

**Office of Institutional Diversity
OID**

**University Diversity Advisory Council
UDAC**

Diversity Assessment & Accountability

Co-Coordinators:
Lawrence Potter
Edna Comedy
Joseph Kreitzer
Nancy Zingale

Charge

Establish measurable goals and a plan for outcomes assessment.

**Diversity Work-Group Structure & Charge
DWGs**

Institutional Climate, Culture, & Inclusion

Co-Coordinators:
Lawrence Potter
David Welch
Sophana Te
Timothy Mullee

Charge:

1. Review previous institutional studies, surveys, instruments, and reports, as well as institutional documents, as part of developing an understanding of the current diversity climate and culture at the University of St. Thomas.
2. Research and review diversity surveys, instruments, and reports from other institutions; partner with the Offices of Institutional Research and Planning and (IRP); Information Resources and Technology (IRT); where possible, faculty/staff with expertise in survey/evaluation design, and statistics; and, professional consultants to decide and develop the best possible instrument/s for assessing diversity climate and culture of St. Thomas present-day stakeholders.
3. Prepare an implementation plan for comprehensive *Diversity Climate & Culture Study* to be administered during fall 2006 to all students and employees (except 1st time affiliates) Schedule dates for reports to be shared in spring 2007.
4. As a result of reviewing institutional documents, make recommendations for change to any language or practices in those documents that are non-inclusive as well as make recommendations for change regarding institutional/structural barriers which prohibit inclusion.

Recruitment, Retention, & Continuous Improvement

Co-Coordinators:
Lawrence Potter
Edna Comedy
Joe Herrera
John Huber

Charge:

1. Develop strategic actions specifically designed to increase diversity among faculty, staff, students, and administration by working with Admissions, Human Resources, Managers, Supervisors, Deans, and Department Chairs.
2. Develop an **institutional diversity statement** that will be included in all publications, job notices, and communication, diverse markets in which to recruit, as well as methods for recruiting.
3. Review the various staff divisions throughout the University, paying particular attention to areas where staff are predominantly majority or minority to make sure policies/practices in admissions and hiring do not promote a continuation of the status quo.
4. Work closely with Affirmative Action and Human Resources Advisory Committees to identify strategies for setting and attaining diversity targets in student, faculty, and staff recruitment.
5. Make recommendations to University concerning the upcoming *Strategic Enrollment Plan*, retention data and programs, and ways to improve the quality of life at St. Thomas.
6. Advocate for sufficient resources to fund recruitment efforts in graduate/professional programs and target populations for first-generation, pre-college, and federal Trio-programs.

Curricular/Co-Curricular Infusion & Transformation

Co-Coordinators:
Lawrence Potter
Kerry Frank
Seehwa Cho
Sarah Spencer

Charge:

1. Collaborate with Core Curriculum Task Force, undergraduate academic affairs, and academic deans, investigate ways to insure students have intentional opportunities to develop multicultural/intercultural proficiency, certainly through curricular offerings, co-curricular programming, and possibly also as a requirement.
2. Work with Student Affairs to review current co-curricular programming aimed at promoting inclusive diversity to determine whether goals are being met. As an alternative to recommending more programming, consider whether consolidation of resources And programs would lead to outcomes that are more effective.

Diversity Programs, Training, & Education

Co-Coordinators:
Lawrence Potter
Denise Dieffenbach
Emily Kessel

Charge:

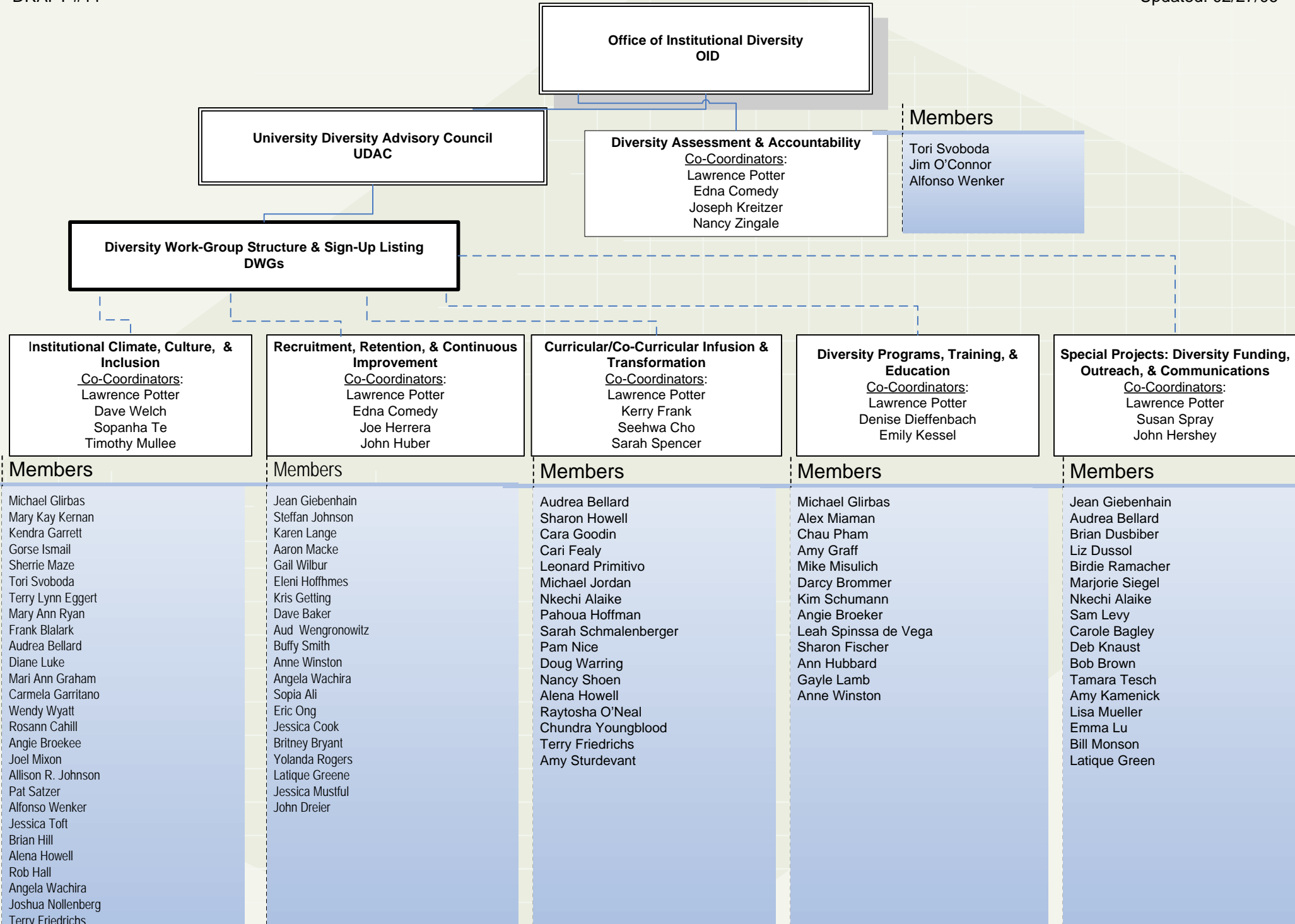
1. Collaborate with academic and administrative units to promote, enhance, and create programs and training opportunities which focus on embracing diversity and sustaining values of inclusion through recognition, collaboration, respect, and appreciation of all individuals (regardless of socioeconomic status, race, ethnicity, gender, age, sexual orientation, religion, exceptionality, disability, or language) within a challenging learning community.
2. Identify and recommend professional training programs, workshops, and/or presenters to come to St. Thomas for professional development purposes regarding diversity.

