



# Diversity Initiatives

A Directory of Programs and Services  
University of Dayton

2005-2006

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# The University of Dayton

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## **Office of the President**

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Improving diversity and inclusion ranks high among The Office of the President strategic priorities for the University of Dayton. As we strive to reach our vision of academic excellence and to be true to our mission as a Catholic, Marianist institution, we must live out the charism of inclusivity and community by fully embracing all people who are a part of our University.

In the fall of 2004, the University community completed a Diversity Climate Audit to help us better understand the climate at UD from a number of different perspectives. Prior to the Audit, the University undertook many initiatives which advanced the ideal of making a lasting cultural change on campus – one that integrates diversity, inclusion, and social justice principles throughout the fabric of the University. Our accomplishments at a glimpse include:

### **National Conference on Race and Ethnicity:**

- In the spirit of continuing to strive toward achieving the University's diversity goals, in spring of 2003 a recommendation was made to form a team of University of Dayton administrators and other "influential" leaders from the campus who would travel and attend the 2004, 2005 and 2006 National Conference on Race & Ethnicity. Thus far more than 50 administrators, faculty, staff, and students have experienced NCORE and returned to the campus with new and energetic ideas, best practices and strategies to improve the campus climate for all.

### **Inclusion and Diversity Team:**

- Formation of the Inclusion Teams for improved campus climate, and to further embed inclusion and diversity throughout the University, was launched in May 2005.

### **Diversity Grants:**

- Granting of the first round of Diversity Initiative Funds in 2003, with continuous support being granted for individuals and departments to encourage diversity efforts with more than \$10,000 allocated to date.

### **Stop Hate:**

- **STOPHATE.UDAYTON.EDU** - An interactive website to report bias related incidents and hate crimes on the campus.

## **Diversity Lecture Series:**

- Launching the Annual Diversity Lecture Series, featuring Brian McNaught, Andrew Young, Coretta Scott King, and Roger Daniels in 2004-2005. Visit the UD diversity website for updates and announcements of this year's speakers.

And much more...

- Opening of the Women's Center in 2002.
- Development of Diversity Plans for each administrative and academic division in 2004.
- Designing and delivering sexual harassment prevention training for supervisors and employees, with 83% of our employee base participating.
- Hosting the first Inclusion and Diversity celebration on March 1, 2005 to highlight and acknowledge past efforts and to announce future direction of inclusion and diversity at the University.
- Implementation of various academic initiatives such as Academic Excellence Program, Africana Studies Minor, Center for International Programs, and Women's Studies.
- Sponsorships of diversity activities offered through Diverse Student Populations, School of Law, Student Activities, and the Women's Center along with other units and departments.
- Implementing the Dayton Early College Academy (DECA) in partnership with Dayton Public Schools which will soon enter its third year.

## *Academic Affairs*

### **Office of the Provost**

Fred P. Pestello, Ph.D, Senior Vice President for Educational Affairs and Provost  
St. Mary's Hall RM 212

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Website: [www.provost.udayton.edu](http://www.provost.udayton.edu)

Please visit the Provost's web page for updated information regarding diversity and the academic arena of the University of Dayton.

Minority Faculty Fund: In 1995, the University created a fund in the Office of the Provost to assist in hiring of minority faculty. This one-time fund has been used to supplement funds from College and professional school to hire and otherwise support more than six minority faculty members.

### **College of Arts and Sciences**

Mary E. Morton, Ph.D, Dean

O'Reilly Hall, RM 105

(937) 229-2611 fax (937) 229-2615

Website: <http://artssciences.udayton.edu/>

### **Ohio Science and Engineering Alliance (OSEA)**

- The College has funding thru the Ohio Science and Engineering Alliance to encourage underrepresented minority students to earn bachelor's degrees in the

sciences, technology, engineering, and math (STEM) fields and to encourage degree recipients to pursue graduate study in STEM fields. Research internships are available thru the Glenn Stokes Research Internship program.

### **Graduate Assistantships:**

- A limited number of graduate assistantships are reserved for minority students in several of the graduate programs within the College. These include the M.A. in Communication and the M.S. in Financial Mathematics.

