

THE UNIVERSITY OF
SCRANTON
A JESUIT UNIVERSITY

CULTURAL DIVERSITY

**YEAR END REPORT 1997-98
and
PLANNING GOALS FOR 1998-1999
and
1999 - 2000**

YEAR END REPORT 1997 - 1998

CULTURAL DIVERSITY

Prepared for:

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Academic Vice President and Provost
University of Scranton*

Submitted by:

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and
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July, 1998

**Cultural Diversity Year-End Report
and
Planning Goals for 1998-2000**

The cultural diversity year end report is a compilation of information from a number of departments throughout the University since the Cultural Diversity Committee is representative of the entire campus. The goals and objectives of the Cultural Diversity Committee are also reflected in individual departmental reports. For a list of the committee members see Appendix A.

1.0 Progress on 1997-98 Objectives:

1.1 Accomplishments:

1.1.1. Continue to communicate all professional job announcements to groups identified by the Office of Federal Contact Compliance program.

The Human Resources Department continues to share job announcements with the groups that have been identified by OFCCP and with local agencies.

1.1.2 Develop a plan for recruiting faculty of color.

The Human Resources Department met with five departments this year to reinforce the importance of considering minority and/or female candidates for faculty openings. As a result at least two or three faculty were hired.

1.1.3. Continue to increase financial aid for students of color.

The Claver Scholarship has increased from \$74,250 and 29 recipients in 93-94 to \$500,633 and 102 recipients in 97-98. For 98-99 a Claver Merit Scholarship fund has been established to make awards to students of color based solely on their academic records. The criteria for all Claver awards has been expanded to include Asian groups.

1.1.4 Develop a retention plan to retain students of color.

The Enrollment Management and Admission Offices began using the cultural diversity committee to come up with ideas for recruiting and retaining students of color. Two meetings of the committee were focused on this issue.

1.1.5 Increase library holdings and produce a multi cultural research guide.

Both the Weinberg Library and the OID increased their holdings and made the information available to faculty and staff through newsletters. In addition OID helped the Education Department purchase additional library books to support the cultural diversity education courses.

1.1.6 OID will coordinate the final year of the cultural diversity curriculum project to increase the number of courses that meet the cultural diversity requirement.

Professor Steve Casey and Dr. Marian Farrell led the study group. Eleven faculty and six students participated. Eleven courses were developed or revised.

1.2 Objectives not accomplished:**1.2.1 Increase minority representation among our employee groups.**

Faculty of color increased by 1 percent to 9 percent (23 faculty) over 1996 data. However the percentage has been 8 or 9 percent since 1993. Full time staff remained at 4 percent (22 employees). In 1993, staff was at 2 percent.

1.2.2 Develop a closer working relationship between United Colors and the International Student Organization.

Partially accomplished. Efforts were made to coordinate beginning of the year activities.

1.2.3 Increase percentage of freshman students of color to 8 percent.

Not accomplished. The percentage was around 5 percent

1.2.4 Conduct workshops for employees on diversity.

Partially accomplished. Plans to hire a staff development person in the Human Resources Department were put on hold. However, two satellite conferences dealing with race and diversity were held on campus; faculty, staff, and students attended the regional cultural diversity conference; and a number of faculty attend conferences on diversity through funds available in OID or through the Faculty Travel fund.

1.3 Outcome Assessment Information:

- 1.3.1.** Dr. Marian Farrell, Dr. Robert McKeage, Dr. Shirley Adams, Dr. Gerald Biberman, Sherman Wooden, and Dr. Subramanian Balakrishnan received funding from the National Association of Student Personnel Administrators to conduct focus groups with our students on diversity. The results will be shared with the University community and will be used to plan activities for the 98-99.
- 1.3.2** Dr. Marian Farrell, Dr. Subramanian Balakrishnan, Dr. Gerald Biberman, and Dr. Shirley Adams are the University of Scranton representatives to the Regional Cultural Diversity Institute. As part of the Institute's research, students attitudes about diversity were surveyed in May. There will also be a survey of all employees conducted this summer. The results will be disseminated to the University community and will be used to plan regional activities.
- 1.3.3** The Affirmative Action Office and the Enrollment Office have also used the data gathered by AIRO for purposes of planning, hiring, recruiting, retention, etc.

