

**University Diversity Plan: Themes for
Implementing a Five Year Plan**

**Northwestern State University of Louisiana
Natchitoches, Louisiana**

**Developed by the University Community
and University Diversity Plan Steering Committee
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Spring, 2005

APPROVED:

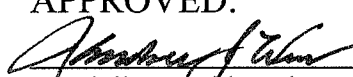
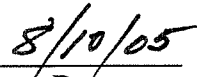
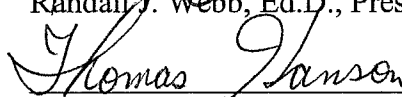
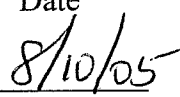
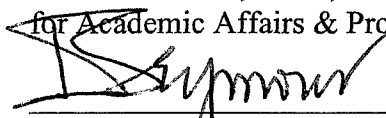
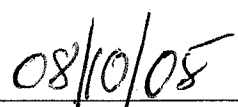
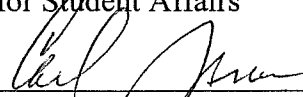
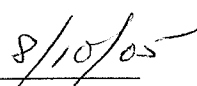
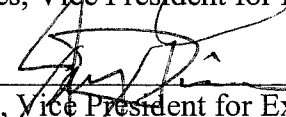
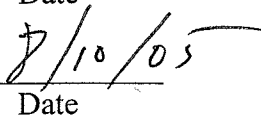
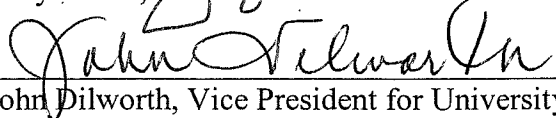
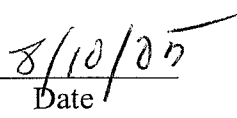
 _____ Randall J. Webb, Ed.D., President	 _____ Date
 _____ Thomas Hanson, Ph.D., Acting Vice President for Academic Affairs & Provost	 _____ Date
 _____ Dan Seymour, Ph.D., LPC, LMFT Vice President for Student Affairs	 _____ Date
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 _____ Jerry Pierce, Vice President for External Affairs	 _____ Date
 _____ John Dilworth, Vice President for University Affairs	 _____ Date

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Introduction

Essential to the mission of Northwestern State University is a commitment by members of the University community to foster an environment for learning and working where there is acceptance of diversity. Engaging in a process involving students, faculty, staff, administrators, alumni, and local supporters of diverse backgrounds, the University has espoused its vision, commitment, and action by developing a Diversity Plan. This plan supports the vision and mission of the University as well as addresses strategic goals established for the University.

This plan evolved from the University hosting a retreat with the theme, “Leading the Way to a University Diversity Plan” during the Spring Semester, 2005. Participants in the retreat were recommended to President Webb by the Vice Presidents, Director of Institutional Affairs, and Deans.

The plan includes a definition for diversity and the mission statement for the University’s diversity plan. Additionally, the plan was developed around the following annual themes:

Year 1: Leading the Way for a University Diversity Plan

Year 2: Determining the Needs

Year 3: Creating the Climate

Year 4: Recruiting for Diversity

Year 5: Retaining for Diversity

Strategies were identified for each year and theme. The Plan includes a procedure to monitor, report, and evaluate elements of the plan realizing the data will be used to update the plan annually as needed.

University Diversity Definition

Today members of our University Community are more likely to experience differences among people. Northwestern State University defines diversity as differences in age, gender, religion, language, sexual orientation, socioeconomic status, ethnicity, race, exceptionalities, and geographic background. In our mission to acknowledge our differences, we also hope to realize our commonalities.

Mission Statement for the University Diversity Plan

The University's fundamental mission in addressing diversity is to cultivate and nurture diversity as a change agent, and to provide a student-oriented community with opportunities for cultural, intellectual, social, economic, and ethnic development.

Recognizing this fundamental purpose, the University fosters an environment that encourages all members to acknowledge, respect, celebrate, accommodate, and learn from the human experience. The university is committed to excellence in recruiting, communicating, and maintaining a community of diverse people, ideas, perspectives, possibilities, and backgrounds.