### **Academic Degree Programs:**

- Two academic programs in the College are specifically related to diversity: 1) a major in Women's Studies (WMS) developed out of the minor in WMS; and 2) a minor in Africana Studies.

### **Academic Lectures, Workshops, and Fine Arts Activities:**

- The College is sponsoring a number of lectures, workshops, and seminars on topics related to diversity. For academic year 2005-2006, these include a diversity workshop for faculty given by noted sociologist, Dr. Troy Duster. Entering 2005 students will read and discuss with faculty the book *Urban Injustice: How Ghettos Happen* by David Hilfiker, MD. The author will also address the class. The College will continue to promote fine arts activities and exhibits that represent diverse cultures.

### **Raymond L. Fitz, S.M. Center for Leadership in Community:**

- The Fitz Center initiates and sustains partnerships with urban neighborhoods and larger communities by working at comprehensive community building and providing a context for connected learning and scholarship. Initiatives of the Center include the Ferree Professor of Social Justice, Semester of Service program, Dayton Civic Scholars, community-based service learning, sponsorship of the CityLinks Neighborhood Conference, and the Genesis Project. Website: <http://artssciences.udayton.edu/leadershipincommunity/>

### **First-Year Student Living-Learning Communities:**

- For Fall 2005, College faculty are working with the Division of Student Development to develop academic living-learning communities (LLCs) for first-year students. The theme of one LLC is *Building Communities for Social Justice*.

### **School of Business**

Patricia Myers, Ph.D., Dean

Miriam Hall RM 230

(937) 229-3731 fax (937) 229-3301

Website: [www.sba.udayton.edu](http://www.sba.udayton.edu)

We view ourselves as a learning community committed to educating the whole person and to connecting learning and scholarship with leadership and service to the community and the profession. To foster this mission, we (a) work on building an inclusive culture for all members of the School, (b) try to create an environment that includes members of diverse groups, and (c) ensure that the rich and varied perspectives of others are reflected in our curriculum. Examples of some of our initiatives include:

- Diversity issues are included and discussed in the first year student experience classes, with respect for differences and professionalism as major themes of discussion.

- Courses in diversity and inter-group conflict are offered at the undergraduate and graduate levels.
- Throughout our curriculum, applied project classes that provide business services (e.g., marketing analysis, business plans, & more) involve our students with varied populations. Other community outreach includes monthly seminars that provide opportunity for dialogue among students, faculty, and professionals.
- Recruitment efforts for faculty, staff and students that aggressively target under-represented populations. Once hired, administration, faculty and staff participate in diversity training.
- International study & research opportunities also add to our diversity. The School maintains a number of exchange programs that provide the chance to interact, study and live with graduate and undergraduate students from other countries (e.g., France, Germany, and China). We also offer overseas study programs for our students at several locations in Europe. Our full-summer study opportunity in Asia involves immersion in the culture of eight different countries as students study business and engage in a service learning project.

### **School of Education and Allied Professions**

Thomas J. Lasley, II, Ph.D., Dean  
 Chaminade Hall RM 104  
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 Website: [www.udayton.edu/edu/](http://www.udayton.edu/edu/)

**Dayton Early College Academy** - The School of Education and Allied Professions created the Dayton Early College Academy as a means of enhancing its involvement with the Dayton Public Schools and as a way of attracting more diversity to the campus.

Students from the School of Education and Allied Professions work at DECA in ways that help them understand the complex set of problems confronting urban young people.

DECA is also used as a recruiting mechanism for helping urban young people see the connectedness of the University to the local community.

**Urban Teacher Academy** - The Urban Teacher Academy was created to help attract prospective teachers to the urban classroom. Far too many prospective teachers do not see their professional roles taking them into situations that involve diverse student populations. The School of Education and Allied Professions created the academy as a way of fostering interest in the opportunities for teaching within urban contexts. The hope is to better skill prospective teachers for urban assignments and to attract more persons of color to urban classrooms.

