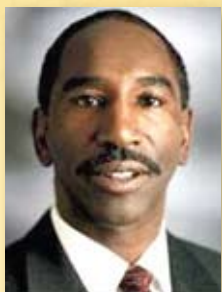


# INCLUSIVE EXCELLENCE Insights



Lee A. Gill, J.D.  
Associate Vice President for Inclusion  
& Equity/Chief Diversity Officer

Greetings! We hope you enjoy the inaugural edition of *Inclusive Excellence Insights* highlighting the wide-ranging diversity efforts now underway at The University of Akron. The University's Board of Trustees appointed me as the first Associate Vice President for Inclusion & Equity/Chief Diversity Officer on March 12, 2008. Since then, we've launched many new and exciting initiatives to bring Inclusive Excellence to our campus. These initiatives involve students, staff, faculty, and the broader Akron community. Many of these accomplishments are displayed throughout the pages of this newsletter.

As you might imagine, one of our first tasks was to bring the words "Inclusive Excellence" to life at The University of Akron. Simply put, Inclusive Excellence is a holistic framework for valuing the unique backgrounds and experiences of all individuals in the educational process. (Continued Pg 5)

## INCLUSIVE EXCELLENCE TAKES ROOT

In the coming months, you'll be hearing plenty about Inclusive Excellence — the heart of our fresh, broad-based approach to diversity at The University of Akron. Inclusive Excellence seeks better ways of serving a variety of under-represented populations, including minority students, adult learners, and first-generation college attendees, while uniting the campus community as a whole.



In March 2009, the Office of Inclusion & Equity unveiled its Strategic Roadmap to translate the objectives of Inclusive Excellence from broad-based goals to grassroots reality. Under the Strategic Roadmap, the University reconstituted its Diversity Council and realigned its subcommittees to focus on five areas of particular concern to the campus community.

### Those five areas are:

- University Climate
- Improving Student Recruitment, Retention, and Graduation Rates
- Faculty Diverse Hiring
- Staff Diverse Hiring
- Business Outreach and Supplier Diversity

In addition, under the leadership of the University's new athletic director, Tom Wistriceil, a sixth subcommittee has been formed to specifically address retention and graduation rates among student athletes and make recommendations for improvement.

The Office of Inclusion & Equity has also reached out to strengthen the University's ties to community-based organizations, including Akron Public Schools, The Urban League, Project GRAD, and Akron International Friendship.

The Office of Inclusion & Equity believes the conversation on diversity must go beyond race and gender to include all of the cultural backgrounds and life experiences that make up our diverse society. We're focused on campus-wide transformation so our students develop the intercultural skills they need to succeed in the global marketplace. ■

## ACCOMPLISHMENTS

### MAMA Helps Students Juggle School and Family

The Office of Inclusion & Equity spearheaded a new program to help students balance parenthood with school-work. Mothers Achieving More Academically (MAMA) launched in the fall under the direction of Patricia A. Millhoff, (pictured at right) director of The University of Akron's women's studies program. While traditional students are accustomed to attending study sessions and other social events in the evening, MAMA plans activities on Saturdays or in the afternoon in order to accommodate parents' schedules.



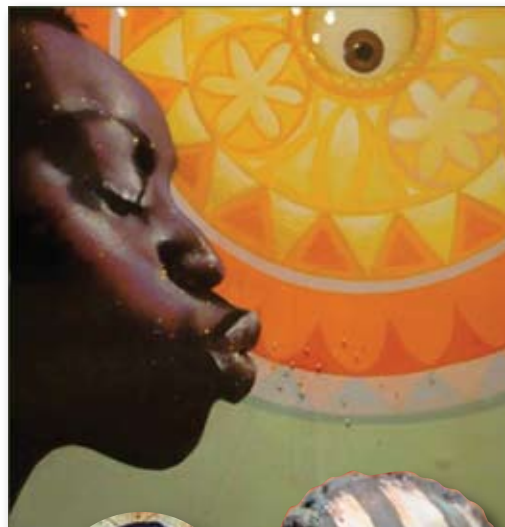
### Can We Talk?

