



Diversity News

Tennessee Board of Regents
Division of Access and
Diversity

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As we approach the end of the first full year of access and diversity planning and programming in the TBR system, this issue of the newsletter takes a look at a bit of what we have been able to accomplish in such a short period of time: the second TBR diversity workshop, access and diversity grants, faculty research grants, and the Maxine Smith Fellows are all featured in this issue.

At the system office level the division of access and diversity is nearing its one year anniversary. Included in this issue is an introductory feature on the members of the TBR central office access and diversity staff.

An incredible amount of work has gone into the drafting of the campus diversity plans. With the draft plans currently under review, it seems that all campuses are on track to have final plans completed before

the beginning of the 08-09 fiscal year. Many campuses have appropriately decided to submit short-term plans on June 30, with the understanding that from that point on the diversity plans will be incorporated into campus strategic planning cycle.

In my conversations with people from different campuses I am struck by how committed everyone seems to be to the process of strategically planning for diversity. I often caution against being discouraged when change or cooperation comes slower than one would like. One way of looking at our process is that we are in the starting blocks of a long distance relay race. No one person (or office) can run the whole race and each leg of the race is different. But someone has to take the first leg and many thanks go to the campus contacts that have been in this process since the beginning and got the race started.

As we go forward we would appreciate any contributions you would like to make to the diversity newsletter. If your campus is doing something extraordinary or you find a resource that you would like to share, just let us know. In the meantime,

With sincere thanks,

Wendy Thompson

Vice Chancellor for Access and Diversity

Inside this issue:

<i>2008 Maxine Smith Fellows</i>	1
<i>2nd Annual Diversity Workshop</i>	2
<i>Grant Spotlight</i>	3
<i>Access Diversity Grant Update</i>	4
<i>Diversity Research Grants Awarded</i>	4
<i>Staff Bio</i>	5
<i>Upcoming events</i>	5
<i>Resources</i>	6

2008 Maxine Smith Fellows

The new class of Maxine Smith Fellows began in February and will complete in November, 2008. Information on the nomination process for the 2009 class will be communicated in January, 2009. Congratulations to the following individuals chosen to participate in the 2008 Maxine Smith Fellows Program:

- Mr. David Davenport, Director, University Recreation- Austin Peay State University
- Dr. Christopher Fleming, Associate Director of Admissions- Middle Tennessee State University
- Ms. Mani Hull, Interim Executive Director, Tennessee Campus Compact- Tennessee State University
- Ms. Felicia Lee, Student Services Manager- Tennessee Technology Center at Memphis
- Dr. Angela Radford Lewis, Department Chair- Department of Family and Consumer Sciences- East Tennessee State University
- Dr. Charles Menifield, Associate Professor- University of Memphis
- Dr. Monique Robinson-Wright, Director, Student Life and Diversity Initiatives- Volunteer State Community College
- Ms. Gayle Wood, Director of Access and Diversity- Pellissippi State Tech Community College



2nd Annual Diversity Workshop February 20, 2008



Arthur Coleman

The 2nd Annual Diversity Workshop was held in Nashville, TN at the Sheraton Music City on February 20th. There were over 190 attendees from the system universities, community colleges and technology centers. Keynote speakers for the morning and afternoon sessions were Dr. Damon Williams, Assistant Vice Provost for Multicultural and International Affairs at the University of Connecticut and Arthur Coleman, Partner and co-leader of the education policy team at Holland & Knight in Washington, D.C. Morning and afternoon breakout sessions were conducted by speakers from across the country and within our system. Please use the links provided to access the materials from the workshop.



Dr. Damon Williams

Dr. Damon Williams

[Inclusive Excellence and Organizational Change: A Primer for Higher Education Leadership](#)

[Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions](#)

Arthur Coleman

[After Michigan- Policy Directions and Guidelines](#)

Sharon Shaw-McEwen

[A Campus Model for Diversity](#)

Wendy Thompson

[Diversity Planning 101](#)

William Arnold

[Access and Diversity Initiative Grants Program](#)

Robert Belle

[Promising Practices in Helping to Facilitate Diversity in Graduate Education](#)

Joan Holmes

[Best Practices to Recruit and Retain Underrepresented Graduate Students](#)

Laurence Wesley

[Too Many to Lose](#)

Mary Jordan

[Implementing a Diversity Training Program](#)

Rory Gilbert

[Diversity Enrichment through Curriculum Infusion](#)

Access Diversity Grant Spotlight



The Office of Access and Diversity awarded more than \$1 million in its first funding year of the Access and Diversity grant program. These funds went to 57 distinct initiatives at technology centers, community colleges and universities alike. Each grant program was dedicated to supporting institutional initiatives designed to achieve and promote access and diversity in the areas of student, staff and faculty recruitment and retention, as well as climate enhancement through diversity. In an effort to display the ways in which our institutions chose to approach this program, we would like to share with you some of our grant programs that were recently completed.

