



UNIVERSITY OF
DELAWARE

Commission
to Promote

Racial and Cultural Diversity

Annual Report
1997–1998

The University of Delaware is committed to creating an educational community that is intellectually, culturally, and socially diverse, enriched by the contributions and full participation of people from different backgrounds. Toward that end, the University is further committed to:

- ⊙ increasing the racial and cultural diversity of its students, faculty, and staff;
- ⊙ creating a climate that expects and encourages all members of the University community to respect and appreciate individual and cultural differences;
- ⊙ promoting equity for people of different backgrounds throughout all areas of University life;
- ⊙ developing organizational practices that include the participation and perspectives of these groups; and
- ⊙ enhancing the curriculum by including the contributions and perspectives of different races, cultures, and genders.

The President's Commission to Promote Racial and Cultural Diversity

was created to guide the University in accomplishing these goals. Its charge is to promote equity and diversity throughout the fabric of University life to enrich the intellectual and social community we share together. The status of African-Americans and other minorities at the University will receive the Commission's priority attention.

To carry out its charge, the Commission:

- ⊙ investigates current conditions at the University;
- ⊙ researches efforts being undertaken to address issues of equity and diversity at other institutions across the nation;
- ⊙ holds public hearing about its proposed ideas, and recommends a plan of action; and
- ⊙ conducts periodic evaluations of progress, that will create an environment that supports diversity.

The Commission makes recommendations to the President and reports to him as frequently as necessary to accomplish its mandate.

*Charge of the President's Commission to Promote Racial and Cultural Diversity
May, 1988*



DIVERSIFICATION OF THE FACULTY

When President Roselle and Provost Schiavelli met with the Commission in late spring of 1997 to receive the Commission's Annual Report, a common concern emerged—namely that the number of minority faculty hired at the University over the past several years lagged considerably behind increases in the minority professional and support staff ranks. Commission members, therefore, determined to focus their energies during the 1997–1998 academic year on understanding the barriers to diversifying the University's faculty and, at that point, on identifying strategies that could help increase their numbers.

To launch this initiative, the Commission and the Provost's office sponsored a major lecture in the fall of 1997 by Derrick Bell, a nationally renowned legal scholar committed to increasing the presence of minorities on University faculties. Professor Bell underscored that “faculty hire faculty” and suggested that the impetus for change resided initially within the ranks of a faculty. The Commission, therefore, felt it important to invite each College dean to a Commission meeting to discuss the challenges and opportunities for hiring minority faculty in their respective college, as well as share any special strategies for doing so. It was clear from these discussions that all of the deans welcomed sugges-

tions from the Commission for diversifying the faculty and also that some of the deans were further along than others in putting initiatives into place that yielded measurable results.

At the same time as the College deans were making their presentations, Commission members were contacting colleges and universities across the country to identify “best practices” that had proven effective in increasing the number of minority faculty. These “best practices” were then reviewed at a special Commission meeting and appear in their entirety on the Commission's web page for reference by faculty search committees, deans, and other administrators. The practices found by the Commission to be most effective for replication at Delaware were presented to the President and Provost as part of the 1998 Annual Report and are highlighted below:

1. GENERAL SUGGESTIONS

- E**ncourage deans and academic administrators to attend conferences on diversity and recruitment in higher education.
- E**ncourage the Provost or designee to participate in faculty search committee meetings.
- D**evelop graduate programs that draw upon the talents of minority faculty so that minority Ph.D. students are encouraged to come to Delaware and perhaps stay on as junior faculty.

Establish a mentoring program for minority and international faculty that includes preparation for promotion and tenure, helps develop their research and service responsibilities, and assists them with conflict resolution.

Reduce teaching loads for non-tenured minority faculty who may need additional time for their research and scholarly pursuits.

Create close ties with historically Black colleges and universities to establish a network of African American scholars who can identify talented minority faculty for positions at Delaware.

Maintain access to national faculty data bases.

2. PRACTICES FOR ADOPTION AT THE UNIVERSITY OF DELAWARE

Assure that job descriptions and announcements for faculty positions are not drawn so “narrowly” as to preclude applications from faculty with broad academic backgrounds. One way this can be accomplished is by expanding national recruiting sources to include more diverse professional groups and associations.

Create and then aggressively market “Visiting Minority Professorships” for distinguished minority scholars, especially in disciplines where minority faculty are underrepresented.

Require every academic department to submit a plan for diversifying the

faculty before approval is given to fill a faculty vacancy.

Require that the affirmative action officer participate actively in faculty search committee activities and develop a packet of information for each search committee that lists pertinent referral organizations as well as potential candidates for a vacant faculty position.

