM SERIES

The Cultural Unity Center (CUC) will be hosting a People of Color Film Series throughout the spring semester. The films, to be shown on Wednesdays in Willard Room 24 from 12-2pm, will allow campus and community members to informally explore films about the diversity in our lives. Please call 303-492-5667 for more information.

➤ EMPOWERING MULTIPLE DIMENSIONS OF OUR IDENTITIES

The 2003-2004 programming series "Empowering Multiple Dimensions of our Identities" will continue through the spring semester. It is facilitated by CU's Gay Lesbian Bisexual Transgender (GLBT) Resource Center. For more information, please visit the web at www.colorado.edu/glbtrc or call 303-492-1377.

DID YOU KNOW...A
Z
Z
O
U
Z
C
E
M
E
Z
T
S

The CU Leadership, Excellence, Achievement, and Diversity (CU-LEAD) Alliance is a set of multidisciplinary academic neighborhoods whose students, faculty and staff are united to promote diversity, academic excellence, and personal and professional success through access for students of color and first generation students. The **CU-LEAD Scholarship Fund** provides students with support for four years, contingent upon their academic progress and fulfillment of program requirements. If you would like to learn more about the Alliance, scholarships, or are interested in contributing to the fund, please contact the Office of Diversity and Equity at 303-735-1332.

The School of Education has established a new CU-LEAD Alliance neighborhood called the **Education Diversity Scholars Program**. This program promotes diversity and academic excellence by providing a welcoming and encouraging environment for students from diverse backgrounds. **Anissa Butler** is the program director.

The Boulder campus has been awarded two major diversity grants to coordinate efforts to recruit graduate students from underrepresented groups in science, engineering, and mathematics. The merger of the Graduate School's five-year, \$2.5 million NSF Alliances for Graduate Education and the Professoriate (AGEP) and a four-year, \$2 million NIH Initiative for Minority Student Development (IMSD) in Molecular, Cellular and Developmental Biology is known as the **Colorado Diversity Initiative**. The merger will be overseen by **Dr. Robert Boswell**, professor of MCD Biology and principal investigator of the NIH IMSD grant, and **Dr. Mark Hernandez**, associate professor of Civil, Environmental, and Architectural Engineering and project director of the NSF AGEP grant.

According to *Hispanic Business Magazine*, CU-Boulder's **School of Law** has been ranked 15th on a list of the 25 top law schools for Hispanic students. The magazine looks at enrollment and retention rates of Hispanic students, the number of Hispanic faculty, student services for Hispanics, and the overall reputation of the school.

ATLAS (Alliance for Technology, Learning, and Society) continues to lead a campus partnership with Dillard University, a historically black liberal arts college in New Orleans, Louisiana. Two grants from the Carnegie Corporation of New York are supporting collaborative curriculum design and delivery between CU-Boulder and Dillard in undergraduate courses in applied mathematics, humanities, and multicultural literature. This includes videoconferencing sessions between students at the two campuses both as part of class meetings and outside classes. The two campuses now are beginning to expand their partnership into areas including research pathways, teacher education, and student leadership experiences. Please see www.colorado.edu/ATLAS/diversity/dillard.html for more information.

ATLAS also is leading a national effort to create a **National Center for Women and Information Technology**. Women remain greatly underrepresented in IT education and careers, and despite many well-intentioned, localized efforts, this situation has not improved over the past few decades. With planning support from the National Science Foundation, the Colorado Institute of Technology, and Hewlett-Packard, a large national partnership has formed to turn the corner on this issue. See www.ncwit.org for more information.

DID YOU KNOW...

The Office of Diversity and Equity appointed Amanda McKee as the assistant program coordinator in October. Welcome Amanda! The office bid farewell to graduating student Patricia Abril-Gonzales who has been an integral part of the ODE team for four years. Best wishes to Paty! Welcome to ODE's new student assistants Janice Oh, Nichole Campuzano and Abby Loera.

Sergio Gonzales, Vershara Lott and Richard Murray are the new University of Colorado Student Union (UCSU) tri-executives. Town hall meetings are being scheduled to increase student participation in UCSU and to better connect the student union back to the students.

Kerry Kite is the new diversity director at CU-Boulder. Kite helps promote and maintain the Diversity Projects and Programs within the UCSU while creating and implementing programs that assist in the recruitment and retention of underrepresented communities.