In one of the first workshops after the creation of the Office of Inclusion & Equity, Dr. Gottfried Oosterwal (pictured at left) led a dynamic session on communicating across cultures in August 2008. The four-hour program offered to faculty and staff left audience members craving for more. Dr. Oosterwal is a professor of multicultural education and director of the Center for Intercultural Relations in Berrien Springs, Michigan.



### UA Welcomes Top Educator

Dr. Freeman A. Hrabowski, III (pictured at right, center), paid a visit to The University of Akron's campus to conduct a session on Achieving Black Male Success. Dr. Hrabowski has served as President of The University of Maryland, Baltimore County since 1992. In 2008, he was named one of America's Best Leaders by *U.S. News & World Report*. His research and publications focus on science and math education, with special emphasis on minority participation and performance.



### Eye on Art

Artists Jon Onye Lockard and Woodrow Nash shared their creative vision with The University of Akron community this fall. The month-long exhibition, "From an Africentric Point of View," was on display in the Honors College Gallery.



Painting by  
Jon Onye Lockard



Sculpture by  
Woodrow Nash

### National Leader on Diversity Comes to UA



Nationally-recognized diversity trainer Dr. Samuel Betances (pictured at left) brought his expertise to The University of Akron last February. While here, he shared his insights with faculty, staff, and top administrators. Dr. Betances works with universities, government organizations, and Fortune 500 companies to embrace diversity and make sense of differences.

### UA Moves Forward on Supplier Diversity Initiative

An integral part of Inclusive Excellence at The University of Akron involves a commitment to purchase from a supplier base that is representative of our employees, students, and communities. Here,

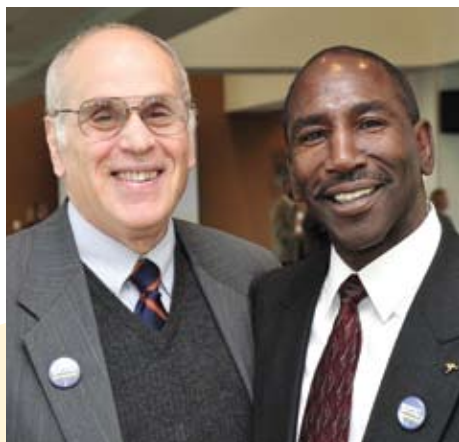


UA representatives John Myers, Executive-in-Residence (left), Alan Parker, Financial Analyst (center), and Andrew Roth, Director of Purchasing (right) receive recognition for the University's effort to support a diverse business community.

## WHO WE ARE

The University of Akron's new Diversity Council supports and guides the efforts of the Office of Inclusion & Equity to advance the principles of Inclusive Excellence across campus and in the community.

## DIVERSITY COUNCIL



### Co-Chairs:

**Martin H. Belsky, J.D.**  
*Dean of the School of Law*

**Lee A. Gill, J.D.**  
*Associate Vice President for Inclusion & Equity | Chief Diversity Officer*

**Diversity is not about counting heads, it's about making heads count!**

– Lee A. Gill, J.D.

### Ex-Officio Members:



**Dr. Luis Proenza**  
*President,  
The University of Akron*



**Dr. David B. Baker**  
*Interim Senior Vice President,  
Provost and Chief  
Operating Officer*



**Ms. Candace Campbell  
Jackson**  
*Vice President and Chief of Staff*

### Council Members:



**Dr. Daisy L. Alford-Smith**  
*Chief Executive Officer of the  
Girl Scouts of Northeast Ohio*



**Dr. David P. Ayers**  
*Director, International Programs*



**Dr. Linda Ruth Barrett**  
*Associate Professor of  
Geography and Planning*



**Ms. Roxia B. Boykin, M.P.A., R.N.**  
*Vice President of Community  
Relations and Diversity,  
Summa Health System Foundation*