**Project Well-Being** - Young people need to feel safe at school. Project Well-Being is an initiative of the Dayton Public Schools to enhance the physical and psychological environments of elementary and secondary classrooms. The University of Dayton faculty is assisting with the evaluation of this important project that will impact the lives of students of color within the Dayton school classrooms. Diverse student populations confront a range of problems that are often more complex and that often require more resources. The School of Education and Allied Professions is working to assist the Dayton Public Schools in developing safe and positive learning environments for their

students as well as for the UD students who are subsequently assigned to Dayton Public School classrooms.

### **School of Engineering**

Joe Saliba, Ph.D, Dean  
Kettering Laboratories RM 266  
(937) 229-2736 fax (937) 229-4475  
Website: [www.engr.udayton.edu](http://www.engr.udayton.edu)

### **Minority Engineering Program (MEP):**

- In 1995, MEP was created in the School of Engineering. The goal of the MEP is to develop a talented, educated, diverse workforce; to create an optimum-learning environment for minorities; and to increase the number of minority students in engineering.

### **Women in Engineering:**

- The Women in Engineering Summer Camp (WIE) is over 30 years old. It is designed to support the recruitment, retention, and graduation of women in the field of engineering. The program introduces approximately 80 high school girls to career opportunities within the engineering profession.

### **National Society of Black Engineers (NSBE):**

- Comprised of more than 190 chapters on college and university campuses across the nation, the mission of NSBE is to increase the number of culturally responsible Black engineers.

### **Society of Hispanic Professional Engineers (SHPE):**

- SHPE is the student organization promoting the development of Hispanics in engineering, science and other technical professions to achieve educational excellence, economic opportunity and social equality.

### **School of Law**

Lisa A. Kloppenberg, Dean and Professor of Law  
Joseph E. Keller Hall RM 203G  
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Website: [www.law.udayton.edu](http://www.law.udayton.edu)

### **Academic Excellence Program (AEP):**

**(<http://academic.udayton.edu/aep-prog/>)**

- Vernellia R. Randall, Professor of Law and Director of the Academic Excellence Program, proved by a number of indicators that AEP is successful in helping minority and other disadvantaged students to flourish and even excel in law school. The objectives of the AEP are: (1) to help students develop the legal study skills and habits that will enable them to perform to their potential; (2) to develop students' exam-writing and analytical skills; (3) to provide social support, reduce isolation, and provide positive reinforcement to the students so they can excel; and, (4) to provide a means of identifying those students who are having problems, and assuring that they are appropriately referred to the right resources for assistance, such as the professor teaching the substantive course, the learning

center for remedial writing and reading assistance, and the counseling and medical centers where appropriate.

### **School of Law Admission Office:**

(<http://www.law.udayton.edu/admission/>)

Janet L. Hein, Assistant Dean, Director Office of Admission and Financial Aid, School of Law (937) 229-3555 fax (937) 229-4194

- *Minority Recruitment:* The School of Law focuses recruiting efforts at historically black colleges, targets other minority pre-law populations through personal outreach, and advertises in targeted publications as well as at several minority college fairs.

### **Dean of Students:**

- *Orientation:* Diversity training is included in the first-year student orientation. Respect for differences and professionalism are the themes.
- *Minority Clerkship Program:* In conjunction with the Thurgood Marshall Law Society, all minority students are given an opportunity and assistance in applying for summer jobs with law firms, corporations, and public agencies.
- *Annual Diversity Celebration:* This event is planned and implemented by minority and other student organizations.

### **Community Outreach:**

- Offer courses and non-credit opportunities for faculty, staff, and student outreach to underserved communities through the Law Clinic, Volunteer Income Tax Assistance, Volunteer Student Law Project, Indigent Representation Program, and other pro bono activities.
- Support one annual event incorporating themes of diversity, social justice, and a more inclusive justice system to enhance understanding of law and social justice through the Gilvary endowment and other resources.
- Provides support to *Dayton to Durban*, a summit on Institutional Racism, and other similar anti-racism efforts.