1.4 Departmental Accomplishments

In addition to the accomplishments mentioned above, the following activities took place. (Activities listed below include those submitted upon request.)

- 1.4.1 Health Administration and Human Resources Department:** Faculty and student international presentations and visits in the Slovak Republic; International Health Care Dinner ; TeleVideo conferencing with two International Health Care Forums in the Slovak Republic at the University of Trnava and University of Matej Bel; hiring a African American faculty; Cultural Diversity Survey administered in HAD 521; and 17th International Seminar on Staff and Educational development at University of Scranton.
- 1.4.2 Education Department:** Undergraduates participated in an after school tutoring program for bilingual children; Dr. Timothy Hobbs and Dr. Barbara Cozza participated in the faculty cultural diversity year-long seminar ; department offered a course "Exploring Cultural Diversity through Children's Literature; students in EDUC. 241 tutored local at-risk students; specific activities in Elementary Social Studies Methods were implemented to stress cultural diversity; Dr. Barbara Cozza is actively investigating how diverse populations explore math concepts; student teachers were placed into schools where they could take advantage of the diversity that does exist in Lackawanna County; and Dr. David Wiley is the lead instructor in the University of Success program.
- 1.4.3 Foreign Language Department:** Marie Karam coordinated the celebration of the feast of Our Lady of Guadalupe with campus ministry, Catholic Social Services, and the Mexican Hill Section community; weekly conversation hours (Kaffeeklatch) in German were held for students in the Cafe del Sol; teaching assistants or instructors from Colombia, France, Spain, and Japan were part of the faculty for 97-98 and gave special presentations on Colombia, the Spanish bullfighting tradition and on a traditional Spanish dance known as *Sevillana*; the Language Learning Center hired four student workers of color; the department works closely with United Colors and the Spanish House to co-sponsor activities; Prof. Habib Zanzana taught a course on Francophone African literature, is organizing and conducting two workshops on the teaching of culture and diversity, one in Madrid and the other in Chicago, gave a lecture on the cultures and civilizations of North Africa to students in Gavigan Hall, and invited a number of speakers from foreign countries to speak to the foreign language students; the department sponsored a Foreign Language Immersion Day on campus to offer area high school juniors an opportunity to visit our campus and interact in French, Spanish, or German; Dr. Parsons and Dr. Robert Kocis ran a faculty-led study abroad trip to Guadalajara, Mexico in the 1998 Intersession and in June 1998 the

President of UNIVA will visit the University of Scranton; Faaron Elstein, a journalist from the Wall Street Journal gave a presentation on the famous Medieval pilgrimage route in France and Northern Spain, the *Camino de Santiago*; the department hosted and assisted with the Catholic Social Services ESL classes on campus and sponsored the after School Children's Tutoring program with the Scranton School District, migrant Education and Hispanic Outreach program; Maria Karam received an award for outstanding dedication and commitment to the Hispanic community; Marie Karam's medical Spanish class presented workshop and translation services to several regional clinics and hospitals to address needs of area Hispanic patients; and Dr. Linda Ledford-Miller taught courses on culture and civilization of Latin America and Native American Identity, and attended a session on race offered by OID.

- 1.4.4 Nursing Department:** Margie Maddox participated in the OID faculty seminar on cultural diversity and Dr. Marian Farrell co-directed the seminar; Dr. Marian Farrell participated in writing a grant to conduct focus groups with students on diversity perceptions and she, Dr. Rob McKeage and Dr. Shirley Adams presented the results at the AJCU CMA conference in June and she is also one of the faculty representatives to the regional diversity institute. Dr. Farrell helped write a grant to the Hewlett Foundation for funding for "white" student and faculty development on issues of race and diversity. The grant was not funded.
- 1.4.5 Marketing and Management Department:** Dr. Rob McKeage and Dr. Gerald Biberman presented a session on diversity at the 14 College Regional Diversity Conference in Luzerne County Community College and they both participated in, along with Dr. Subramanian Balakrishnan, Dr. Marian Farrell, Sherman Wooden and Dr. Shirley Adams in the writing of the NASPA grant; Dr. Robert McKeage, Dr. Marian Farrell, and Dr. Shirley Adams presented the results of the NASPA study at the AJCU CMA conference in June; Dr. Gerald Biberman is also a faculty representative to the regional diversity institute; and the department had a course approved for the cultural diversity requirement.
- 1.4.6 Psychology Department:** The psychology department offered a section of Psychology of Women and also the Exceptional Child; Dr. Carol Slotterback conducted research on the elderly populations and has presented her research at conferences; Dr. Brad Alford included a

segment on cultural diversity in his Filed Experience in Clinical Settings course.