**Dr. Charles J. Fey**  
*Vice President for Student Affairs*



**Dr. Douglas R. Hausknecht**  
*Associate Professor, Marketing and  
International Business, Interim  
Department Chair, Marketing*



**Mr. Gordon Holly**  
*Senior Director, Student Life  
and Enrollment Management,  
Wayne College*



**Dr. Willis L. Lonzer, III**  
*Abbott Laboratories, Inc.*



**Dr. Chand Midha**  
*Acting Dean of the Buchtel College  
of Arts and Sciences*



**Ms. Diane Miller-Dawson**  
*Director of Finance, Office of the  
Mayor, City of Akron*



**Dr. A.G. Monaco**  
*Associate Vice President for  
Human Resources and  
Employee Relations*



**Ms. Barbara O'Malley**  
*Associate Vice President for  
Communications and Chief  
Communications Officer*



**Dr. Ramona Ortega-Liston**  
*Associate Professor, Public  
Administration and Urban Studies*



**Mr. Marcus Phelps**  
*Board of Trustees,  
Student Trustee*



**Mr. Stanley B. Silverman**  
*Dean, Summit College*



**Dr. Harvey L. Sterns**  
*Professor of Psychology and Director  
of the Institute for Life-Span  
Development and Gerontology*



**Dr. Zachery R. Williams**  
*Associate Director,  
Pan African Studies*



**Dr. N. Margaret Wineman**  
*Dean, College of Nursing*



**Mr. Thomas Wistroeil**  
*Director of Intercollegiate Athletics*



**Dr. Sheldon B. Wrice**  
*Chair and Professor of Technical  
Writing and Comp., Department of  
Associate Studies, Summit College*



**Dr. Julie Yuhua Zhao**  
*Visiting Assistant Professor and  
IDEAS Director, College  
of Engineering*



**Mr. Jason Ziegler**  
*President of Associated  
Student Government*

## SUB-COMMITTEES

### University Climate Co-Chairs:

Dr. Linda Subich, *Department of Psychology*  
Dr. John Queener, *Department of Counseling*

Develop strategies to assess and improve the cultural and organizational climate at The University of Akron. Ensure that everyone feels welcomed and that ours is an inclusive community with an environment characterized by equal access and respected participation for all groups and individuals irrespective of cultural differences and, more importantly, where the multiplicity of characteristics possessed by persons are not simply tolerated, but valued and celebrated.



### Improving Student Recruitment, Retention and Graduation Rates Co-Chairs:

Ms. Fedearia Nicholson, *Director, Office of Multicultural Development*  
Dr. Mark Tausig, *Associate Dean-Graduate School*

Develop strategies to assess and improve programs designed to increase the enrollment and completion rates of students from minority and first-generation populations, accurately identifying both general and demographically specific challenges and opportunities.



### Business Outreach and Supplier Diversity Co-Chairs:

Mr. John Myers, *Research Foundation, Executive-in-Residence*  
Mr. Alan Parker, *Financial Analyst, Department of Purchasing*

Develop strategies to purchase from a supplier base representative of our employees, students, and communities. Developing partnerships with minority-owned and women-owned suppliers helps the University build a world-class supplier base. It creates mutually beneficial relationships that expand the University's sphere of activity.

### Faculty Diverse Hiring Co-Chairs:

Dr. Cynthia Capers, *Special Assistant to the Provost*  
Dr. Bill Lyons, *Interim Chair, Political Science*

Develop strategies for recruiting, developing, and retaining faculty from underutilized populations, accurately identifying both general and demographically specific challenges, and opportunities and ensuring adherence to disciplinary and professional standards of practice.

### Staff Diverse Hiring Co-Chairs:

Ms. Kathy DuBose, *Manager, Computer-Based Assessment and Evaluation*  
Mr. James Walczyk, *Director, Student Recreation & Wellness Services*

Develop strategies for recruiting, developing, and retaining staff from underutilized populations, accurately identifying both general and demographically specific challenges and opportunities.

