

## The Year in Review: Comments from the Executive Director

The President's Diversity Initiative (PDI) office first opened in January 2012. As I write this annual report, we are now concluding our first full academic year (2012–2013). Since the inception of our office, we have institutionalized a number of programs, even while we imagine new ways of fostering the connection between diversity and educational excellence that is at the heart of the University's mission.



Dr. Margaret L. Andersen, Executive Director

## Staffing and Space

Dana Brittingham was hired in February 2012 and has been an invaluable asset on our many projects. Our staffing is also aided by the presence of Sharelle Law, a graduate student in Human Development & Family Studies. We thank the Office of Graduate and Professional Studies for providing this assistantship position (shared with the Center for the Study of Diversity) because it provides some of the additional talent and support that enables our many projects.

Located in the central administration building (Hullihen Hall), we have designed our office to reflect our commitment to diversity and inclusion. Our walls are graced by several pieces of art from the Paul R. Jones Collection of African American art, as well as work reflecting some of the traditional architecture along the Brandywine River in Delaware. We also enjoy the signed posters by some of the authors who have been part of the First Year Common Book program, as well as some classical images of American sailing yachts from the Rosenfeld Collection. Our visitors always comment on the welcoming ambience in our office. Come by. We enjoy your visits!

During this academic year, University Archives in cooperation with the Office of Communication and Marketing and the President's Diversity Initiative mounted an exhibit in the lobby of Hullihen Hall that features and celebrates the history of diversity on our campus. See [www.udel.edu/udaily/2013/oct/historic-diversity-100212.html](http://www.udel.edu/udaily/2013/oct/historic-diversity-100212.html).

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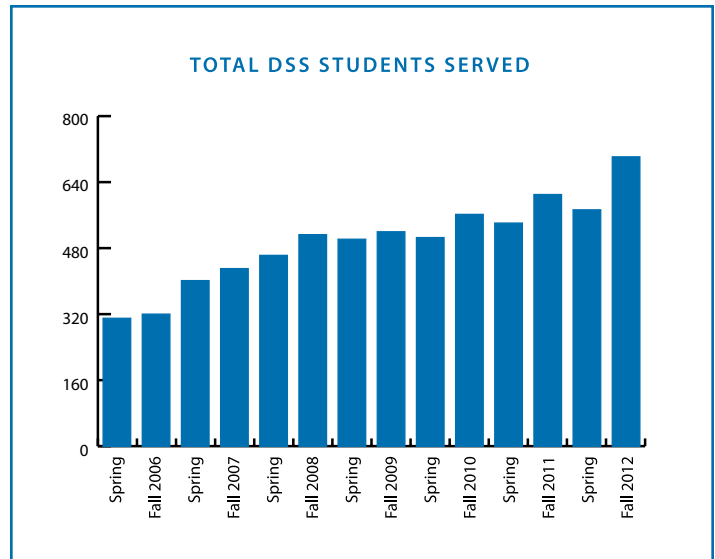
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## Disabilities Support Services

In keeping with the University's broad definition of diversity, Disabilities Support Services (DSS) was moved administratively to the PDI on July 1, 2012. This office provides accommodations to students and staff who are eligible for such services under the Americans with Disabilities Act (ADA). The office currently serves over 700 students. Like other campuses across the nation, we are seeing large increases in the numbers of people served by DSS.

Because of the high demand in this office, Director Tom Webb re-organized the staff responsibilities around specific functions (testing center manager, employee support, and assistive technology specialist). This re-organization allowed us to add an additional professional staff member in the spring of 2013. An additional professional staff member will be added when the new fee-for-services academic coaching plan is introduced in the fall of 2013. This service will provide students with additional academic support, above and beyond that required by the ADA, and will enrich the services offered by DSS.

As the academic year concludes, DSS will also be moving into its newly renovated space in Alison Hall. This space promises to provide state-of-the-art facilities to support students and staff who are served by the DSS staff. We all look forward to seeing their new home.



## Sponsored Projects

The President's Diversity Initiative developed several new projects, intended in various ways to support an enhanced climate of diversity on campus.

**TWO POSTDOCTORAL RESEARCHERS HAVE BEEN APPOINTED TO BEGIN A TWO-YEAR TERM**, starting on September 1, 2013. Their appointment followed a national search that yielded over sixty candidates. The purpose of the post-doctoral initiative is to support new PhDs with intensive mentoring and faculty development. These researchers will have the two years to develop their scholarship and teaching, working with teams of existing faculty who will serve as faculty mentors. The postdoctoral researchers will also be affiliated with the Center for the Study of Diversity. Arriving in September, they include:



**Dr. Rebecca Covarrubias** holds her Ph.D. from the University of Arizona in Social Psychology. Her research focuses on interventions and educational programs that increase performance, motivation, and belonging for underrepresented students, especially for first-generation students. She will be located in the Department of Psychology, and also working with people from various disciplines across campus.



