The spring semester is beginning to feel like spring! We have just concluded the pilot program of Difficult Discussions with 16 participants from across campus which was culminated with an Interactive Theatre component. We will be reflecting upon the 6 modules and planning the next steps for implementation. The Diversity Coordinating Committee met to share the various initiatives, programs and offices that exist on our campuses. In April the group will meet one more time to finalize a document that illustrates KU's efforts. A small group of faculty and administrators are working with University Relations on a recruitment video for faculty and staff. In late April, KU will be hosting the Big 12 Provost Meeting which will be focused on faculty diversity.

In this issue, we highlight Madison Lacy, professor in Theatre and Film and recipient of four Emmy Awards and is a former Langston Hughes Visiting Professor in 2004. The Center for Research on Learning (CRL) is highlighted and the focus on the scholarship of diversity focuses on the importance of institutional policies/practices and mentoring.

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Lori Messinger, an Executive Committee faculty representative and the outreach coordinator, noted, “We want to work with the administration to help make KU a more supportive place for LGBT employees. We are here to provide resources and information to departments and professional schools in hiring and retaining quality faculty and staff. We also want to provide support for LGBT graduate student interns, instructors, and researchers.”

INTRODUCING LAMBDA COUNCIL

The University of Kansas Lambda Council, the newest partner in diversity, was organized in 2009 to support the interests of the lesbian, gay, bisexual, and transgender (LGBT) employees at the University of Kansas. The council is open to any University employee: faculty, unclassified staff, university support staff, and graduate students.

The Lambda Council is governed by the membership-at-large. Meetings are held twice a semester and feature networking and discussion of current topics of interest to participants. Business responsibilities are supervised by a volunteer Executive Committee that meets monthly.

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Upcoming Events:

Beaded Heritage
March 27 - May 7

Vernon Wall
10 Myths of Social Justice
March 29
10:00 a.m.-12:00 p.m.
Alderson Auditorium

Black Faculty and Staff Annual Achievement and Awards Banquet
April 16
Naismith Room, Booth Hall of Athletics
6:00 p.m.
Contact: Pam Scott

KU Annual Spring Pow Wow
April 17
5:00 p.m -10:00 p.m.
Robinson Auditorium

Big 12 Provost Diversity Meeting,
April 25-26
Big 12 Workshop on Faculty Diversity. KU will be host to the Big 12 Provosts and Diversity Officers that will be focused on equity in the faculty ranks based for women and underrepresented groups.

Other members of the executive committee include Saida Bonfield (SILC), John Connolly (Molecular Biosciences), Richard McKinney (Budget Office), Diana Robertson (Housing), Beth Warner (Libraries), and Julie Warrick (Libraries). To find out more about this new group, visit the website at http://groups.ku.edu/~lambda/ or sign up for the listserv by sending an email to lambda@ku.edu.
THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS

As institutions explore what diversity can contribute to higher education, according to Smith, institutions might consider the following: Mission. How is the mission of the institution related to and served by diversity? Scholarship: The emerging evidence shows that a diverse faculty often introduce new scholarship that engages issues of diversity that otherwise would not be introduced. Teaching. The rise in diversity among students on U.S. campuses demands that position descriptions stress experience in teaching different kinds of students as well as skill in developing classroom environments that facilitate learning for all students. Active Searches. Institutions can no longer rely on passivity in their searches. A more successful approach calls for developing personal connections or networks of people who have expertise in the areas the institution needs. The most successful approaches involve personal contact with the candidate after the search committee or administrator has become familiar with the candidate’s areas of interest and fit for the position.

Each One Teach One

Most diversity statements aspire to recruit, retain and develop a highly skilled, diverse workforce. Different organizations take different approaches to realize these statements, but there is one tool that should be included in every diversity strategy: a mentoring program. According to Lewis managing diversity means developing effective and transparent processes, programs and systems that support the creation and sustainment of an inclusive work environment where all employees can contribute their full potential in support of organizational effectiveness. With that common understanding, a strong mentoring program should be a key component of an organization’s diversity strategy, not a stand-alone initiative. To be successful, organizations must demonstrate a clear line of sight between diversity and mentoring.


Adapted from: Daryl Smith, Professor of Education and Psychology, Claremont Graduate University.

DIFFICULT DISCUSSIONS: A PILOT PROGRAM

Sixteen KU colleagues recently participated in a 6 week pilot program – Difficult Discussions. Facilitated by Kathleen Ames-Oliver (HR/EO) and Steve Hillmer (School of Business).

CIBER-KU & HASKELL CONNECTION: TURKEY

The KU Center for International Business Education and Research (CIBER) representatives Melissa Birch and Jim Morrison; along with Fred Rodriguez met with Interim President Venida Chanult to discuss and explore a collaborative venture to Turkey at the end of the spring semester. As a result, Dr. Ken Metzger and Mary Cofran from the School of Business at Haskell will be joining several KU business faculty; along with several others from around the country.