### UA Receives National Diversity Award

The University of Akron's diversity efforts gained national recognition this fall when the University became one of only 43 colleges in the country to earn a citation from Minority Access, Inc. The nonprofit organization supports individuals, academic institutions, government agencies, and various corporations to diversify campuses and work sites. Minority Access focuses heavily on maintaining a minority presence in the biomedical sciences, including health-related research. The University accepted the award at the organization's 10th National Role Model Conference in Washington, DC.



## GREETINGS FROM LEE GILL (Cont.)

Inclusive Excellence is a key component of a comprehensive strategy for achieving institutional excellence so that all students are equipped to succeed in a diverse society. Specifically, the work of my office includes:

- Educational programs to promote awareness of contemporary diversity issues in higher education and at The University of Akron;
- Outreach efforts to recruit more underrepresented students to The University of Akron, including first-generation college students, adult learners, and students of color;
- Academic assistance and campus climate initiatives to better support, retain, and graduate underrepresented students at The University of Akron;
- Recruitment programs to attract more diverse faculty, staff, and other career professionals to The University of Akron;
- Outreach efforts to minority-owned and women-owned businesses to enable The University of Akron to purchase from a supplier base that is reflective of the community; and
- Policy reviews to assess The University of Akron's diversity initiatives and evaluate learning outcomes.

As you'll see in these pages, we've taken some important steps toward realizing our diversity goals, and there is so much more to come! I invite you to visit our website at [www.uakron.edu/ie](http://www.uakron.edu/ie) to learn more about Inclusive Excellence at The University of Akron!

## ACCOMPLISHMENTS



### Denmark Delegation Visits Akron

The Office of Inclusion & Equity welcomed a group of Danish dignitaries to northern Ohio as they explored issues of cultural, political, and ethnic diversity in the United States. The delegation is part of the U.S. State Department's International Visitor Leadership Program, which is designed to build mutual understanding between American professionals and opinion leaders in other countries. The representatives from Denmark were specifically interested in how discrimination in the workforce is identified, how subsequent actions are determined to correct workplace discrimination, and the potential long-term impact to the private sector when hiring policies include greater attention to diversity. Naturally, their visit to the region included an overview of Inclusive Excellence efforts at The University of Akron.

### HOMEcoming, BLUE AND GOLD STYLE

Morris Day and The Time got the crowd rockin' at The University of Akron's inaugural "Blue and Gold Soul" homecoming alumni concert held on October 9, 2009, at E.J. Thomas Performing Arts Hall.

The event also served as a celebration of the University's reenergized diversity efforts, recognizing all of the activities that have come to fruition since the creation of the Office of Inclusion & Equity in March 2008. And there's still more work to do...



### Cortés Rounds Out Discussion on Race

International lecturer Dr. Carlos E. Cortés (pictured at left) delivered an eye-opening talk on "How the Media Teaches Diversity" in September. Dr. Cortés has served on the summer faculty of the Harvard Institutes for Higher Education since 1990. He is also a diversity consultant for government agencies, educational institutions, and mass media organizations.



### Contact Us

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## OUR COMMITMENT TO DIVERSITY

At The University of Akron, we strive to create a warm and welcoming environment for students, faculty, staff, and visitors. We respect and celebrate our differences and invite you to join us in creating an environment in which we can all excel.

Our goal at The University of Akron is to create a framework for excellence that incorporates diversity at its core while linking the quality of the educational experience.

Inclusive excellence is a key component of a comprehensive strategy for achieving institutional excellence. This includes the academic excellence of all students in attendance, and concerted efforts to educate and equip them to succeed in a diverse society with sophisticated intercultural skills.



VISIT US ONLINE [www.uakron.edu/ie/](http://www.uakron.edu/ie/)



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