- 1.4.7 Military Science Department:** The department co-hosted a program commemorating women's service to the military and supported Bring Your Daughters to Work.
- 1.4.8 Biology Department:** Dr. John Conway offered a faculty-led study abroad course, Tropical Biology, in which the students went to Belize and Guatemala; the department participate in Take Your Daughters to Work Day and in recommending female biology students for the Clare Boothe Luce Scholarship; Dr. Gary Kwiecinski gave a presentation to the University of Success students, maintains collaborative and consultatory relationship with Texas Parks and Wildlife and Universidad de Ciudad Victoria in Mexico, initiated collaborative and consultatory relationship with Polish Academy of Sciences in Warsaw, Poland, and will be a guest lecturer at Instituto Colombiana Agropecuario in Palmira, Colombia in August 1998; Dr. Janice Voltzow made a presentation for the University of Success, prepared a Spanish meal for her students in her invertebrate biology class, addressed and discussed diversity issues throughout general biology classes, attended 14 college regional conference on diversity held at Luzerne County Community College, discussed with admissions strategies for recruiting students from Puerto Rico, served as a host family for Japanese intern who is teaching Japanese language at the Campus School, and participated in Women's Studies Faculty Development Reading Group.
- 1.4.9 Chemistry Department:** Dr. Trudy Dickneider attended a Chatauqua Short Course, "Women and Minorities in Science: Past History and Future Stages" and will be developing a course to meet the diversity requirement.
- 1.4.10 History Department:** Dr. Susan Poulson gave a presentation, "Women in the Military: A Historical Overview" at the Campus Women's Center, a presentation "On the Home Front: Women in the Second World War" in conjunction with the University of Scranton's art exhibit entitled "Women Come to the Front", and a presentation, "A Celebration of Motherhood" at the Campus Women's Center; Dr. Michael DeMichele gave a presentation, "Innovative Approaches to teaching Ethnic and Cultural Diversity in History Courses" at the Ninth International Conference on

College Teaching and Learning; and the department has had nine courses approved that meet the cultural diversity requirement.

- 1.4.11 International Student Office:** Jointly hosted International Picnic with United Colors in the Fall semester; international students did volunteer work with Campus School, Allied Services, Hand in Hand, and local hospitals; held Indian Night at the University; held International Dinner in Spring semester, sponsored trips to University of Pennsylvania, Washington D.C., and ski trips for the international students; developed the Monroe House to give students an international living experience, and continued to maintain the Mosque.
- 1.4.12 Foreign Study Office:** The University of Scranton will have at least two students of color studying abroad for the 1998-99 academic year, the office published two issues of *Beyond Borders*, the Foreign Study newsletter which is sent to students, perspective students, and Foreign Study alumni; two students will be going to non-traditional study sites—Beijing, China and St. Petersburg, Russia.
- 1.4.13 Student Activities Office:** The Performing Arts series included trombonist Wycliff Gordon, George Wesley Reggae Band, concert composer Kenneth Amis, Incas Band of Ecuador, Chinese Acrobats, and Violinist David Chan; seminar on Women and Minorities in Corporate America, "Breaking the Glass Ceiling", by Dr. Damayanti Vausdezan; HOLI Celebration—Festival of Colors sponsored by India Club and the Multi cultural Center; international picnic; India Independence celebration' celebration of Holy Days—Ramadan/Passover); Cultural Diversity Week sponsored by Student Government; forum discussion on "Race in the Classroom" sponsored by the Multi Cultural Center and OID as part of President Clinton's initiative on race; two underground dances sponsored by United Colors; weekly ethnic dinners sponsored by United Colors; monthly meetings and forums on different topics sponsored by United Colors; staff and students participated in the regional conference on diversity, Latino Conference, Filipino Conference and African-American/Hispanic Conference.
- 1.4.14 Office of Instructional Development:** OID completed its third year of funding faculty led study groups that were to assist faculty in developing courses that meet the University's diversity curriculum requirement—fourteen faculty and 6 students participated in 97-98; three discussions

on diversity issues in the classroom were led by Dr. Alan Berkowitz; co-sponsored "Race in the Classroom" forum with the Multicultural Center; and funded 11 faculty to attend the regional conference on diversity. (A list of all courses that have been developed to meet the cultural diversity requirement are attached.)