5-Year Northwestern State University Diversity Plan

Year 1 (2004-2005) Leading the Way for a University Diversity Plan

1. Seek approval and funding from Cabinet to plan and organize University Diversity Plan Retreat. Conduct organizational and planning meetings for the retreat. Establish Diversity Plan Steering Committee.
2. Conduct retreat and gather information for Diversity Definition, Mission Statement, and 5-Year Diversity Plan.

3. Identify community and University members to collaborate and serve on the University/Community Diversity Plan Committee (long term).
4. Analyze data collected at the retreat and integrate into the Diversity Definition, Mission, and 5-Year Diversity Plan.
5. Diversity Plan Steering Committee to draft the elements of the plan for review by the University/Community Diversity Plan Committee.
6. Submit approved plan to the University Diversity Committee and Cabinet.

Year 2 (2005-2006) Determining the Needs

1. Develop and administer a Needs Analysis (including development needs).
2. Analyze data, develop a Community Profile, and report the profile to various diversity committees.
3. Engage University/Community Diversity Plan Committee to evaluate the plan and profile.
4. Submit the plan to the Diversity Committee and the Cabinet.
5. Develop a proposal (including funding) for campus-wide development activities.
6. Evaluate the University Diversity Plan.

Year 3 (2006-2007) Creating the Climate

1. Develop a schedule for the delivery of campus-wide development activities.
2. Implement a schedule of activities to engage faculty, staff, and students.
3. Evaluate the campus-wide development activities.
4. Evaluate the University Diversity Plan.

Year 4 (2007-2008) Recruiting for Diversity

1. Develop policies and goals (parallel to the University's Mission and Strategic Plan and Definition and Mission of Diversity) on recruitment to assure a diverse faculty, staff, and student body (Engage University/Community Diversity Plan Committee).
2. Collaborate with peer institution(s) on diversity recruiting.
3. Identify best practices for recruiting.
4. Provide Staff Development on "how to recruit."
5. Evaluate the University Diversity Plan.

Year 5 (2008-2009) Retaining for Diversity

1. Develop policies and goals (parallel to the University's Mission and Strategic Plan and Definition and Mission of Diversity) on retention to assure a diverse faculty, staff, and student body (Engage University/Community Diversity Plan Committee).
2. Collaborate with peer institution(s) on retention of diverse students population.
3. Identify best practices for retention
4. Provide Staff Development on "how to retain."
5. Evaluate the University Diversity Plan.

**Comments and Suggestions from Members
of the University Community**

Dr. Dan Seymour

From: Dr. Randall Webb
Sent: Tuesday, July 26, 2005 10:42 AM
To: Mary Brocato; Dr. Dan Seymour
Cc: Paula Furr
Subject: RE: diversity planning

Thanks for your interest, Mary. If this is okay with Dr. Seymour, I certainly approve of your involvement.

From: Mary Brocato
Sent: Tuesday, July 26, 2005 10:35 AM
To: Dr. Dan Seymour; Dr. Randall Webb
Cc: Paula Furr
Subject: diversity planning

Dr. Webb and Dr. Seymour,
I read with great interest the university's long range diversity plan. This is probably my area of greatest interest in the journalism department, and I've been committed since I've been at NSU to developing diversity in our journalism program. Four years ago I was one of 16 college instructors nationwide to study diversity issues at the Poynter Institute for Excellence in Journalism. On our last ACEJMC national accreditation, our department was complimented for the excellent work we do in fostering diversity in our curriculum. We work very hard in the journalism department on achieving our goals in diversity issues, and I think we do a good job at it.

I'm not sure if this is appropriate, but if you could find a place for me to work on the subcommittees or wherever you think I could be of service in this area of diversity, I would like to volunteer to work with the university in this area.

It may be that you already have everything in place, but in the future if I can help in any way, I would certainly like to.

Thanks and have a great summer (what's left of it.)
mb

Mary Brocato
Assistant professor of journalism
Northwestern State University
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Dr. Dan Seymour

From: Dr. Dan Seymour
Sent: Monday, July 25, 2005 12:10 PM
To: Roger A. Chandler
Cc: Dr. Dan Seymour
Subject: RE: diversity

Thank you for your suggestion. Your suggestion will be brought to the attention of the University Diversity Plan Steering Committee for consideration.

From: Roger A. Chandler
Sent: Monday, July 25, 2005 11:13 AM
To: Dr. Dan Seymour
Subject: diversity

Dr. Seymour,

You might wish to remove the word "celebrate" from this line in the mission statement. Most conservative religious - including Jews and Muslims might find it offensive.

