

Conference Overview

Conference On-site Check in.....9:30 AM – 2:00 PM
Check-in tables located outside of Big Ten Room A

Welcome10:00 AM
Big Ten Room A

Ms. D. Venice Smith, Consultant for Multicultural Issues, Best Practices
Conference Coordinator

Remarks:

Dr. Lee June, Vice President for Student Affairs and Services
Dr. Fred Poston, Vice President for Finance Operations and Treasurer

Morning Concurrent Sessions.....10:35AM – 11:45 AM
Check “Morning Sessions” in booklet for session descriptions and room locations

Lunch.....12:00 Noon –1:15 PM
Big Ten Room A

Greetings – Dr. Kim Wilcox, Provost

Introduction of Keynote speaker:

Ms. Patricia Dyer-Deckrow
EAGLE Member
Representing the Council of Racial Ethnic MSU Employees

Keynote Speaker: Dr. Lou Anna Kimsey Simon
20th President of Michigan State University

Afternoon Concurrent Sessions.....1:30 – 2:45 PM
Check “Afternoon Sessions” in booklet for session descriptions and room locations

Wrap-up Session.....3:00 – 4:00 PM
Big Ten Room A

Multi-generational Clash? Perceptions of Access & Inclusion at MSU from a
multi-generational perspective. Panelist will include representatives for each generation:

Veterans	1922-1943
Boomers	1944-1960
Xers	1961-1980
Nexters	Born After 1980



Lou Anna K. Simon is the 20th President of Michigan State University. Prior to assuming the role of president, Simon was provost and vice president for academic affairs at Michigan State University, a position to which she was appointed in 1993. At the time of her appointment, she was among the youngest to achieve such a position in the Association of American Universities (AAU), and was one of only 11 women to hold the position of chief academic officer among the 62 leading research institutions that compose the organization. Currently, Simon is one of only nine women holding the position of chief executive officer among these AAU institutions.

In May 2003, the MSU Board of Trustees appointed Simon as interim president of Michigan State when then-President Peter McPherson accepted the position of financial coordinator for the Office of Reconstruction and Humanitarian Assistance in Iraq. She served in the dual role of both interim president and provost through September 2003 when President McPherson returned.

Simon has a distinguished history with MSU. After earning her doctorate in administration and higher education here in 1974, she became a member of the MSU faculty and assistant director of the Office of Institutional Research (now the Office of Planning and Budgets). From there, she moved into a variety of administrative roles, including assistant provost for general academic administration during the eighties and associate provost in the early nineties. She also serves as a member of the Board of Trustees of the Michigan State University College of Law.

Simon has taught graduate seminars in the College of Education on evaluation, planning, and budgeting. She is a committed advocate and participant in the Academic Governance of the institution that provides for major, fundamental faculty and student participation in deliberations of departments, schools, colleges, and at the all-university level. Simon has detailed, comprehensive knowledge of university budgets and financial management as a result of the years of experience and responsibility as associate provost, acting provost, and provost. She understands and supports the essential role of diversity in all areas of MSU and its endeavors both on and off campus.

With her extensive administrative experience, active involvement in development activities, and her leadership and participation in a variety of innovative initiatives across the mission, Simon as provost has been responsible for the full range of academic and academic support programs at MSU. She is regarded nationally as a powerful advocate of a research-active, student-centered university that is an engaged partner with society, in the land grant tradition. Since 1999, Simon has been a member of the Executive Committee of the Committee on Institutional Cooperation (CIC), an academic consortium of twelve major teaching and research universities in the Midwest including the eleven institutions that compose the Big Ten, along with the University of Chicago. She was elected chairperson of the CIC in 2000, a position traditionally filled by a provost, and served until she was named MSU president.

Her publications, in texts such as "Serving Children and Families through Community-University Partnerships and Universities and Communities : Remaking Professional and Inter-professional Education for the Next Century ," demonstrate continuing commitment to the promotion of university outreach ventures, especially those related to serving youth and families.

Most recently, she co-edited with Maureen Kenny, Karen Kiley-Brabeck and Richard Lerner the book "Learning to Serve: Promoting Civil Society Through Service Learning," published in 2002 by Kluwer Academic Publishers.