Anne K. Heinz, dean of the Division of Continuing Education, has been named chair of the University Council for the Learning Resources Network (LERN). LERN is the largest continuing education association in the

world. Heinz will lead the council of university continuing education CEOs and represent university continuing education to the association.

Chancellors Advisory Committee on Minority Affairs (CACMA) has appointed Judy Poynter and Vince Calvo as the new co-chairs.

CU's Parents Association awarded another incoming Pre-Collegiate Development Program student with a CU-LEAD award. Congratulations to Lincoln Roybal.

Previously an associate professor of Journalism at Indiana University, Paul Voakes, became the dean of the School of Journalism and Mass Communication on July 1. Voakes' research interests include First Amendment rights as well as law and ethics in the newsroom.

Taking the reins as the dean of CU-Boulder's School of Law is natural law expert and longtime CU professor, David Getches.

W
H
O
.
S
W
H
O

R
E
S
O
U
R
C
E
S

Are you a student who is **thinking about withdrawing**? The Cultural Unity Center can help. CUC counselors are available to discuss with you all your options and alternatives when making this important decision. Please call Jamal Ward at 303-492-2168.

A representative from the Department of Equal Opportunity (DEO) is assigned as an ex-officio member to each faculty and professional exempt search committee. DEO should be contacted when you learn that a search will begin. The director of DEO should be scheduled for the first meeting. Here is their contact information: Garnett Tatum, Director and ADA Coordinator, Room 209, Willard Hall, CB 144, Phone 303-492-6706.

Students, faculty, and staff complaints of discrimination, including violations of the Americans with Disabilities Act (ADA), must be filed at Department of Equal Opportunity (DEO).

CU-Boulder's Department of Human Resources (HR) offers a Supervisor's Guide to Motivating Employees which describes effective and creative ways to motivate employees and recognize their accomplishments. Throughout the nation and at the University, low-cost, high-impact strategies are increasingly important. This guide is provided as a tool that may fit your organization and produce results through basic principles of employee motivation. Please contact HR at 303-492-6893 with questions, ideas or concerns.

ARTICLES

GRADUATION RATES RISE FOR CU-BOULDER MINORITY STUDENTS

From December 17, 2003 Press Release

Six-year graduation rates for minority students have risen in line with newly announced improved graduation rates for the overall student body at CU-Boulder. According to the latest data from the Office of Planning, Budget, and Analysis, 60% of Asian Americans entering CU-Boulder since 1994 have graduated within six years, an increase of 5% to 10% over the rates of those who entered in the early 1990s. The six-year graduation rates of Hispanic and Chicano students entering since 1996 have increased 58%, an increase of 10 percentage points. African American students show an increased graduation rate of 50% to 55%, up 15% to 20% over all prior classes. Six-year graduation rates, the federal comparison standard, are calculated on entering classes of full-time freshmen. The most recent class with a full six-year opportunity to graduate entered in 1997.

According to Christine Yoshinaga-Itano, interim vice provost and associate vice chancellor for diversity, "The improvement in graduation rates for students of color is encouraging to the administration, faculty and staff who have worked extremely hard to develop retention programs for diverse populations on this campus." She cited the CU Leadership, Excellence, Achievement and Diversity (LEAD) programs as a major contributor to student success. "The overall improvement in graduation rates indicates that these programs have a significant and positive outcome," said Yoshinaga-Itano. She added, "Retention rates for participating students in these programs is 87%. The campus, through significant support from Chancellor Byyny and Provost DiStefano, continues to develop and implement programs that will increase the diversity of our student body and support the success of all students on our campus."

To view graphs and charts detailing CU-Boulder graduation rates since 1980 with updates through summer 2003, see <http://www.colorado.edu/pba/records/time/gradrt.htm>

LEEDS HOSTS BUSINESS LEADERSHIP PROGRAM

The Business Leadership Program, offered through the Leeds School of Business, provides high school students the opportunity to experience and perform skills necessary at the collegiate level. This past June, 30 outstanding high school juniors were invited to CU-Boulder to spend a week acquiring basic business principles. Students attended lectures offered by guest speakers and the Leeds faculty and were challenged to create a marketing campaign throughout the week. The participants who attended are expected to be the first in their families to attend college.