TTC-Crump completes Medical Workplace Spanish with Hardin Medical Center

Tennessee Technology Center at Crump was successful in completing a *Medical Spanish* program with Hardin Medical Center in Savannah, Tennessee. The purpose of this project was to provide a Lunch and Learn Medical Spanish Seminar for Hardin Medical Center personnel to communicate with non-English speaking patients to more effectively provide immediate medical service. Gilbert Cortez instructed twenty medical professionals from different areas in an eleven-week course. Through the leadership of Dan Spears, TTC-Crump Director, and Charlotte Burns, Hardin Medical Center CEO, the project was successfully coordinated by Henrietta Kellum, TTC-C Assistant Director, and Diane DeBerry, HMC Performance Improvement Director.



Henrietta Kellum and
Gilbert Cortez

The HMC employees taking the course gave very positive feedback and indicated an interest in more instruction. Both Spears and Burns acknowledged that this class would not have been possible without the use of funding from the Access and Diversity grant.

TSU Presidents Fellowship Program

The President's Fellowship Program is a new leadership initiative at Tennessee State University designed to provide participants with an in-depth exposure to University administration and policy-making. The main goal of this fellowship is to recruit and retain a diverse faculty and staff through the comprehensive leadership program. The Fellowship program lasted seven months and provided participants with mentoring, networking, research opportunities, university service and guidance in preparation for career advancement. A senior administrator mentored each Fellow. A component of the program required each Fellow to complete a service project for the university. The Fellows completed the following projects:



President Johnson and
the 07-08 Inaugural

The Politics and Culture of African Literature in the 20th century presented by Dr. Rebecca Dixon.

A Model Rubric for the Assessment of Syllabi presented by Dr. Sujata Guha

The Use of Social Networking and Digital Media in Marketing and Student Development presented by Ms. Julie Roberts

University Records Retention Policy and Procedures Guide and Electronic Archiving and Retrieval System presented by Ms. Bettina Robinson

TSU Campus and Community Recycling Center presented by Dr. John Robinson

The President's Fellowship program is directed by Ms. Sandra E. Keith, Director of Equity, Diversity, and Compliance.

Access Diversity Grant Update

The 2007 pilot cycle of the Tennessee Board of Regents Access and Diversity grants provided approximately \$1.2million in awards to TBR campuses to support access and diversity initiatives. A snapshot of the pilot funding cycle shows:

Summary of 2007Awards:

57 grants totaling \$1.2 million were awarded in amounts ranging from \$3,600 to \$50,000

24 institutions received grants

8 collaborative grants were awarded totaling \$261,000

As we look toward a second cycle of access and diversity grants I have solicited feedback from a variety of groups on different aspects of the pilot program. In addition, central office staff will work with an external grants consultant to review the process as a whole.

We received feedback on the program from campus representatives who indicated a strong preference for the following:

- * More time to prepare applications (at least 8 weeks as opposed to 6 weeks);
- * Funding decisions made in spring so that grant funds and/or needs can be included in the campus budgeting cycle for the upcoming fiscal year (primarily so that matching funds or other costs, etc. could be factored in as early as possible);
- * The application period should be some time other than summer so that faculty may have the opportunity to participate if they so choose.

In response to the feedback we received about the timing of the program we propose to have the second round of grants begin with an **application process in fall 2008 with awards made in spring 2009**. In order to revise the process and timelines there will not be a competitive grant cycle for 2007-2008.

On balance, realigning the process with campus budget cycles, extending the application period, allowing the majority of the pilot programs to be completed and assessed before beginning new programs, and having time to conduct a thorough review of the grants process were determined to be the highest priorities.

Diversity Research Grants Awarded

The following research grants were awarded to faculty at Tennessee Board of Regents institutions by the Office of Academic Affairs. According to Dr. Paula Myrick-Short, Vice Chancellor for Academic Affairs,

“The diversity research grants provide faculty the opportunity to research issues essential to our understanding of the role of diversity in the education enterprise and the global world in which institutions of higher education must function while addressing the intersection of educational policies, racial inequities and immigration policy, particularly as they affect the state of Tennessee.”

(Click here to view [abstracts](#).)

East Tennessee State University- *Examining the Campus Racial Climate and its Affect on Student Persistence and Success*

Middle Tennessee State University- *No Mind Left Behind: Teaching Every Student to Think Critically*

Tennessee State University- *A Survey of Immigrant Entrepreneurs in Middle Tennessee*

Tennessee Tech University- *Determination of Predictors and Barriers to Minority Enrollment in Undergraduate Exercise Science and Health Majors*

University of Memphis- *Integration through Education- Muslims of Memphis and America*

University of Memphis- *African Americans in Bereavement-Longitudinal Responses to Traumatic Loss*

For more information on these or future awards, contact Dr. Paula Myrick-Short, Vice Chancellor for Academic Affairs 615-366-4411.