Morning Sessions: 10:30 – 11:45 AM

Session A: Room 105

Topic: Multi-Racial Unity Living Experience

Moderator: Tammye L Coles, L.P.C. M.A, Coordinator, Office of Racial Ethnic Student Affairs

Presenter:

Jeanne Gazel, Director, Multi-Racial Unity Living Experience Faculty: Integrated Studies in Social Sciences – Challenging the Racial Status Quo: Local, National and Transnational Spaces. This presentation will look at the theory and practices of the Multi-Racial Unity Living Experience (MRULE) on Michigan State University's campus and demonstrate its' efficacy in transformative education.

Session B: Auditorium

Topic: Maximizing Ability and Opportunity with the Resource Center for Persons with Disabilities

Moderator: Audrey C. Smith, Office Manager, Women's Resource Center

Presenters:

Michael Hudson, Director: Resource Center for Persons with Disabilities (RCPD); Stephen Blosser, Assistive Technology Specialist; Virginia Martz, Blindness/Visual Impairment/Mobility Specialist; John Pedraza, Disability Resource Coordinator for Employment Psychiatric Disability Specialist, Virginia Walker, Cognitive Disabilities and Brain Injury– With a mission of Maximizing Ability and Opportunity, the RCPD is actively engaged in retention efforts and accessibility enhancing programs. Join us for a question and answer panel following a presentation of some of our latest developments at the RCPD including: corporate and academic partnerships creating mainstream accessibility solutions, campus technologies that are revolutionizing independent information access, collaborative work with the University of Washington on disability training modules, and the Verified Individualized Services and Accommodation (VISA) form for helping students communicate accommodation needs.

Session C: Room 101

Topic: Creating Access and Inclusion for MSU Student by MSU Students

Moderator: Jennifer A. Tindle, Undergraduate, Mathematics, President, Zeta Sigma Chi, Multicultural Sorority, Inc.

Presenters:

Katrina Rainer, Odell White, and Ashley Banks, Student Coordinators: African American Student Mentoring Program; Robert Biddle, Program Coordinator

Peer-to-Peer Mentoring Experience in the African American Student Mentoring Program. The AASMP links successful African American continuing students with new African American first year students in an attempt to promote successful academic and social transition for the latter. The focus is on providing service to incoming freshman, through the process of mentoring, followed by the sense of belonging; leadership skills, social support and campus networking experiences of program mentors are also enhanced.

Lauren Beach: Alliance of LBGT Students; Cameron Venier: Alliance of LBGT Students, Phi Tau Mu; Ryan Webster: Same Gender Loving Students of Color, Internationals and Allies

– A diverse group of MSU Lesbian, Bi, Gay and Transgender (LBGT) student leaders will describe their role in creating an affirming campus climate. Presenters will address: LBGT student support in residence hall context, the dynamics of race and ethnicity in LBGT and campus communities, the student agenda for LBGT campus activism, transgender student support initiatives, strategies for curriculum infusion and student involvement in state-wide and national LBGT policy issues.

Danny Rosenberg, Vice President of Communications; Hillel Jewish Student Center; Lindsay Miller, Hillel Intern

– Hillel: The Foundation for Jewish Campus Life provides opportunities for Jewish students through diverse programming to explore and celebrate their Jewish identity. Hillel's mission is to enrich the lives of Jewish undergraduate and graduate students so that they may enrich the Jewish people of the world.

Session D: Room 104 AB

Topic: Pre-college Recruitment Efforts

Moderator: Patricia Shropshire, Doctoral Candidate, Academic Specialist, Honors College

Presenters:

Leonard Savala, Director of Undergraduate Programs: College of Agriculture and Natural Resources – This presentation will focus on how we infuse the ACT online testing program into our pre-college programs. Learn about a multiunit collaboration that benefited us all and enhance the pre-college student experience. Also, learn about what worked and what hurt. Come and be a part of the collaboration!

Margaret I. Aguwa, DO, MPH, Associate Dean, Community Outreach and Clinical Research: College of Osteopathic Medicine – OsteoCHAMPS program is a pipeline program for disadvantaged students interested in the health professions. Established in 2000 with one school in the inner city Detroit now partners with several high schools, foundations, hospitals, undergraduate institutions, Michigan AHEC, and private and public agencies in 6 communities of Michigan. Currently making efforts to add more communities in addition to obtaining external fund support to create innovative activities that enhance the program. Since its inception, the program has achieved 99 high school student summer pre-college encounters that resulted in 19 student enrollments in various MSU undergraduate programs. Some OsteoCHAMPS alums are also enrolled in the MSU College of Nursing at the present time. OsteoCHAMPS continues to grow and flourish and anticipates several applicants into MSUCOM for the class entering 2006.