Provide funds for increased advertisement and travel so that search committee members are encouraged to expand their horizons in identifying potential minority applicants.

Plan campus visits that emphasize a welcoming climate for minority candidates; involve Commission members in this activity.

Revise hiring packages offered to minority candidates to assure that all possible enhancements are included.

Convince minority faculty candidates that the University of Delaware is interested in advancing their academic careers.

Develop an orientation program for first-year faculty members to address the challenges and opportunities of teaching on a campus that encourages diversity on its faculty, staff, and student body.

COMMISSION RESPONSE TO ACTS OF INSENSITIVITY

One of the roles of the Commission is to monitor and, where appropriate, respond to acts of insensitivity and intolerance that occur on campus. Unfortunately, the Commission was required to make two such responses during the 1997–1998 academic year. The first incident involved an advertisement, cartoon, and guest column published in a late fall issue of *The Review* that grossly distorted the facts surrounding the Holocaust and denigrated the University's Jewish faculty, staff, and students. The second incident centered on a flyer in cartoon form distributed at several campus locations by the Ku Klux Klan that was an abhorrent depiction of African

Americans and the celebration of Black History Month.

The Commission publicly condemned both actions and worked with members of the Jewish Concerns and African American caucuses to reduce tensions and to assure both groups that the Commission found these acts of insensitivity abhorrent and would educate the campus community about the Holocaust and the importance of Black History Month.



CAUCUS REPORTS

Each constituent caucus met independently this year, since Commission meetings were devoted to presentations by the college deans. Summary reports of caucus activities and concerns were presented at a late spring meeting of the Commission. African American students reported that University programs were addressing their needs and interests. Hispanic students noted their increased involvement in campus life including the creation of special interest housing for Hispanic students at the Ray Street residence halls this coming year. The lack of Asian representation in senior administrative positions continued to be a concern of the Asian American caucus. The lesbian, gay, bisexual, transgendered group commended the administration for amending the University's nondiscrimination statement to include persons with different sexual orientations. The Jewish Concerns caucus and the religious concerns group expressed satisfaction with the administration's rapid response to the acts of insensitivity previously discussed.



1998–1999—REFLECTIONS ON 10 YEARS OF PROGRESS: A BLUEPRINT FOR THE NEXT DECADE

Created in May of 1988, the Commission has achieved many successes during its ten years of service to the University community. Indeed, creating a campus environment characterized by civility and respect for every

human being has been the hallmark of Commission initiatives.

The 1998–1999 year offers the Commission a unique opportunity to reflect on these accomplishments as well as set broad goals for the coming decade. To that end, the Commission will focus its energies on identifying the strategies and programs developed by the individual caucuses to better serve the needs of their constituent groups as well as on their recommendations for the coming decade. This will include the work of the African American, Asian Pacific Islander, and Latino caucuses, as well as the lesbian, gay, bisexual transgender caucus, the disabled, and the Jewish, Muslim, and religious concerns groups.

The framework for celebrating the Commission's work during the past ten years to help diversify the University's workforce and student body will begin with a keynote address early in the fall of 1998. This will be followed by monthly presentations by each caucus. Commission meetings will provide a forum to discuss past accomplishments and develop new strategies for enhancing the work of the caucuses and the Commission. It is anticipated that at the close of the year, five- and ten-year goals will emerge to guide the Commission's work in the coming decade.

AFFIRMATIVE ACTION

A continuing responsibility of the Commission is to monitor the University's Affirmative Action program. This includes reviewing global data to assure that protected class members employed at the University rank favorably in employment categories when compared with their counterparts in the state of Delaware and in the nation (*see table next page*). Increased efforts continue to be needed to assure that the University's employment profile is reflective of the diversity we value.

PROTECTED CLASSES

Protected class members are individuals identified under Title VII of the Civil Rights Act, as amended, and Executive Order 11246. The University of Delaware collects data on the following protected classes:

Age All persons who are 40 years of age and older

Black A person not of Hispanic origin, i.e., with origins in any of the Black racial groups of Africa

Persons with Disabilities Any person who

- has a physical or mental impairment that substantially limits one or more of his or her major life activities;

- has a record of such impairment; or
- is regarded as having such impairment

A disability is substantially limiting if it is likely to cause difficulty in securing, retaining or advancing in employment.