**Dr. Armando Lara-Millan** holds his Ph.D. from Northwestern University in Sociology. His research focuses on the nexus of health inequalities, mass incarceration, and poverty, using ethnographic research methods in large, urban hospitals. He will be located in the Department of Sociology and Criminal Justice, and will also be working with people from various disciplines across campus.



Tom Webb, Director of Disabilities Support Services

**THE PDI SUPPORTED SEVEN ACADEMIC PROJECTS**, each addressing different diversity objectives.

**Pam Cook**, **Robin Andreasen** and **Heather Doty** (College of Engineering and College of Arts and Sciences) were awarded funding for their project that extends the work of the NSF-funded ADVANCE project to improve the climate for underrepresented faculty in STEM departments (science, technology, engineering, mathematics). **Sam Gaertner**, Department of Psychology, a national leader in the study of unintended bias, is also collaborating on this project.

**Paul Head**, chair of the Department of Music, **Janet Hethorn**, chair of the Department of Art, **Sandy Robbins**, chair of the Department of Theatre, and **Lynnette Overby**, director of the dance minor, are funded to collaborate on Advancing Diversity through an Artists-in-Residence Program that brought distinguished visiting artists to campus to initiate new work, advance work-in-progress and share existing work through performances, exhibits, lectures and work with students. The project continues in 2013–14.

**Stuart Binder-McLeod**, chair of the Department of Physical Therapy, and **William Farquhar**, chair of the Department of Kinesiology and Applied Physiology, collaborated to develop a new program, APaPT, jointly sponsored between the two departments to develop a mentoring program, undergraduate research program and a new bridge course in anatomy as a means of attracting a more diverse group of students into the College of Health Sciences and the nationally ranked doctoral program in physical therapy.

**Ann Ardis**, deputy dean of the College of Arts and Sciences, in collaboration with the Center for the Study of Diversity and the President's Diversity Initiative, developed an assessment of the College of Arts and Sciences' NUCLEUS program. The project identifies strategies to coordinate and integrate college and University-wide efforts to improve student outcomes related to recruitment, retention, graduation and student engagement.

**Deborah Bieler** and **Jill Flynn** and a campus-wide team of those working in teacher education (in the College of Education and Human Development, College of Arts and Sciences and the Christina School District) received a small grant for professional development and the development of a collaborative project to enhance diversity in teacher education programs.

**Anne Colwell** of the University's Associate in Arts Program developed the UD-Pluribus Program, an outreach program designed to enhance the academic success of Hispanic students and others in southern Delaware for whom English is not the first language.

**Gretchen Bauer**, on behalf of the Department of Political Science and International Relations, received funding to develop a systematic approach to enhancing diversity by connecting recruitment and retention to mentoring, peer learning, assessment, and curriculum change.

## — PROJECTS —



Jennifer Ryan received funding from the Student Diversity Initiative of the PDI to bring a visiting guest artist and produce a dance performance (February 17, 2013) that included the diverse dance RSO's (registered student organizations).



Kelly Bregenzer, a recent UD graduate in Communications worked with student Andrew Shermeyer and PDI to encourage more awareness and participation by students in diversity related events and commemorative months.

<http://sites.udel.edu/diversity>





Dr. Nancy Cantor, President and Chancellor of Syracuse University, delivering the 2012 Distinguished Lecture on Diversity in Higher Education.

**THREE ADDITIONAL ACADEMIC PROJECTS HAVE BEEN FUNDED** for 2013–14, including (1) a project to support underrepresented students in the College of Agriculture and Natural Resources (AGcelerate; Dr. Erin Brannick, Dr. Tonya Gressley, and Dr. Tom Sims); (2) a faculty development workshop (Dr. Stephanie Kerschbaum) for faculty on “Disclosure, Accommodation and Access: Faculty and Students with Disabilities in Higher Education; and, (3) continuation of the two-year Visiting Artists for Diversity in the Arts.

**TWO PROJECTS WERE FUNDED UNDER THE STUDENT DIVERSITY INITIATIVE.** The first, proposed by student Jennifer Ryan, supported a Visiting Artist and performance held collaboratively among the various Registered Student dance organizations. A second project, proposed by student Andrew Shermeyer, was developed in collaboration with the Office of Communication and Marketing, utilizing social media to encourage more awareness and participation by students in diversity related events and commemorative months. *(Pictured, page 3 sidebar)*

**THE PRESIDENT'S DIVERSITY INITIATIVE HAS BEEN AN ACTIVE PARTICIPANT IN THE STUDENT SUCCESS PROJECT,** organized through the Office of the Provost. This project is examining best practices for encouraging student success for all groups.