Session E: Conference 62 (lower level)

Topic: Making the web accessible and using it creatively.

Moderator: Ashley Symons, Undergraduate, Journalism

Presenters:

Charmane K. Cocoran: Client Advocacy Office/Libraries, Computing & Technology – Infusing Web Accessibility into Organizational Environment: “Reaching the Broadest Possible Audience with Accessible, Usable & Aesthetically Pleasing Design.” What does a straw, a teabag and Braille have to do with Web Accessibility? Come to this session and experience the learning interventions included in this presentation.

Bonnie Bucqueroux, Coordinator: Victims and the Media Program; Kimmerly Piper-Aiken, Ph.D. Assistant Professor; Geri Alunit Zeldes, Assistant Professor; Sandra Combs Birdiett, CCAS Director of Multicultural Affairs Program; Amy C. Diehl, Webmaster, MA Student: Digital Rhetoric and Professional Writing – The “Achieving Excellence in Multicultural Instruction” website, developed by the Diversity Committee of the College of Communication Arts & Sciences, offers faculty, staff and students ideas and advice about infusing multiculturalism into the curriculum. The website (www.diversity.cas.msu.edu) includes a Reading Room that lists research, articles and books of interest, as well as links to other sites on the Internet. The site includes profiles of faculty who are focusing on multicultural instruction, offering video clips of them offering information and advice and sample syllabi. The site also provides links to other resources on campus.

Session F: Room 106

Topic: Success in Enhancing Educational and Career Opportunities

Moderator: Parama Sarkar, Doctoral Candidate, English Literature

Presenters:

Karen Klomparens, Dean of the MSU Graduate School and Assistant Provost for Education: Graduate School – By the year 2020, many graduate deans are predicting that at least a master’s degree will be needed for a good career, in the same way that the bachelor’s degree was needed by the time the 1950s drew to a close. The MSU Graduate School currently offers a set of programs, including a major 5-year grant from the National Science Foundation that includes an alliance of Michigan universities and partnership in a second NSF-funded grant, that focus on increasing diversity of under-represented groups in graduate education. Not only are these programs running at MSU, but the NSF-funded programs operate at the partner institutions as well. The programs are also in the process of being actively evaluated for outcomes and impact, a step too often forgotten in program development. This session will summarize the activities of the Graduate School to increase access and inclusion.

Estelle J. McGroarty, Sr. Associate Dean & Professor of Biochemistry and Molecular Biology: College of Natural Science – A team of faculty from the College of Agricultural and Natural Science, College of Natural Science, College of Veterinary Medicine, and College of Human Medicine attended a Conference at Iowa State University to consider ways to improve retention of women early in their careers in the STEM (science, technology, engineering and mathematics) disciplines. The team focused on the development of a website that would provide information critical to new faculty and academic staff, but especially women. The resultant web page can be found at: <http://www.msu.edu/~wrc/stem/> and is maintained by the MSU Women’s Resource Center.

Afternoon Sessions: 1:30 PM. –2:45 PM

Session G: Auditorium

Topic: Successes in Student Recruitment and Retention

Moderator: Ravi Ammigan, International Student Advisor, Office of International Students and Scholars

Presenters:

Darrell King, Associate Director & Kevin Leonard Tutorial Coordinator, Multicultural Business Programs: Eli Broad College of Business – Multicultural Business Programs in the Eli Broad College of Business was created to foster an inclusive vision of diversity. This program grew out of the need to expand Minority Business Programs that was established in 1986. The preliminary mission of Multicultural Business Programs is to develop opportunities for students from ALL backgrounds to work effectively together to enhance their educational experiences. A major goal is to increase student retention and graduation rates, facilitate both academic and career development, and build partnerships for professional career placement opportunities.

Drew Kim, Assistant Director: College of Engineering Diversity Programs Office

A National Science Foundation funded Center for Wireless Integrated MicroSystems (WIMS) Engineering is dedicated to solving some of the world's most critical Problems through state-of-the-art research. As a lead university for the WIMS Education Program is the Diversity Programs Office, dedicated to teaching engineers and scientists the skills to be leaders of this exciting interdisciplinary field using creative and exciting engineering "toys" to recruit and educate historically under-represented students to science and engineering.

This presentation will feature past and present participants of program and engineering projects and poster demonstrations which will include, but not limited to the Unigraphics, C++ programming, and WIMS poster, Karaoke Machine, LEGO Wirelessly Programmable Robotics, Matching Game, Drag Race Timer and the Wirelessly Remote Controlled Artificial Robotic Fish using the "Artificial Muscle."