Hispanic A person of Mexican, Puerto Rican, Cuban, South American, or other Spanish culture or origin

Other Includes persons not classified as Black or Hispanic (includes American Indians, Alaskan Natives, and Asian/Pacific Islanders)

Women

Percentage of Protected Class Members at the University of Delaware, by EEO Category, Compared with State of Delaware and Nation

EEO Category	UD	DE State	Nation
<i>Executive/Administrative/Managerial</i>			
Women	41.0	36.7	38.1
Blacks	9.7	7.5	5.7
Hispanics	0.2	1.4	4.4
Asians/Pacific Islanders	1.9	1.3	2.7
Native Americans	0.5	0.2	0.4
<i>Faculty</i>			
Women	32.5	43.1	40.5
Blacks	2.9	6.5	4.8
Hispanics	1.5	4.6	3.4
Asians/Pacific Islanders	5.3	7.5	6.9
Native Americans	0.3	0.0	0.4
<i>Professionals</i>			
Women	57.4	48.5	47.4
Blacks	7.1	8.6	6.8
Hispanics	0.6	1.4	4.0
Asians/Pacific Islanders	4.4	2.6	4.3
Native Americans	0.5	0.2	0.4
<i>Secretarial/Clerical</i>			
Women	92.8	81.8	78.8
Blacks	8.8	15.7	11.3
Hispanics	1.2	1.8	7.0
Asians/Pacific Islanders	0.4	0.7	2.7
Native Americans	1.1	0.2	0.6
<i>Technical/Paraprofessional</i>			
Women	41.5	43.8	45.5
Blacks	21.1	10.7	9.3
Hispanics	1.6	1.2	5.7
Asians/Pacific Islanders	4.9	2.8	4.4
Native Americans	1.6	0.3	0.6
<i>Skilled Craft</i>			
Women	2.6	15.9	21.2
Blacks	8.3	15.4	10.0
Hispanics	1.3	2.6	11.0
Asians/Pacific Islanders	1.3	0.9	2.5
Native Americans	0.6	0.4	0.8
<i>Service/Maintenance</i>			
Women	54.7	41.6	37.6
Blacks	32.6	26.4	15.6
Hispanics	2.4	3.1	12.2
Asians/Pacific Islanders	0.9	1.0	2.4
Native Americans	2.1	0.6	0.9

Shading denotes increases since 1996–97.

Data sources: University of Delaware: March 1998 Workforce Analysis; State and Nation: 1990 census data by occupation. **Prepared by:** Office of Institutional Research and Planning 7/98

The President's Commission to Promote Racial and Cultural Diversity

Chair—Araya Debessay, Professor, College of Business & Economics

MEMBERSHIP LIST 1997–1998

Sigurd Andersen	Professional	PAC Representative
Karen Bauer	Professional	Institutional Research
Hilton Brown	Faculty	Art Conservation
Maxine Colm	Administration	Vice President, Administration
Araya Debessay	Faculty	Business & Economics–Accounting
Ivo Dominguez	Faculty	Foreign Languages/Literature
Vernese Edghill	Professional	Center for Black Culture
Anne Esdale	Staff	Morris Library
Mary Ann Finch	Professional	Cooperative Extension Services
Patricia Fogg	Professional	Facilities Management
Samuel Gaertner	Faculty	Arts & Science–Psychology
Judith Gibson	Professional	Affirmative Action/Multicultural Programs
Judy Greene	Professional	Center for Teaching Effectiveness
Joyce Hart	Professional	Business/Economics
Vivian Klaff	Faculty	Arts & Science–Sociology
Francis Kwansa	Faculty	Hotel/Restaurant Management
Wunyabari Maloba	Faculty	Arts & Science–History
Alvina Quintana	Faculty	Arts & Science–English
Linda Russell	Professional	Arts & Science–English
Cecily Sawyer-Harmon	Professional	FSAP Program
Robert Simons	Faculty	Arts & Science–Psychology
Roland Smith	Administration	Vice President, Student Life
Lawrence Thornton	Professional	Public Safety
Andrew Turner	Professional	Spec. Asst.–Office of Vice President for Administration
Douglas Tuttle	Professional	College of Human Resources, Education & Public Policy
Laura Lee Wilson	Community	Campus Ministry–Wesley Foundation
S.B. Woo	Faculty	Arts & Science–Physics
Jian-Zhong Zhou	Professional	Morris Library

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER—The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, religion, ancestry, national origin, sexual orientation, veteran status, age, or disability in its educational programs, activities, admissions, or employment practices as required by Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act, other applicable statutes and University policy. Inquiries concerning these statutes and information regarding campus accessibility should be referred to the Affirmative Action Officer, 305 Hullen Hall, (302) 831-2835 (voice), (302) 831-4552 (TDD), 9/4500/7-98/W