1.4.15 Other:

Dr. Shirley Adams attended and co-presented a session at the AJCU/CMA Conference in June 1998.

Multicultural Affairs: participated in the writing of the NASPA Grant which was funded; participated in the writing of the Hewlett Foundation grant which was not funded; and is the administrative representative to the Regional Diversity Institute and assisted in the original grant application.

The University of Success program for at-risk seventh and eighth graders completed its second year and recruited its third class of students. The University's Institutional Advancement Office was very successful in getting outside funding. (A thank you to Peter Galbraith.)

2.0 Revised Departmental Plans for 1998-99:

2.1 Revised Departmental Objectives for June 1, 1998 - May 31, 1999

- 2.1.1** The Cultural Diversity Committee will continue to serve as an advisory board for the Enrollment Management and Admissions Offices on recruiting and retaining students of color.
- 2.1.2** The Cultural Diversity Committee will continue to work with the departments within the University to increase their understanding of diversity so that diversity initiatives will be part of their departmental plans.
- 2.1.3** The Cultural Diversity Committee will continue to bring departments of the University together in order to coordinate activities related to diversity.
- 2.1.4** The Cultural Diversity Committee will continue to be an advocate for diversity.

- 2.1.5 The Chairperson of the committee will continue to be the main contact for the University in matters relating to diversity.

2.2 Revised Faculty and Staff Personnel Needs

- 2.2.1 Because this is a committee there is neither faculty nor staff assigned to the work. However, there are staffing needs that should be considered that relate to recommendations made by the committee to enhance diversity on our campus. These include a full time person to staff the Multi cultural Center, a full time Affirmative Action officer, expanded responsibilities or another person to handle recruitment of undergraduate international students, a full time person to staff the Women's Center, and a full time person for the University of Success program. In addition, the Human Resources Department should hire a person or consultant to conduct diversity training/awareness for all staff and faculty.

2.3 Non Salary Budget Needs:

- 2.3.1 Funds are needed to continue the faculty-led study groups on diversity in order to ensure that the University has enough courses to meet the diversity requirement for graduation.
- 2.3.2 Funds should be set aside to sponsor a diversity celebration each year.
- 2.3.3 Funds may be needed to support the Regional Diversity Institute.

2.4 Revised Space Needs

- 2.4.1 None needed. Although the committee did recommend that we look at ways of housing all of the offices that deal with students of color and international students, study abroad, and the Women's Center in one location.

2.5 Assessment Measures:

APPENDIX A

2.5.1 The committee asks all of its members to turn in a year-end report and goals and objectives for the following year. In addition, the committee collects data from the other academic departments, enrollment data, hiring data, etc.

3.0 Proposed Objectives for June 1, 1999 - May 31, 2000

3.1 Departmental Objectives:

3.1.1 The goals for 1998-99 will be continued into 1999-2000

FR. ASSANTE

DR. ALEX BERTLAND

MR. JAY BLAZES

DR. J. ROBERT CANTRELL

PROF. STEVE CASEY

DR. JODY DUNN

MR. STEVE FISK

MR. RAUL FONTS

MR. PETER GALBRAITH

MS. SUSAN IKERD

MS. MARIE KARAM

MR. CHARLES KRATZ

DR. MICHAEL MENSAN

MS. MAUREEN MURTHA

MS. CHERYL PHILLIPS

MR. MICHAEL SIMONS

DR. TONY SINAY

MS. MIRTHA WILCZYNSKI

MR. SHERMAN WOODEN

DR. HABIB ZANZANA

Student Reps:

ROSA SANTANA

LEANA SYKES

BAHER ZAMAMIRI

APPENDIX A

CULTURAL DIVERSITY COMMITTEE
1997-98

DR. SHIRLEY M. ADAMS, CHAIR
FR. ASSANTE
DR. ALEX BERTLAND
MR. JAY BLAZES
DR. J. ROBERT CANTRELL
PROF. STEVE CASEY
DR. JODY DUNN
MR. STEVE FISK
MR. RAUL FONTS
MR. PETER GALBRAITH
MS. SUSAN IKERD
MS. MARIE KARAM
MR. CHARLES KRATZ
DR. MICHAEL MENSAH
MS. MAUREEN MURTHA
MS. CHERYL PHILLIPS
MR. MICHAEL SIMONS
DR. TONY SINAY
MS. MIRTHA WILCZYNSKI
MR. SHERMAN WOODEN
DR. HABIB ZANZANA

