

UNIVERSITY OF
SCRANTON

REVISED 7/29/91

CULTURAL DIVERSITY SUBCOMMITTEE OF THE UNIVERSITY PLANNING COMMITTEE

Assistant Provost
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TO: Glenn Pellino, Vice President
Planning

DATE: August 13, 1991

FROM: Lee J. Williams, Ph.D.
Assistant Provost

SUBJECT: Cultural Diversity Sub-Committee

Glenn,

Attached is a final draft of the Cultural Diversity Committee's deliberations which is now being presented to the Planning Committee for acceptance.

The sub-committee which I chaired was made up of the following individuals to whom I give my thanks for their hard work and commitment to the task.

Dr. Shirley Adams
Dr. Hal Baillie
Dr. Mary Engel
Dr. Jean Harris
Fr. Bernie McIlhenny
Ms. Evelyn Nadel
Ms. Rosemary Sylvester
Prof. Jane Wang
Mr. Sherman Wooden
Student Rep. - Mr. Yohuru Williams

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Rationale

It is important to the educational development of University of Scranton's students that they be exposed to many cultural perspectives because they live and work in a pluralistic society engaged in what has been described as a global age of communication, commercial activity, and cultural interaction. Thus it is an important element in the University's program of liberal education that opportunities for the development of a multicultural perspective be provided through the University's program and or composition.

Goals

1.0 That the University seek to increase the number of American Minority students, faculty, staff, and administration at the University.*

2.0 That the University seek to continue to include a foreign student population in both its undergraduate as well as its graduate programs.

3.0 That the University of Scranton seek to increase the opportunities for its students to gain first hand experience with other cultural environments through study away from the campus both in the United States and abroad.

4.0 That the University in its academic programs, cultural programs, and through its other activities seeks to expose students to the cultural diversity of the United States and of the world.

* Minority in this context means Asian-Americans, African-American, Non-Black Americans of Hispanic lineage, Native Americans, and Pacific Islanders.

Goals and Objectives

Goal

1.0 That the University seek to increase the number of American Minority students, faculty, staff, and administrators at the University.

Objectives

1.1 That the Academic administration ask the academic departments to continue to intensify attempts at employing strategies for enlarging the pool of faculty applicants from minority groups for faculty positions. One source for such strategies is provided in the "Faculty Hiring Guide Lines". Progress in this effort will be reviewed as part of a department's Annual Report and the Academic Program Review process.

1.2 That the Admissions office with the support of other areas of the University, including the academic departments, would intensify its efforts to recruit more American minority students. Recognizing the difficulty of the task, the University should devote resources and added staff who would focus

on recruiting a population of minority students. Progress in this regard will be reviewed in the annual report.

1.3 That the University administration develop strategies to enlarge the pool of applicants from minority groups for staff and administrative positions and encourage the use of these strategies. This effort will be reviewed as an element in the Annual Report and the Program Review processes.

1.4 That the University increase its financial aid over all and allocate a significant portion of its financial aid monies to support the effort of achieving a more diverse student population through the recruitment of more minorities.

1.5 That the University address the unique needs of minority students through its existing net of services placing a priority on innovation and outreach to minority students with the goal of reducing attrition among these students.

1.6 That the University participate in efforts by the Association of Jesuit Colleges and Universities to increase the pool of minority faculty on which the University could draw. In addition, that the University consider developing its own program initiatives.

1.7 That the University initiate school/university cooperative programs and or other programs focused on local economically and educationally disadvantaged students in an attempt to enhance local minority participation and enrollment at the University.

Goal

2.0 That the University seek to continue to include a foreign student population in both its undergraduate as well as its graduate programs.

Objectives

2.1 That the University study the advisability and the means of increasing the number of foreign students in its undergraduate programs and graduate programs.

2.2 That the University provide support services that will be needed to assist in this initiative to increase the number of foreign students.

2.3 That the University consider ways to encourage cultural interaction and exchange among its students as part of campus life including formal programmatic approaches.