Special Projects: Diversity Funding, Outreach, & Communications

Co-Coordinators:
Lawrence Potter
Susan Spray
John Hershey

Charge:

1. Recommend ways to dismantle existing institutional/structural barriers that prohibit quality participation and exchange between the university and established diverse community organizations and agencies.
2. Create sustained community partnerships with a variety of people, organizations, and institutions including other two-year and four-year colleges/universities.
3. Work with academic and administrative units to expand opportunities with immigrant communities in the Twin Cities area.
4. Increase visibility and opportunity for media relations efforts around diversity to market the university in a positive manner.
5. Identify, facilitate/coordinate, and submit proposals/applications to federal agencies and private foundations for grants (where appropriate) to supplement diversity initiatives undertaken by the Office of Institutional Diversity and respective constituents.



Institutional Climate, Culture, & Inclusion
Co-Coordinators:
 Lawrence Potter
 Dave Welch
 Sopanha Te
 Timothy Mullee

Members

- Michael Glirbas
- Mary Kay Kernan
- Kendra Garrett
- Gorse Ismail
- Sherrie Maze
- Tori Svoboda
- Terry Lynn Eggert
- Mary Ann Ryan
- Frank Blalark
- Audrea Bellard
- Diane Luke
- Mari Ann Graham
- Carmela Garritano
- Wendy Wyatt
- Rosann Cahill
- Angie Broekee
- Joel Mixon
- Allison R. Johnson
- Pat Salzer
- Alfonso Wenker
- Jessica Toft
- Brian Hill
- Alena Howell
- Rob Hall
- Angela Wachira
- Joshua Nollenberg
- Terry Friedrichs

Recruitment, Retention, & Continuous Improvement
Co-Coordinators:
 Lawrence Potter
 Edna Comedy
 Joe Herrera
 John Huber

Members

- Jean Giebenhain
- Steffan Johnson
- Karen Lange
- Aaron Macke
- Gail Wilbur
- Eleni Hoffmes
- Kris Getting
- Dave Baker
- Aud Wengronowitz
- Buffy Smith
- Anne Winston
- Angela Wachira
- Sopia Ali
- Eric Ong
- Jessica Cook
- Britney Bryant
- Yolanda Rogers
- Latique Greene
- Jessica Mustful
- John Dreier

Curricular/Co-Curricular Infusion & Transformation
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 Sarah Spencer

Members

- Audrea Bellard
- Sharon Howell
- Cara Goodin
- Cari Fealy
- Leonard Primitivo
- Michael Jordan
- Nkechi Alaiké
- Pahoua Hoffman
- Sarah Schmalenberger
- Pam Nice
- Doug Warring
- Nancy Shoen
- Alena Howell
- Raytosha O'Neal
- Chundra Youngblood
- Terry Friedrichs
- Amy Sturdevant

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Members

- Michael Glirbas
- Alex Miaman
- Chau Pham
- Amy Graff
- Mike Misulich
- Darcy Brommer
- Kim Schumann
- Angie Broeker
- Leah Spinssa de Vega
- Sharon Fischer
- Ann Hubbard
- Gayle Lamb
- Anne Winston

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- Liz Dussol
- Birdie Ramacher
- Marjorie Siegel
- Nkechi Alaiké
- Sam Levy
- Carole Bagley
- Deb Knaust
- Bob Brown
- Tamara Tesch
- Amy Kamenick
- Lisa Mueller
- Emma Lu
- Bill Monson
- Latique Green

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Nefisa Elmi
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