



Diversity News

Tennessee Board of Regents
Division of Access and
Diversity

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2010 Diversity Conference– Save the Dates

The 3rd Biennial TBR Diversity Conference is scheduled for April 7-9, 2010. For the first time the conference will feature three days of programming with days 1 and 3 covering specific areas of focus. Individuals may register for any or all portions of the conference. The tentative conference agenda is as follows:

Wednesday, April 7

10:00 a.m. – 4 p.m. – Faculty Diversity Research Symposium

Thursday, April 8

9:00 a.m. – 4 p.m. – Keynote presentation and concurrent sessions

Friday, April 9

9:00 a.m. – 4 p.m. - Returning Veterans Issues; Disabled Student Services – best practices and emerging issues

Registration information will be provided at a later time.

Call for Conference Presentation Proposals

Proposals are now being accepted for concurrent session presentations for the TBR Access and Diversity Conference on Thursday, April 8, 2010. The deadline for proposals is Friday, February 19, 2010.

Concurrent sessions will be 1 hour and 15 minutes in length. Panel presentations are welcome.

Proposals should include the following:

- 1) a short narrative outlining the presentation topic
- 2) a description of the target audience for the presentation
- 3) a list of presenters along with a short bio sketch for each presenter

Suggested presentation topics include, but are not limited to, the following:

- Integrating diversity into the curriculum
 - Recruitment and retention issues in the STEM fields
 - Innovative uses for scholarship funds
 - Best practices for retaining diverse students
 - How to get your diversity program to the next level
 - The use of the arts as a training tool for diversity
- Presentation proposals must be sent by Friday, February 19, 2010 to deanna.stacey@tbr.edu

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Maxine Smith Fellows Program

Congratulations to the 2009-2010 Maxine Smith Fellows

The Smith Fellows Program was originally created as a TBR central office *Geier* initiative designed to provide opportunities for African-American TBR employees to participate in a working and learning environment that would enhance work experience and career development. The TBR central office remains committed to the program as a means to increase the diversity of ideas, thoughts and experiences that ultimately enhance the educational environment at our institutions and as a tool for enhancing opportunities .



It is expected that this program will enhance the marketability and employment potential of all Fellows who successfully complete the program.

2009-2010 Maxine Smith Fellows L-R, (Back Row) Vincent Windrow, Ahmad Taheri, Kenyatta Lovett, La Don Jones, Julius Dodds, (Front Row) Moniqueka Gold, Rebecca Dixon, Maxine Smith, Tonya Braden

2009-2010 Maxine Smith Fellows

Ms. Tonya Braden, Senior Instructor, Business Systems Technology Program, Tennessee Technology Center at Memphis

Dr. Rebecca Dixon, Assistant Professor, Languages, Literature and Philosophy, Tennessee State University

Mr. Julius Dodds, Director of East Campus and Eastgate Tower Center, Chattanooga State Community College

Dr. Moniqueka Gold, Associate Professor/Chair of the Department of Education Specialties- Austin Peay State University

Dr. La Don Jones, Director– Master of Health Administration Program, University of Memphis

Mr. Kenyatta Lovett, Director of Marketing and Public Relations, Volunteer State Community College

Mr. Ahmad Taheri, Director of Systems Development & Database Administration, Tennessee Board of Regents

Mr. Vincent Windrow, Director– Office of Intercultural and Diversity Affairs, Middle Tennessee State University

2010 Access and Diversity Grant Process

On September 15, the Office of Access and Diversity rolled out the 2010 Request for Applications (RFA) for its Access and Diversity Grant Program. As the TBR system began a new, post-*Geier* course of action to address issues related to access and diversity, the grant program was established to allow the campuses creativity in tailoring programs for their specific needs. This initiative supports pilot programs and multi-year efforts that focus on underrepresented student outreach and success, faculty recruitment and retention, and campus climate programs. To date, this program has funded more than 50 programs at over 25 of our universities, community colleges and technology centers.

After undergoing an intense review process which included suggestions from within the system and with outside consultation, we are very excited about the upcoming grants. We have worked to improve this process by incorporating the different campus research offices and by coordinating a project director's meeting to discuss grant management concerns.