## Programs

The President's Diversity Initiative hosted/co-hosted a large number of events this past year, including:

**IN COLLABORATION WITH THE CENTER FOR DIVERSITY STUDIES DR. NANCY CANTOR, CHANCELLOR OF SYRACUSE UNIVERSITY, DELIVERED THE DISTINGUISHED LECTURE ON DIVERSITY IN HIGHER EDUCATION** on October 23, 2012. Dr. Cantor discussed the importance of universities serving as anchor institutions in their communities, with an obligation to use their intellectual capital for the public good. *(Pictured, left)*

**THE ANNUAL REDDING LECTURE** had to be postponed until Fall 2013 because of inclement weather conditions that prevented travel by our speaker. Professor Lani Guinier, Harvard Law School will be delivering the annual Redding Lecture on October 2, 2013. The title of her lecture is, “Rethinking Race and Class.”

**29 AFRICAN AMERICAN AND LATINO/A STUDENTS WERE HONORED ON PARENTS' WEEKEND** at the Annual Students of Achievement Breakfast and Awards Ceremony. Dr. Tony Allen (UD, Class of '93 and '01), a member of the PDI Faculty Advisory Board and the University Board of Trustees gave these talented students a rousing and inspiring lecture about succeeding while also being true to oneself and one's community.

**THE ANNUAL WOMEN OF PROMISE CELEBRATION** honored 66 undergraduate women who have demonstrated outstanding achievement and promise for the future. Ms. Terri Kelly (UD Class of '83), a member of the University Board of Trustees and CEO at Gore Associates, talked about her experiences as a leader and encouraged the women of promise to step up as leaders and be confident in their skills and talents.

**IN COLLABORATION WITH THE COLLEGE OF ENGINEERING AND THE COLLEGE OF EARTH, OCEAN, AND ENVIRONMENT, THE PDI HOSTED DR. SHIRLEY MALCOM**, Head of Education and Human Resources at the American Association for the Advancement of Science April 3, 2013. Dr. Malcom held a wide-ranging discussion with college deans on the recruitment and retention of women faculty in STEM fields, as well as delivering a Keynote Lecture titled “Making the Case for Diversity in STEM.”

**DR. GILDA BARABINO, PROFESSOR AND ASSOCIATE CHAIR FOR GRADUATE STUDIES IN BIOMEDICAL ENGINEERING AT GEORGIA TECH UNIVERSITY, VISITED THE CAMPUS** on February 7–8, 2013. She gave two public lectures, including, “Identity Formation and Career Progression: Differential Experiences for Underrepresented Minorities,” as well as a lecture on engineering approaches to sickle cell anemia. In addition, she held several discussions with faculty, administrators, and graduate students on supporting and mentoring underrepresented groups in STEM and other fields.

## Awards

The President's Diversity Initiative administers several diversity awards, given annually, based on campus-wide nomination. The awards and this year's winners are:

**THE LOUIS L. REDDING AWARD** recognizes individuals or units at UD whose efforts have promoted, enhanced and implemented diversity programs or activities that have resulted in a significant change in the campus climate and composition within the University community. This year's award goes to [Dr. Kim Saunders](#), Director of the McNair Program. Dr. Saunders was cited for a number of contributions, including successfully leading UD's McNair Program through grant renewal. Among other things, she instituted a series in which graduate program directors spoke to students about graduate education. She also strengthened UD's McNair Program to other national McNair Programs, and she created the first UD McNair Alumni Network.

**THE BESSIE B. COLLINS AWARD** supports and encourages women students by recognizing the variety of perspectives, diversity, and richness that adult students bring to the University. This year the award goes to [Ms. Michelle Church](#). Ms. Church was cited for providing leadership and mentoring to younger students and participating with her peers in a deep engagement with anthropological thinking. In addition, she was found to be always thinking deeply about complex and important issues in the social sciences.

**THE EDWARD A. TRABANT AWARD FOR WOMEN'S EQUITY** is given annually to any individual, department, administrative unit, or committee contributing to equity for women at the University. This year the award goes to the Women's Caucus. The [Women's Caucus](#) was cited for being a strong advocate for women on campus and for promoting resources for women at UD. The Women's Caucus also established the Torch Award, given in its inaugural year (May 2012) to [Dr. Anne Boylan](#) and this year (2013) to [Mae Carter](#) for her efforts launching the Women's Caucus and her tireless efforts on behalf of women's equality.

