I send thanks to the entire KU community for support of the Michael Tilford Conference hosted on October 11th-12th. Too often we forget how special a campus community we are privileged to work in—until we are reminded by guests, such as those who came from across the State of Kansas. This annual Board of Regents conference brings together the Regents schools and our Community College partners to address our common challenges and opportunities in pursuing a more diverse and an inclusive campus. To the staff of Continuing Education and the Dole Institute of Politics and our professional colleagues in the Kansas Union—thank you for making KU shine. Our guests from across the state left so very impressed with what KU has to offer. We set an all-time registration record for this 16-year event that moves among campuses, and KU was well represented in the 265 participants, so thanks as well to all of you for your interest and attendance.

The Statement on Diversity and Inclusion has been approved by the faculty, staff and student governance organizations and will soon be visible on various websites and documents. The statement also will serve the Edwards campus and the KU Medical Center.

The Difficult Discussions training for staff begins October 20th. For more information and registration: http://www.diversity.ku.edu/events/dialogues.shtml. We will soon form the planning committee for the inaugural Spring Symposium on the Scholarship of Diversity, to be offered at KU in the spring semester of 2011.

In this issue, we highlight the Audio-Reader network—a resource that has a broader service than most likely realize, an American Studies colleague, the scholarship of diversity—highlighting a study on diversifying the faculty, the Langston Hughes Professorship call for nominations, and upcoming events.

The Consortium of Big 12 Diversity Officers has been approved as the first National Association of Diversity Officers in Higher Education Provisional Affiliate Association in the U.S. KU hosted the Big 12 diversity officers in the fall and spring semesters last year to initiate the partnership. Members are exploring ways to collaborate on various initiatives, research studies, and to explore a pipeline for graduate students across the Big 12 institutions.
A COLLEAGUE IN THE SPOTLIGHT

Ruben Flores is an assistant professor in American Studies. His research interests include Latin American migration to the United States, the comparative histories of Mexico and the U.S., and the development of the social sciences during the industrialization era. He is particularly interested in sociological approaches to politics and culture, the competing foundations of truth offered by science and religion, and the transformation of North America's rural communities. Last academic year he had a National Academy of Education research fellowship. He earned his Ph.D. at the University of California, Berkeley.

THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS
“Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty”

Daryl Smith, Caroline Turner, Nana Osei-Kofi and Sandra Richards authored a comprehensive study of hiring a more diverse faculty. They reiterate that “across the country, hundreds of campuses are engaged in efforts to diversify their faculties ethnically/racially, in response to both internal and external pressures.” Current literature offers varying explanations for the low representation of diverse faculty in the academy, coupled with suggestions for improvement, however, few studies to date stem from empirical work that considers the conditions under which appointments are made that contribute to a diverse faculty. This study examines the departmental search committee process and those conditions that lead to hiring a diverse faculty. Using data from 700 searches, they investigated the hypothesis that at institutions with predominately White populations, hiring of faculty from under-represented groups (African-Americans, Latina/os, and American Indians) occurs when at least one of the following three conditions is met: 1) The position description used to recruit faculty members explicitly engages diversity at the department or subfield level; 2) An institutional “special hire” strategy, such as a waiver of search, target of opportunity hire, or spousal hire, is used; or 3) The search is conducted by an ethnically/racially diverse search committee.

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TILFORD CONFERENCE: “THE POWER OF DIVERSITY IN ACTION”

The annual conference drew a record number of participants from the Regents schools and Community Colleges to the campus of KU on October 11th & 12th. A welcome reception was held at the Dole Institute of Politics and the Conference was held at the Kansas Union. Two keynote presentations, seven breakout sessions, institutional team planning time and a Provost/Board of Regents Roundtable provided for a day of networking and sharing across institutions in the state.

Welcome Reception at the Dole Institute of Politics – October 11th.