There was a 22% increase in grant applications this cycle and we are proud to say that all of our universities and community colleges participated, in addition to four technology centers. The advisory selection committee is hard at work reviewing the applications and awards should be determined by mid-March.

For more information, please contact Dr. William Arnold at 615.365.1508 or william.arnold@tbr.edu



UM Art Installation Exhibit Provides a Fresh Approach to Handling Sensitive Topics

Richard Lou, University of Memphis Art Department Chair and a member of the university's diversity committee turned a reaction to a controversial statute in downtown Memphis into a living piece of art that was both provocative and inspirational.

The following article about the exhibit appeared in the *Commercial Appeal* and is attached with the permission of Wendi C. Thomas, Communication Specialist – *The Commercial Appeal*.

Special thanks to Michelle Banks, UM Equal Employment/Affirmative Action compliance Officer for bringing this unique experience to our attention.

[Performance Art Tells Stories to Spark Dialogue](#)



Access Diversity Grant Spotlight

Roane State Community College

Access and Diversity Grants funded two major projects at Roane State Community College in 2009 — a DARTS symposium and outreach events for the Spanish-speaking community.

The college hosted the DARTS Disability Symposium and Faculty Roundtable at its Roane County campus. DARTS stands for Disability At-Risk Transition Success. The symposium included presentations from experts in the areas of transition, college disability services, disability simulations and included discussions of topics such as anxiety and legal issues.

The DARTS symposium included informative keynote sessions as well as workshops with interactive components, a lunch forum with state transition leaders, and a panel discussion.

The event attracted 130 individuals representing over 40 entities including individual secondary public and private schools, district offices, state agencies, as well as interested RSCC faculty and staff. About 84 percent of attendees surveyed said they would be very likely or somewhat likely attend another DARTS symposium.

Access and Diversity Grants also allowed Roane State to host “Welcome Festivals” designed to reach out to the Spanish-speaking community.

The events included information about community and education services as well as food and entertainment. Festivals were held in Roane County, Lenoir City, Crossville and Oak Ridge. Combined, the events attracted about 660 visitors.

Visitors at Welcome Festival



Kathy Lutes, director of Disabilities Support Services at Chattanooga State Community College, at the DARTS Disability Symposium and Faculty Roundtable

Regents Academies in Math and Science

Summer 2009 was a banner year for the TBR Regents Academies in Math and Science. Originally piloted by the University of Memphis in summer 2007 these residential summer programs at UM, Austin Peay and TSU immersed high school students in math and science education and provided an opportunity for them to experience life on a university campus. This year two community colleges – Columbia State and Walters State - instituted day camps for younger students. Each of the institutions had successful programs because of the involvement of campus departments such as financial aid, admissions, housing, and student services.

For additional information about the academies at each institution, please contact:

Austin Peay – Dr. Willodean Burton – burtonw@apsu.edu

Tennessee State University – Dr. John Robinson – jrobinson@tnstate.edu

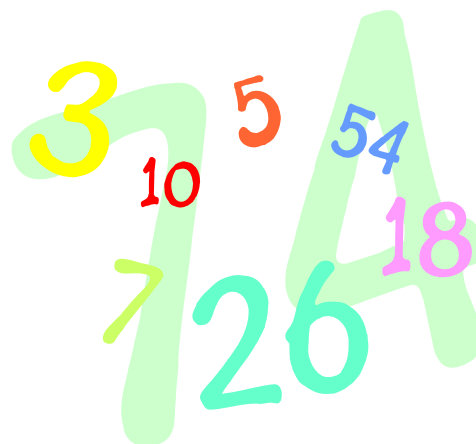
University of Memphis – Dr. William Akey – wakey@memphis.edu

Columbia State Community College– Christa Martin– cmartin@columbiastate.edu

Walters State Community College– Lee Dell'isola– lee.dellisola@ws.edu



APSU Summer Academy participants



Upcoming Events

National Association of Diversity Officers in Higher Education (NADOHE)

4th Annual Meeting

March 8-10, 2010, Sheraton Phoenix Downtown Hotel

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 Number1.](#)

** If you have information you would like to contribute to the newsletter, please contact Deanna Stacey-deanna.stacey@tbr.edu*