2.4 That the University study being a host site for foreign students year abroad programs.

Goal

3.0 That the University of Scranton seek to increase the opportunities for its students to gain first hand experience with other socio-economic and or cultural environments through study away from the campus both in the United States and abroad.

Objectives

3.1 That academic departments consider accomadating foreign study components as options in their programs.

3.2 That academic departments consider designing study away from campus experiences in culturally different areas or among the economically disadvantaged within the United States as options in their specific academic programs. This might be done in cooperation with other Jesuit educational institutions in the United States.

3.3 That the University consider expanding its staff to initiate and support off campus study initiatives.

3.4 That the University consider establishing exchange relationships for students, staff, and faculty with some of the 32 Jesuit Universities outside the United States.

3.5 That the University consider cooperative relations with other institutions abroad to be developed in conjunction with specific academic program initiatives.

Goal

4.0 That the University in its academic programs, cultural programs, and through its other activities seek to expose students to the cultural diversity of the United States and of the world.

Objectives

4.1 That the Academic Affairs administration ask the academic departments to consider how they can include culturally diverse and or international perspectives in their programs as they deem appropriate and that professors consider how they can include culturally diverse and or international perspectives in their courses when deemed appropriate.

4.2 That the University consider the inclusion of multicultural and international perspectives in the formulation of the University's general education program.

4.3 That the Academic Affairs and Student Affairs divisions of the University seek to foster culturally diverse and international perspectives in the cultural programing offered at the University.

4.4 That the University through Campus Ministry's (and other) volunteer programs continue and expand student volunteer experiences in other cultures and other socio-economic environments.

5.5 That the Student Affairs division consider increased programatic emphasis on multicultural initiatives such as the creation of additional theme houses.

5.6 That the University should consider establishing an Office of

Multicultural Affairs. That it also consider the need for developing services or programs specific to the minority student population. These efforts will be assisted by student advisory group.

5.0 Specific actions which would help to implement the stated goals and objectives.

5.1 In order to achieve objective 1.2 the University should seek to employ a minority person as an admissions counselor who would work along with the other members of the admissions staff and the University community to increase the number of minority students at the University.

5.2 In attempting to achieve objective 1.4 a useful strategy may be that the University begin by devoting \$100,000 dollars of new funding to minority students in 1992 and subsequent to this initial increase the amount should be increased annually by \$70,000 of new funding thus reaching a total of \$280,000 in the base budget by 1997 for non-majority student scholarships and aid. These funds would be in addition to what ever allocation is normally made to assist Asian, Hispanic, African-American, and Native American students. These funds would be used for both undergraduate and graduate American minority students. Special emphasis may be placed on recruiting these students from the local area.

5.3 A useful strategy to achieve objective 1.6 is that \$15,000 of new funding be committed each year to initiatives to be developed by the University to increase the pool of culturally diverse faculty available to the University. This funding would incrementally increase to \$60,000 by 1997. This funding would be used to support AJCU initiatives but the majority of the funds would be used to support the University's own initiatives toward increasing the University faculty's cultural diversity.

5.3.1 One such strategy would be to aid some of its own minority graduates to obtain advanced degrees in return for a commitment to return to the University and teach for a period of time.

5.3.2 That the University establish a visiting scholars program to bring minority persons to campus as visiting scholars over a semester or intersession to broaden the opportunity for presenting diverse perspectives to our students.

5.3.3 The program which brought Glenda Jackson and others to campus to enrich our exposure to the arts could for a time focus on bringing minority performing artists to campus.

5.4 In support of both increased minority student and foreign student populations the University should hire an English as a Second Language Instructor.

5.5 That the Student Affairs division consider increased programmatic emphasis on multicultural initiatives such as the creation of additional theme houses.

5.6 That the University should consider establishing an Office of

Multicultural Affairs. That it also consider the need for developing services or programs specific to the minority student population. These efforts will be assisted by student advisory group.

5.7 That the University should study initiating school/university cooperative programs to help interest and prepare local minority students in going to college. One approach to be considered might be one which focused on attracting minority students to the sciences.

5.8 That the University should consider programs such as the Act 101 program to assist educationally or financially disadvantaged students at the University.

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