"Recognizing this fundamental purpose, the University fosters an environment that encourages all members to acknowledge, respect, celebrate, accommodate, and learn from the human experience."

Roger A. Chandler, M.Arch., Ph.D.
Associate Professor and Head of Department
chandler@nsula.edu or 318.357.6176

III Department of Fine & Graphic Arts
School of Creative and Performing Arts
N O R T H W E S T E R N S T A T E
University of Louisiana

Dr. Dan Seymour

From: Darrell Fry
Sent: Friday, August 05, 2005 2:13 PM
To: Dr. Dan Seymour
Subject: FW: University Diversity Plan - Review Draft
Attachments: Univ Diversity Plan.doc

Dr. Seymour,

Sorry about being late with my reply. This effort is something worth while.

Early on, I suggest charging the steering committee with identifying external funds--I see you elude to this in year 2 point 5; however, by making the charge explicit we will not solely depend upon internal funds, which are at a premium. Recently messenger had the title: ONR Funds "Training Minority Scientists" in New Orleans. I know other such opportunities exist; I think the steering committee could find them with minimal trouble. Moreover, if the cabinet could be convinced to tie incentives (for faculty) to getting minority students (and external money for them), then the faculty would actively engage this challenge.

It would be advantageous for the committee to ID places these minority students could go. LSU is producing more African American doctoral students in three areas--one of which is chemistry (my field). At the last Research Day, we were blessed to have Dr. Isaiah Warner an African American analytical chemist who recently (within 5 years) won an award for producing about 40% of the African American chemists in the nation. An interesting interview is available at: <http://www.chem.lsu.edu/imw/index.html>. In it, the Chancellor of the LSU system hits on LSU's determination to produce more African American doctoral students & how relatively easy it was to establish this goal. In state we have a great opportunity to place minority graduates into doctoral programs. LSU would probably be very happy to send a few recruiting people in the programs where they are actively recruiting (such as chemistry) to NSU, and even pick up the tab. I'm unsure of other opportunities for minority students in different disciplines.

Other universities have posted their racial make-up on the web. (see <http://www.lsus.edu/iep/publications/studentenrollment/2003/a-0-3majorsfall2003.pdf> for a diversity summary at LSU-S). Although this seems dumb, it a quick way for minority students (and faculty writing grants) to have access to actual numbers. Furthermore, a web update is very cheap and easy.

Within my own discipline (analytical chemistry) there has been at least one excellent article (may be two, I read it a long time ago) about the challenges of teaching minority students. Perhaps a workshop where some faculty present similar articles to other faculty would be advantageous.

All of this may be too detail oriented for your plan; however, I thought it may be beneficial.

darrell

In recent months the Diversity Plan Committee appointed by President Webb along with the Diversity Plan Steering Committee developed a draft of the University Diversity Plan including an introduction, definition, mission, and five year plan. A copy of the draft is attached. You are invited to review the draft and respond with your comments or suggestions. It is planned that the draft will be submitted for Cabinet approval in the first week of August. It would be helpful if you could contact me prior to that time so that your comments or suggestions can be given consideration by the Diversity Plan Steering Committee. Thank you very much.

8/8/2005

Dr. Dan Seymour

From: Cathleen Seymour
Sent: Monday, July 25, 2005 11:09 AM
To: Dr. Dan Seymour
Subject: FW: University Diversity Plan - Review Draft
Attachments: Univ Diversity Plan.doc

I think it is very thorough and encompasses all with which the university should be concerned. The committee should be applauded for the hard work done that resulted in this document.

From: Messenger
Sent: Monday, July 25, 2005 11:05 AM
To: AllFacultyStaff
Subject: University Diversity Plan - Review Draft

In recent months the Diversity Plan Committee appointed by President Webb along with the Diversity Plan Steering Committee developed a draft of the University Diversity Plan including an introduction, definition, mission, and five year plan. A copy of the draft is attached. You are invited to review the draft and respond with your comments or suggestions. It is planned that the draft will be submitted for Cabinet approval in the first week of August. It would be helpful if you could contact me prior to that time so that your comments or suggestions can be given consideration by the Diversity Plan Steering Committee. Thank you very much.

Submitted by Dr. Dan Seymour, Vice President for Student Affairs