Office of Access and Diversity Staff

Wendy J. Thompson is Vice Chancellor for Access and Diversity of the Tennessee Board of Regents System. Prior to her becoming vice chancellor, Wendy oversaw TBR's successful implementation of the Geier Consent Decree.

She began her career in higher education at the University of South Florida in 1988. She served as the principal legal officer in the area of labor, faculty relations, employment and civil rights. Prior to joining the TBR staff Dr. Thompson served as University Counsel and Assistant to the President at Middle Tennessee State University from 1993 to 2001. While at MTSU she was twice named as administrator of the year. Dr. Thompson serves on the board of directors of the National Association of Diversity Officers in Higher Education.

She received her Juris Doctor degree from the University of Cincinnati - College of Law, Cincinnati, Ohio and her Bachelor of Arts degree from Bethune-Cookman College, Daytona Beach, Florida.

William E. Arnold, Jr., a native of Memphis, TN is the Director of Access and Diversity for the Tennessee Board of Regents. Prior to working for TBR, he served as the Director of Academic Programs and Interagency Grants for the Tennessee Higher Education Commission. In this capacity, William was responsible for such programs as the Tennessee Institute for Pre-professionals, Minority Teacher Fellows Advisory board and federally funded Improving Teacher Quality grant program.

William earned his Bachelor's degree from the University of Tennessee and holds a Master's, Specialist and a Doctorate degree in Education from Tennessee State University. William has been integrally involved in a number of programs and organizations that promote social achievement across the state.

Among other duties, Dr. Arnold has assumed the responsibilities as the "point-person" for TBR access and diversity grants. William and his wife Angela have been married for four years. In his spare time he enjoys volunteering, an array of fitness activities and watching sports.

Deanna Morris-Stacey is a native of Memphis, Tennessee but has lived in the middle Tennessee area for the past 20 years. She is currently the Administrative Assistant/Special Projects Coordinator for the Office of Access and Diversity. Prior to working for TBR, she was the director of education for a local proprietary college. In this capacity, Deanna was responsible for all academic areas of the school including accreditation, faculty and student retention. She holds a professional teacher license for the state of Tennessee and spent several years teaching middle and high school English. Deanna earned her Bachelor of Arts degree in English Education from Lee University in Cleveland, TN and holds a Master of Arts degree in Education from Cumberland University in Lebanon, TN.

Deanna, her husband Roger and daughter

Christina live in a small community near Murfreesboro.

Louis B. Hanemann

Louis B. Hanemann is a native of Louisiana but has lived in Middle Tennessee for the past five years. After arriving in Tennessee, Louis left a ten year career in the printing industry and returned to academia as a non-traditional student to earn his Bachelor of Science degree in Public Administration from Middle Tennessee State University. Currently, Louis is the Program Analyst for the Office of Access & Diversity and the Office of Administration. In this capacity, Louis provides research support for the Board of Regent's legislative initiatives and program research for the Board's access and diversity initiatives. He is soon to begin further work on his Masters degree in public administration and public policy, focusing on multicultural and social justice issues. Louis currently lives near Nashville with his wife Natalie and their two children, Merritt and Mae Bernadette.

Upcoming Events

2008 SUMMER ACADEMY: CULTIVATING STUDENT ACCESS & SUCCESS
"Strengthening Institutions to Improve National Competitiveness"
Birmingham, Alabama
July 20-24, 2008

THE ASSOCIATION OF AMERICAN COLLEGES AND UNIVERSITIES
"Diversity, Learning and Inclusive Excellence: Accelerating and Assessing Progress"
Long Beach, California
October 16-18, 2008

Resources

The following resources might be helpful in assessing campus programs, and developing diversity plans. If you find other resource that may be helpful, please send the information to Deanna Stacey- deanna.stacey@tbr.edu:

Campus diversity plans/reports:

Universities

University of Colorado System Diversity Report

www.colorado.edu/cu-diversity/blueprint/index.html

Texas A&M Diversity Report

<http://diversity.tamu.edu/plan/index.asp>

Ohio State University Diversity Action Plan

www.osu.edu/diversityplan/index.php

IUPUI Diversity Planning and Improvement

www.iupui.edu/diversity/planning

Community Colleges

Madisonville Community College

www.madisonville.kctcs.edu/diversity/info.html

Maysville

<http://www.maysville.kctcs.edu/index.php?id=2368&0=>

Campus planning and assessment tools

Diversity Web.Org

www.diversityweb.org/digest/F99/divplan.html

Irvine Foundation

[Campus Diversity Initiative Evaluation Project Resource Kit](#)

[Evans, Alvin and Edna Breinig Chung. "Building and Sustaining and Institution-Wide Diversity Strategy" *Cupa-hr Journal*, Spring/Summer 2007, Volume 58 Number 1.](#)