### **Student Development**

William C. Schuerman, PhD

Vice President for Student Development and Dean of Students

223 Gosiger Hall

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### **Diverse Student Populations:**

- The specific institution mission of the office of Diverse Student Populations is to enrich and support the academic, social, personal, spiritual, and professional development of African-American and Latin-American students and to cultivate the integration of cultural diversity throughout all aspects of academic and campus life. The office provides programming, student advising, staff assistance in dealing with institutional barriers, student lounge/meeting facilities, and support to a number of student organizations. The staff serves as a resource to faculty and staff throughout the university for consultation and collaboration in addressing the recruitment, retention, and academic achievement/success of African-American and Latin-American students.

### **Residence Education:**

- The professional, paraprofessional, and support staff of the department of Residence Education fosters the development of mission based, supportive residential living and learning communities in a broad variety of residence environments. The department's commitment to diversity is reflected in its long history of recruiting and selecting professional, graduate, and undergraduate Resident Assistant/Neighborhood Fellows staffs that reflect the wealth of talents and gifts that students from the full "rainbow" spectrum bring to our university community. The training of staff and the educational programming conducted in the various resident communities intentionally and regularly address issues of diversity in community and the expectations that the university has for inclusiveness.

### **Dining Services:**

- The department of Dining Services has a very diverse employee base and has initiated ongoing staff development training programs to foster more effective internal communication, improved employee relations, and a customer centered service orientation. The department works with the office of Diverse Student Populations and student groups in sponsoring special ethnically and culturally specific dining nights and other multicultural celebrations.

### **Orientation:**

- The leadership of this office has concentrated on working with student leaders, campus offices, and other Student Development departments to recruit a diverse student staff for New Student Orientation. The priority is to ensure that the "welcoming face" that every new student and his/her parents find upon arriving at the university represents the university's commitment to diversity and inclusiveness. In addition, mandatory orientation programs for new students emphasize the imperative of diversity and inclusion in the university community.

### **Public Safety:**

- To achieve the university's vision of a diverse community, it is particularly critical that the department of Public Safety be viewed with trust and respect by students, faculty, staff-of-color, and by the women of our university community. The department has implemented a number of initiatives focusing on professionalism and service. Some of the programs that have been implemented are diversity training for all Public Safety staff conducted by Global Lead consulting group; development of an anti-bias and an arrest policy which reflects a strong commitment to the dignified treatment of all persons; the implementation of reporting, data collection and record keeping policies, procedures and systems to aid in the documentation and investigation of biased related incidents; and specialized training for PS officers for responding to victims of sexual assault.

### **Partnerships with Student Government Association (SGA):**

- The advisors to SGA promote, assist, and support student leadership in addressing issues of diversity and inclusion. They help provide continuity to successful programs such as Unity Week.

### **Counseling Center:**

- The clinical staff of the Center provides support groups and workshops for under represented groups, such as the African-American Women Support Group, the Cultural Diversity Group, Body Image Workshop, and Coming Out Workshop. The Center also trains graduate student/counseling interns in the use of effective

therapeutic skills in serving diverse populations of clients and offer career development seminars specifically addressing the needs of minority students.

### **Campus Involvement and Leadership:**

- In providing leadership development/education for student groups and organizations the office has implemented a diversity/inclusiveness component to Greek 101, which all new Greek organization members are required to attend. The office is also responsible for the campus' Distinguished Speakers Series and has partnered with other offices and departments to ensure that the University's commitment to diversity is reflected in the major speakers that are brought to campus.

### **Division wide:**

- Student Development professional staff play significant roles in reviewing reports of bias and discrimination as members of BRIT (the Bias Related Incident Team). Staff from the Student Development division makes up over half of the contingent representing the university at the annual NCORE conference on diversity in higher education. Professional staff of the division continues to play leading roles in campus groups such as, the Association of Faculty Women, Gay Lesbian Bi-Sexual and Allies organization, Advisory Committee on Disability, and the University's Diversity and Inclusion Teams. A committed group of SD staff founded and are responsible for the success of the Women's Leadership Conference.