Session H: Room 106

Topic: Maintaining Good Mental Health: Transforming Lives for 36 Years

Moderator: Audrey Bentley, Affirmative Action, Compliance and Monitoring

Presenters:

Carmen Gear, Ramiro Gonzales, Decolius Johnson, D. John Lee, Ph.D., Hifumi Ohnishi, Tawa Sina, and Charlene Patterson, Ph.D., Director: Multi-Ethnic Counseling Center Alliance (MECCA) Counseling Center/ Division of Student

Affairs and Services — The MECCA is a unit within the MSU Counseling Center, which provides culturally competent and racially conscious mental health services to the MSU community. Through consultations, advocacy, workshops, seminars and individual and group counseling, MECCA addresses the cultural, racial, social, personal, and career concerns of MSU students, faculty and staff. This session will offer a brief history and overview of MECCA followed by a panel presentation of some of the “best practices” during our 36 years of services and “new challenges” for the future.

Session I: Conference Room 62 (Lower Level)

Topic: Activities and Resources that Make Campus a Welcoming Environment for a Variety of Students, Staff and Faculty

Presenters:

Florene McGlothian-Taylor, Sergeant/Public Information Officer and Community Policing Program Coordinator: MSU Police – This presentation will focus on the mentoring process that naturally occurs between MSU Department of Police and Public Safety student employees and the police department. It will also share information on the diversity of the department itself.

Mr. Murray Edwards, Senior Coordinator and Mr. Rob Biddle, Coordinator: Office of Racial Ethnic Student Affairs – After more than 30 years, the Racial Ethnic Student Aide Program has undergone a major restructuring and revision geared to increase the scope and influence of the Aides in impacting the lives of undergraduate students of color. Applying Sedlacek’s theory on non-cognitive variables, the Racial Ethnic Student Aide program seeks to impact student’s lives on multiple dimensions while supporting them on route to graduation. Come hear from Coordinators, Aides and student served by the program as we discuss the programs past, present and future.

Lori Strom Coordinator: Family Resource Center – Many men and women have the dual responsibilities of raising a family and caring for elders while working and/or going to school. MSU has implemented programs and strategies to support, student, staff and faculty in their balance of personal and professional responsibilities. This interactive presentation will provide participants with opportunities to gain insight on issues of work/life balance, workforce diversity, MSU support of individuals and tips on enhancing the culture of flexibility.

Patricia M. Lowrie, Director: Women’s Resource Center – Representatives from the Women’s Advisory Committees to the Provost, the Vice President for Finance, Personnel and Operations and the Vice President for Student Affairs and Services, with staff support from the Women’s Resource Center and project consultants, comprised the design team responsible for the Status of Women Project. Although surveys assessing issues related to women historically have been conducted, this one was unique for it is the first time that all three groups have been asked similar questions in order to gain an understanding for the full spectrum of issues impacting MSU women. Among the areas examined was the climate for all women, mentoring, work-life balance, and safety and security. This presentation will discuss the phases of the project and the progress made to date.

Session J: Room 104 AB

Topic: Gender, Power and Social Justice: Transgender Students in Higher Education

Moderator: Evette Chavez, Women’s Resource Center

Presenters:

Mr. Brent Bilodeau, Director: Office of Lesbian, Bi, Gay and Transgendered Concerns (LBGT) – Winner of the 2005 National Association for Student Personnel Administrators (NASPA) LBGT Issues Research Award, the goal of this multi-campus dissertation study is to make the practical issues and unseen power structures of binary gender systems on college campuses visible through understanding the experience of transgender students. Related to this goal are two core questions. How, if at all, are transgender college student identities shaped by higher education? Are there ways that postsecondary education helps, hinders, or has negligible impact on transgender student identity processes? Very little research has addressed the experience of transgender college students and few non-pathologizing models of transgender identity development exist. Through an examination of the first phase of the study findings, this session will consider implications for higher education research and practice in the context of students expressing gender in non-categorically fluid ways, existing between and outside of traditional notions of “male” or “female”.