DIVERSIFYING ENGINEERING: CU'S SUCCESS INSTITUTE

Students of color, women, and first generation students from 65 metro Denver high schools participated this past July in Engineering's CU's Success Institute. According to Janet Yowell, outreach coordinator for CU's Integrated Teaching and Learning Center, the ultimate goal of this five-day, hands-on summer program is to see the students continue with engineering into college. Students from eight different teams designed and built small-scale Mars rovers and other groups worked on projects regarding energy conversion.

KENNETH WILSON: LEADING MCNEILL'S SUCCESS

In partnership with the CU-LEAD Alliance, the McNeill Academic Program has been helping underrepresented students make their way towards earning diplomas ever since its inception in 1999. The program was named after Kelvin McNeill (BA Political Science, '87) who left a legacy after a fatal automobile incident in Amsterdam. Kelvin achieved excellence in his personal endeavors and embodied the values and principles of the program. The mission of the McNeill program is to retain and graduate students of color and first generation students.

Kenneth Wilson, director of the Student Academic Services Center (SASC) where McNeill is housed, was instrumental in the development of the McNeill program. He has a long history at CU and a great deal of experience working with underrepresented students. Wilson started teaching mathematics in the American Indian Opportunity Program during the summer of 1978 and then began working full-time in 1982 with the American Indian Upward Bound Program. After becoming director of SASC in 1998, Wilson's vision, expertise, and leadership brought the McNeill program to life. When asked what he would like students to accomplish by being involved in McNeill, Wilson replied, "I want them to excel academically and feel a sense of community and solidarity with each other and with our staff. Ultimately, I want to see them graduate from the University."

The McNeill program has upheld tremendous success. Of the group of students that entered the program in 1999, 70% have either graduated or are still enrolled at the University. This is extremely rewarding for the faculty and staff of the McNeill program who strive to see their students walk down the aisle at commencement.

PERSPECTIVE FOR COMMUNITY DIALOGUE

Rebecca Brown along with Trent Norman founded the Interactive Theatre Project in 1999. The Interactive Theatre Project addresses difficult issues through professionally scripted and improvisational performances to engage the audience and the actors. Issues of diversity and social justice are addressed as food for thought. While the performance might not present a resolution to a problem, Brown explains, "there is always movement...there are always people seeing each other in ways they hadn't before." The group holds monthly public performances at the Dennis Small Cultural Center on campus and is available free of charge to university classes and events. You can reach the Interactive Theater Project by calling 303- 492-4307.

ACCESSING HIGHER GROUND CONFERENCE

Record numbers attended the 6th annual Accessing Higher Ground conference which took place at CU-Boulder November 11-14, 2003. More than 125 people participated in this conference focusing on the implementation and benefits of technology in assisting people with disabilities. The conference featured discussions of implementation of the 508 regulations of the Americans with Disabilities Act (ADA) passed in 1990. Also included were issues of accessibility of campus media and information resources. Howard Kramer, CU's assistive technology lab coordinator, addressed the importance of accessibility in relation to web design. Kramer along with Tom Crews, Ken Kozar and Zuhair Mah'd led a session called "Spreading the Message: Teaching Design for Disabilities." The session addressed web design techniques in consideration of people with disabilities.

IMPART AND BIG 12 FACULTY GRANTS AWARDED

The Office of Diversity and Equity facilitates two faculty fellowship programs, IMPART and Big 12. The purpose of the **IMPART (Implementation of Multicultural Perspectives and Approaches in Research and Teaching) Faculty Fellowship Award Program** is to further develop a campus environment which supports and encourages gender, ethnic, and cultural diversity in our approaches to scholarly work and teaching. The **Big 12 Faculty Fellowship Award Program** promotes faculty exchanges within the Big 12 member school community to encourage connection by academic endeavors. Proposals for both fellowship programs are accepted once per year in the fall.

Winners of the 2003 IMPART and Big 12 awards were announced in late November. IMPART awardees were: **Frances Charteris**, senior instructor, Fine Arts; **Vincent Barletta**, assistant professor, Spanish and Portuguese; **David Capps**, associate professor, Theater and Dance; **Vincent Woodard**, assistant professor, English; **Haiyan Lee**, assistant professor, East Asian Languages; and **Cecilia Pang**, assistant professor, Theatre and Dance. Big 12 grant winners were: **Patricia Morris**, assistant professor, University Libraries and **Daniel Silver**, professor, Music. Congratulations to them all! To learn more about these grants, go to www.colorado.edu/cu-diversity and click on Faculty Grant Information.