Student Reps:

ROSA SANTANA
LEANA SYKES
BAHER ZAMAMIRI

Appendix B

University of Scranton Undergraduate Catalog 1998-99
Page 50 - Cultural Diversity Approved Courses

Cultural Diversity - 2 courses (no additional credits)

| | | | | | |
|------|--------|-----------------------------------------------------------------|---------|---------|----------------------------------------------------|
| ARTH | 113 | (D)Topics in Non-Western Art | LIT | 207 | (D)Literature of American Minorities |
| ARTH | 210 | (D)Topics on Women in the Visual Arts | LIT | 208 | (D)French Masterpieces in English Translation |
| COMM | 228 | (D)Intercultural Communication | LIT | 209 | (D)Masterworks of Russian & Slavic Literature |
| COMM | 229 | (D)Gender & Communication | LIT | 384 | (D)Spec. Topics in American Minority Literature |
| EDUC | 140 | (D)Early Childhood Education | NURS | 111 | (D)Women's Health |
| ENGL | 225 | Writing Women | NURS | 480 | (D)Nursing the Individual/Family/Community |
| EDUC | 131 | (D)Experiencing Cultural Diversity through Children's Lit. | NURS | 481 | (D)Community Nursing |
| FREN | 239 | (D)French Christian Thinkers | PHIL | 218 | (D)Feminism: Theory and Practice |
| FREN | 311 | (D)French Conversation | PHIL | 226 | (D)Chinese Philosophy |
| GERM | 313-14 | (D)Survey of German Lit and Culture (can only count 3 credits) | PHIL | 326 | (D)Advanced Topics in Feminist Theory |
| GRK | 205 | (D)Legacy of Greece and Rome | PS | 321 | (D)Chinese Political Thought |
| GRK | 213 | Greek Literature & Mythology | PSYC | 237 | (D)Psychology of Women |
| HADM | 315 | (D)Cultural Diversity & Health Administration | SOC | 224 | (D)American Minority Groups |
| HIST | 212 | (D)Rebels, Rogues, & Reformers | SOC | 232 | (D)Great American Cities |
| HIST | 214 | (D)World Politics | SOC | 234 | (D)Cultural Anthropology |
| HIST | 216 | (D)Race in American History | SPAN | 203 | (D)Latin American Cultural Heritage |
| HIST | 219 | (D)Modern World History | SPAN/PS | 295 | (D)Contemp. Mexican Culture & Language |
| HIST | 221 | (D)The American West | SPAN | 296 | (D)Culture, Civilization & Lit. of Latin America |
| HIST | 224 | (D)Ethnic & Racial Minorities in NE PA | SPAN | 311 | (D)Conversation |
| HIST | 238 | (D)History of American Women I | SPAN | 314 | (D)Culture & Civilization of Latin America |
| HIST | 239 | (D)History of American Women II | SPAN | 331 | (D)Survey of Spanish American Literature |
| HIST | 240 | (D)History of Modern Italy | T/RS | 314 | (D)Religions of the World |
| HS | 241 | (D)Case Management and Interviewing | T/RS | 315 | (D)Women in Christianity |
| HS | 333 | (D)Multiculturalism in Human Services | T/RS | 319 | (D)Women's Spiritual and Autobiographical Writings |
| INTD | 211 | HIV/AIDS | T/RS | 326 | (D)The Church & Contemporary Social Issues |
| ITAL | 207 | (D)Italian Women's Writing in Translation | WRTG | 105-106 | (D)College Writing I and II |
| ITAL | 208 | (D)Envisioning Italy from Novel to Film: The Case of Neorealism | | | |
| ITAL | 311 | (D)Conversation/Composition | | | |
| LAT | 213 | (D)Latin Literature & Mythology | | | |
| LIT | 105 | (D)Intro. to World Literature in Translation | | | |
| LIT | 205 | (D)Modern Latin American Literature | | | |

Addendum: May 7, 1998

T/RS 331 The Jewish Way of Life