Session K: Room 101

Topic: Infusing Diversity into the Curriculum

Moderator: Hersh Sisodia, Affirmative Action, Compliance & Monitoring

Presenters:

Lillian G. Occeña-Po, Ph.D. Visiting Assistant Professor: Department of Food Science and Human Nutrition/MSUE Family Consumer Sciences – Learn about the Human Nutrition and Food course that dietetic majors in their senior year take “Art and Science of Food Preparation”. This course exposes them to international cuisine at the and at the same time teaches them about socio-cultural, religious and economic factors affecting food. The students also learn about nutritional counseling in a multicultural environment, and emerging food trend. Presenter will also share information on a prototype food safety toolkit targeting Mexican/Mexican-Americans. When the toolkit was developed educational materials were customized or adapted and made culturally appropriate fro the targeted audience.

Session L: Room 105

Topic: Cultural Competence: Techniques that enhance students’ and staffs’ ability to work more effectively with a wide range of people

Moderator: Eric Williams, Affirmative Action, Compliance & Monitoring

Presenters:

Renée B. Canady, Ph.D., MPA, Assistant Professor: College of Nursing “Developing Intercultural Competence in Nursing Students: the Study Abroad Experience”: To be successful in an increasingly global marketplace, nurses and other health providers must be interculturally competent to work with patients from a range of countries and cultural backgrounds. Many nursing programs have used study abroad to contribute to the development of these skills. We will present a model developed by the MSU College of Nursing that will be used to evaluate the development of cultural competence among students participating in study abroad programs in various settings. Implications for intercultural education for global and domestic cultural competence will be discussed.

Carlos Ray, Assistant Human Resources Manager: Division of Housing and Food Services – Strategic Supervision – information will be presented on the series of workshops specifically created and designed for all leadership staff of H &FS to ensure that we: 1) administer consistent and fair treatment of all employees, 2) solicit employee ideas for improvement, 3) constantly acknowledge a job well done, 4) motivate, inspire, encourage and lead, 5) learn the art of delegation and 6) be a example.

Fayyaz Hussain, Ph.D. Assistant Professor; Julie Golding, Specialist-Teacher: Center for Integrative Studies – Based a very unique model where we ask our students of *Social Inequality and Global Diversity and Interdependence* classes to reach out and help students in Greater Lansing Area. The goal is to link theory with practice. The theory, model, and tools used in this model will be presented.

Wrap-up session 3:00- 4:00

Big Ten Room A

Multi-generational Clash? : Perceptions of access and inclusion at MSU from a multi-generational perspective.

This session is intended to be entirely interactive between the panelist and the audience as we share each of our perceptions about access and inclusion on our campus.

Moderator: Ms. Misty Staunton Ruiz, Graduate, Assistant Hall Director, Urban & Regional Planning

Panelist:

- Veterans -** **Dr. Colletta Moser, Professor of Agricultural & Economics**
- Dr. Ralph W. Bonner, Senior Advisor to the President, Emeritus and Professor of Criminal Justice, Emeritus**
- Boomers -** **Dr. Lee June, Vice President for Student Affairs and Services, & Assistant Provost for Academic Student Services and Multicultural Issues**
- Dr. Dennis Martell, Health Education Services Coordinator, Student Health Center**
- Xers -** **Mr. Ahimsa Timoteo Bodhrán, Doctoral Student, Rhetoric and Writing**
- Ms. Maggie Chen Hernandez, Interim Director Office of Racial Ethnic Student Affairs**
- Nexters -** **Mr. John Hoffschneider, Admissions Counselor**
- Ms. Jasmine D. Gary, James Madison Student and President: Black Student Alliance**

Special Thanks To:

President Lou Anna Kimsey Simon

The Conference Presenters and Moderators

Dr. Lee N. June, Vice President Student Affairs and Services, Assistant Provost

Dr. Kim Wilcox, Provost

Dr. Fred Poston, Vice President Finance Operations and Treasurer

Mr. Eric Williams, Assistant Director

Affirmative Action, Compliance & Monitoring

Ms. Audrey Bentley, Affirmative Action, Compliance & Monitoring

Mr. Hersh Sisodia, Affirmative Action, Compliance & Monitoring

Mr. Brent Bilodeau, Office of LBGT Concerns

Ms. Beth Rhodes, Kellogg Hotel and Conference Center

Ms. Kristin K. Anderson, University Relations

Mr. Bertalan David III, Division of Engineering Computing Sciences

Best Practices Conference Planning Coordinator

Ms. D. Venice Smith

Consultant for Multicultural Issues

Multicultural Development Office

Affirmative Action, Compliance & Monitoring

MSU is an affirmative-action, equal-opportunity institution