FACULTY HONORED BY CU-LEAD SCHOLARS



On Thursday, November 20th, 2003, CU-LEAD Alliance scholars recognized faculty and mentors who have made a difference in their lives.

Over one hundred students, staff and faculty gathered together to share a meal and some words of appreciation. **Ken Wilson**, director of the McNeill Academic Program, served as master of ceremonies. A special word of thanks was extended to the Louis Stokes Alliance for Minority Participation and to Agilent Technologies whose generous sponsorship helped make the event possible. **Arturo Aldama**, associate professor of Ethnic Studies, delivered an inspiring keynote address expressing the importance of developing

relationships with faculty on campus and reaching out to build community. After lunch, each student took a turn at the mike to honor the faculty/mentor they'd invited with a certificate of appreciation, a gift, and words of thanks. Please see page 8 of this newsletter for the names of the CU-LEAD scholars and those they honored.

The Office of Diversity and Equity and the CU-LEAD Alliance also presented **Ofelia Miramontes** with a special token of their gratitude as she stepped down as associate vice chancellor for diversity in the fall. Ofelia played a critical role in creating the CU-LEAD Alliance and in furthering diversity efforts on the campus.

➡ See Page 8

THIS NEWSLETTER IS POSTED TO THE ODE WEBSITE AT
www.colorado.edu/cu-diversity

Office of Diversity and Equity
Christine Yoshinaga-Itano, Interim Vice Provost and Associate Vice Chancellor
Sharon Vieyra, Program Assistant
MaryAnn Sergeant, Program Coordinator
Amanda McKee, Assistant Program Coordinator

Regent 207
Campus Box 18

See "Faculty Honored by CU-LEAD Scholars" on Page 7 for story.

2003 CU-LEAD ALLIANCE FACULTY APPRECIATION LUNCHEON HONOREES

<u>CU-LEAD PROGRAM</u>	<u>STUDENT</u>	<u>HONOREE</u>	<u>TITLE, DPMT/SCHOOL</u>
McNeill	Kevin Kaime	Patricia Vigil	Teach'g Asst, Sociology
	Yoojung Choi	Kyoko Saegusa	Sr Instr, East Asian Lang
	John Smith	Derrick Watson	Mentor, Staff
MASP	Adelita Mendoza	Cesar Nufio	Lecuturer, Museum
MEP	Chris Bonhila	Sally Pane	Instr, French and Italian
	Janice Dehard	Michel Lesoinne	Asst Prof, Engineering
Honors	Janice Oh	William Wei	Professor, History
McNair	Alan Runyon	Mike Kanner	Lecturer, Political Sci
Diverse Scholars (Business)	William Vaughn	Steve Rock	Asst Prof, Business
Journalism Diversity Scholars	Jessica Bralish	Michael Tracey	Professor, Journalism
	Rae Armijo	Michael Tracey	Professor, Journalism
	Guillermo Aragon	Polly McLean	Assoc Prof, Journalism
	Michelle Zarate	Chris Kelly	Instr, Ethnic Studies
	Joshua Sanchez	Polly McLean	Assoc Prof, Journalism
	Nicole Houston	Meg Moritz	Professor, Journalism
Vanessa Lozano	Kyoka Saegusa	Sr Instr, East Asian Lang	
Chancellor's Leadership/ ELLC	Curtis Love	Michael Pagan	Asst Prof, Music
	Sabrina Sameshima	Carolina Caballero	Asst Prof, Music
	Jarvis Fuller	Carol Miyagishima	Director, CLRAP/ELLC
Education Diversity Scholars	Patrick Dewalt	Luis Urrieta	Asst Prof, Education
	Patrick Dewalt	Janette Klingner	Assoc Prof, Education
	Giovanni Sanchez	Ruben Donato	Assoc Prof, Education
	Ying Chung	Catherine Altman	Lecturer, SASC
	Mina Kane	Estella Almanza de Schonewise	Lecturer, Bueno Center
	Leslie Schuman	Adella Borrallo-Solis	Instructor, Spanish
	Bernardita Rael	Elizabeth Balderas	Lecturer, Education
First Generation	Sophia Nguyen	Jorge Moreno	Sr Instr, Biology
	Richard Sala	Carmen Grace	Instr, French and Italian