**THE STUDENT AMBASSADOR FOR DIVERSITY AWARD** is given to an undergraduate and graduate student organization whose efforts foster diversity and inclusion on campus. This year the award goes to the [Multicultural Greek Congress](#) (MPC). The MPC was cited for creating a more effective governing council and for establishing policies and procedures that support additional cultural and ethnic-based fraternity and sorority chapters at UD.

**THE MAE CARTER SCHOLARSHIP** is awarded to an undergraduate woman student who carries the values of Mae Carter to advance the status of women at the University. This year the award goes to [Ms. Shelah Balakhani](#). Ms. Balakhani was cited for being a committed feminist, whose philosophy of women's human rights always reflects a multi-cultural perspective, shaped by her own multi-cultural background as an Iranian American.



The Louis L. Redding Award



Bessie B. Collins Award



The Edward A. Trabant Award for Women's Equity



The Student Ambassador for Diversity Award



The Mae Carter Scholarship

## Faculty Support

Support from the State of Delaware enabled us to support three new faculty members in 2012–2013, including:



Dr. Tiffany Gill, Departments of Black American Studies and History (*pictured, top*)

Dr. Rhonda Prisby, Department of Kinesiology and Applied Physiology (*pictured, middle*)

Dr. Dayan Knox, Department of Psychology (*pictured, bottom*)



We have plans in place to support additional new faculty next year.

**Mentoring:** The President's Diversity Initiative supports an institutional membership in the National Center for Faculty Development and Diversity (NCFDD). Over two hundred faculty and graduate students are utilizing the many services offered by this organization, including online workshops, weekly motivational messages, tele-workshops, and private discussion forums.



This past year, the PDI sponsored seven faculty for the Faculty Success Program, run by NCFDD. All of those who participated cited the experience as critically important to their productivity and well-being as a faculty member. Those whom the PDI sponsored also are giving back to the University

community in a variety of ways—by serving as mentors, organizing panels for new faculty and/or departments, as well as establishing several “write-on-site” groups to support faculty scholarship. The University of Delaware was featured in the national newsletter of this organization for how we are utilizing our membership to support our faculty and graduate students.

## The Year Ahead

Much of the year ahead will be focused on enhancing faculty mentoring, especially in working with our two new postdoctoral researchers. We look forward to welcoming new faculty and staff to campus and deepening the work of the PDI for all faculty, staff, and students. Doing so will require continuing collaboration with various people and units across campus and we welcome your suggestions and ideas.

We will continue to be engaged with the National Center for Faculty Development and Diversity—an organization that supports all of our faculty and graduate students. The PDI is sponsoring a total of eight faculty in their Faculty Success Program in the summer and fall semesters. We look forward to learning about their experiences in this successful mentoring initiative.

One highlight of the year will be the visit of U.S. Supreme Court Justice Sonia Sotomayor, coming as part of the First Year Common Reader Program. The President's Diversity Initiative is collaborating with the First Year Experience and Seminar Program to make this event possible.

Professor Lani Guinier, Harvard Law School will be delivering the annual Redding Lecture on October 2, 2013. Her title is “Rethinking Race and Class.”

We are co-sponsoring (with the Center for the Study of Diversity) the annual Diversity Lecture. Next year's speaker will be Dr. Beverly Tatum President of Spelman College and author of (among numerous works), *Why Are All the Black Kids Sitting Together in the Cafeteria?* The lecture is scheduled for Tuesday, November 12, at 4:00 PM in Gore Recital Hall.

The President's Diversity Initiative is also a sponsor for an exciting national conference on “Disability and Disclosure” to be held on October 25–27, 2013. Organized by Dr. Stephanie Kerschbaum under the auspices of the Center for Diversity Studies, this working conference promises to bring national attention to an important dimension of building campus diversity.

We will be continuing our ongoing collaboration with the Office of Equity and Inclusion, the Diversity and Equity Commission, and the Center for the Study of Diversity as we work together to continue the hard work of enhancing diversity throughout our campus. We are very much a work-in-progress and welcome your collaboration.

We are developing plans for a campus-wide project, “Teaching for Inclusion,” in collaboration with the Center for Teaching and Assessment of Learning. Stay tuned for details!





**Faculty Advisory Committee.** Please note: Not pictured are Tony Allen, Debbie Hess Norris, David Wilson



One of the funded projects from the PDI was an assessment of the NUCLEUS program in the College of Arts and Sciences. Students in the NUCLEUS Program participated with other groups in the Undergraduate Research and Service Scholar Celebratory Symposium in August 2012.

## FACULTY ADVISORY COMMITTEE

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