

UNIVERSITY OF SCRANTON

CULTURAL DIVERSITY COMMITTEE

YEAR END REPORT

JULY 1995

CULTURAL DIVERSITY COMMITTEE

**YEAR END REPORT 1994-95
and
PLANNING GOALS FOR 1995-96**

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JULY 1995

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SCRANTON

Office of Affirmative Action

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The acceptance of Planning Goal II (cultural diversity) is spreading throughout the campus. Having the goal, having a cultural diversity curriculum requirement, and having a very broad-based diversity committee have contributed greatly to its acceptance.

Since the cultural diversity committee is broad-based, representing most departments on campus, the goals and objectives that are developed cover all departments and spread out the responsibility for implementation.

Below are the goals for 1994-95 and the accomplishments:
(The list is not inclusive, it only contains information sent to me by departments.)

1. **Encourage study of non-Western Europe countries through study abroad and by having study abroad students share their experiences with other students.**

This goal was accomplished. The Study Abroad Office prepares a year end report of their activities.

2. **Encourage the development of courses that incorporate diverse perspectives.**

Accomplishments include:

- A. 6 credit General Education requirement
- B. HADM 315 course, Cultural Diversity and Health Administration (36 enrolled in 1994-95)
- C. All foreign language courses are taught from a cultural perspective
- D. Other departments and schools (Education, SOM) are revamping courses to include American minority/international perspectives

D. Other foreign faculty have been involved in local cultural events.

7. Provide a workshop or seminar for COCA with student leaders from the United Colors group on campus.

This was accomplished and will continue next year.

8. Require journal articles to be read by the membership of COCA for small group discussion and/or viewing, if required, movies covering the topic of diversity for discussion and interpretation by small groups.

This was accomplished.

9. Require one community service project for each academic year that would integrate COCA with diverse members of the Scranton community.

This was accomplished.

10. Conduct three individual training sessions on diversity for Resident Life Coordinators and Resident Assistants.

This was accomplished.

11. Hold two programs on diversity for all resident students.

This was accomplished.

12. Evaluate the special housing needs of minority students.

This was accomplished.

13. Increase the number of Black and Hispanic minority hires by two throughout the University.

Not accomplished. Although there were new minority hires there was no net gain. Efforts to recruit minorities was increased. (See Affirmative Action year end report.)

14. Continue and expand the exhibits and performances sponsored by the Art and Music Department, Drama Department, Concert Series, etc., that reflect other than the Western culture.

20. Send letters to all minority students letting them know of special scholarships.

Letters were not sent. However, the Admissions Office lets the minority students know about the scholarships. \$156,000 was spent from the Claver Scholarship fund.

21. Work with WUSR to make sure diverse programming continues.

Real World on RNN and The Aquinas covered the guest speaker; The Aquinas runs a weekly feature called "Beyond Boundaries" which features people studying in/from other countries, and WUSR-FM has weekly world music radio programming and hosts "Perspectives," a program featuring diverse ideas.

22. Work with ARA to get them to incorporate ethnic foods.

Students need to get more involved if this goal is going to be fully accomplished.

23. Continue to offer for sale and display books and materials of interest to and about minorities.

This is being done. Cheryl Phillips has been instrumental in setting up displays and coordinating events. She was responsible for bringing Kiano Davenport, author of Shock Dialogues on campus. Also a speaker for Native American Heritage Month.

24. Other accomplishments:

- A. CHEHR's board of visitors devoted their March meeting to diversity which resulted in a number of recommendations.
- B. The University received funding from AAC&U to have three faculty participate in their Summer Institute.
- C. Ten faculty and staff participated in the Cultural Diversity Conference held at Bloomsburg in the fall. The University of Scranton will host the conference in 1995-96.
- D. A video conference "Retention Strategies for Campus Diversity" was made available to the University community. A copy of the tape is in the library.

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**CULTURAL DIVERSITY GOALS
FOR 1995-96**

1. The Personnel Office will do periodic mailings in the local market area announcing job vacancies and requesting minority referrals.
2. The Personnel Office will provide a greater awareness to employees about cultural diversity.
3. Provide sensitivity training for all students and employees.
4. The Admissions Office will examine the attrition rate of minority students.
5. The Student Affairs Office will conduct cultural diversity attitude survey.
6. The Admissions Office will increase minority enrollment to eight percent.
7. The University will host a 14 college conference on cultural diversity. (Dr. Shirley Adams is chairing.)
8. Departments will develop courses that meet the cultural diversity guidelines.