

Office for Diversity & African American Affairs Annual Report, 2002-03

The vice provost for diversity and African American affairs directs the activities of the Office for Diversity and African American Affairs (DAAA). The goal of the Office for Diversity and African American Affairs is to develop and implement a comprehensive and programmatic approach to diversity. The position advocates for, assists with, encourages, evaluates and monitors the University's diversity efforts. The **African American Cultural Center (AACC)** is a unit that reports to the vice provost for diversity and African American Affairs through the assistant vice provost for African American Affairs.

The Office for Diversity and African American Affairs (DAAA) represents a merger of two important functions at the University. In 1999-2000, the diversity functions previously housed in the Chancellor's Office and directed by an Assistant to the Chancellor were merged with African American Affairs previously led by a senior associate vice provost. The newly created office was designed to reflect the university's commitments to diversity (by placing it under the provost and vice chancellor for academic affairs) and African American affairs (by leaving this description prominent in the title of the new office).

The ***Office for Diversity and African American Affairs*** consists of the following staff:

- Vice Provost for Diversity & African American Affairs (SAAO, Tier II; 1.0 FTE)
- Assistant Vice Provost for African American Affairs (SAAO, Tier II; 1.0 FTE)
- Assistant Vice Provost for Gender Affairs (SAAO, Tier II; 0.5 FTE—position shared with Student Affairs)
- Director of Programs to Enhance Preparedness (EPA; 0.75 FTE)
- Administrative Assistant I (SPA, 1.0 FTE).

The staff of the ***African American Cultural Center (AACC)*** consists of:

- AACC Director (EPA; 1.0 FTE)
- Program Coordinator (EPA; 1.0 FTE)
- Facilities Services Manager (SPA; 1.0 FTE)
- Administrative Secretary V (SPA; 1.0 FTE)
- Librarian (EPA; 0.5 FTE)*

*Note: Funding for Librarian position is provided by NCSU Libraries through June 30, 2003.

The Office for Diversity and African American Affairs (DAAA) envisions a diverse and inclusive university community that welcomes and supports a mix of people and ideas. The mission of DAAA is four-fold. First, DAAA works to foster an innovative learning and working

environment that serves the needs of a diverse community. To achieve this vision, DAAA develops and implements institutional strategies designed to ensure the full participation of a diverse university community. Second, DAAA promotes the academic excellence of African American students and faculty by ensuring they are successfully engaged in the academic life of the university. Third, DAAA envisions a campus community that values, promotes and exemplifies gender equity. To that end, the Office for Diversity and African American Affairs signed a “*Memorandum of Understanding*” with Student Affairs in December 2000 to allow the current Director of the Women’s Center to also serve as Assistant Vice Provost for Gender Affairs. This arrangement has been instrumental in DAAA’s efforts to eliminate gender inequities on campus by providing focused support and advocacy for students and faculty. Fourth, DAAA is supportive of an academically competent pre-college citizenry that is prepared to enter NC State and is equipped to successfully meet the university’s academic and social demands. A new position of Director of Programs to Enhance Preparedness was created in 2001-02 to provide supplemental pre-college and transitional first-year instruction for students from underrepresented groups. Thus, the activities of the Office for Diversity and African American Affairs facilitate the academic and professional success of a diverse university community.

Throughout the academic year, the Office for Diversity and African American Affairs collaborates with colleges and campus units to co-sponsors a variety of programs at NC State. Some of DAAA’s partners include the following colleges and administrative units: Agriculture & Life Sciences, Design, Natural Resources, Humanities & Social Sciences, the Women’s Center, the Office for Equal Opportunity, the Faculty Center for Teaching and Learning, and Student Government. The partnerships facilitate the comprehensive programmatic work of the office and foster the key message that making NC State a “diversity-friendly” community is everyone’s responsibility.

DAAA plays a crucial role in helping NC State to build a diverse and inclusive university community that fosters demographic and intellectual diversity. Notable efforts by the Office for Diversity and African American Affairs during its first two years (2000-2002) include:

- Implementation of the curriculum diversity pilot project housed in the Faculty Center for Teaching and Learning (FCTL)
- Funding of college diversity proposals
- Training of student diversity facilitators
- Reviews of the African American Cultural Center and implementation of a development plan for the unit
- Sponsoring campus-wide dialogues on diversity
- Partnering with Student Affairs to create a joint position (Assistant Vice Provost for Gender Affairs and Director of the Women’s Center)
- Institutionalizing the SPACE pre-college program.

Below is the 2002-03 annual report of the Office for Diversity & African American Affairs. This annual report contains information related to specific areas of responsibility within the Office for Diversity & African American Affairs and listed are those activities that have had the

greatest impact. This report is intended to document program highlights and major new accomplishments, and is not inclusive of all activities over the course of the past year.

Diversity Programs

African American Affairs

African American Cultural Center

The 2003-04 academic year marks the beginning of a period of significant change and transformation for the AACC. In keeping with recommendations from two comprehensive reviews of the unit, systematic improvements were initiated in 6 key areas: leadership, governance/management, programming, financial resources, human resources and campus/community resources. There have also been accomplishments in several other areas. The most noteworthy achievements include:

1. Enhancement of the job description for the AACC director's position to include increased focus on academic leadership, strategic planning, fiscal management and coalition building. This position is now vacant and there are plans to conduct a national search.
2. Appointment of the AACC Advisory Council in December 2002. This group is different in structure and function from the original Council of Directors that was intended to be a policy-making body. The new Advisory Council met in February and April 2003. In addition to offering programming advice and helping the AACC to obtain needed resources, the Advisory Council will work during the 2003-04 academic year to refine its infrastructure. There are plans to up-date the Council's operations manual and re-organize the committee structure.
3. Adoption of a collaborative approach to unit decision-making and problem solving with the September 2002 creation of the AACC Management Team. This change has resulted in more effective internal communication, better financial decisions and increased unit efficiency.
4. Implementation of several staff changes that have led to smoother office operations and more effective management of the AACC's day-to-day business. These staff changes include elimination of receptionist position, creation of program coordinator position, up-grade of program assistant position to administrative secretary, creation of full time facility services coordinator position. Plans are under way to develop positions for a full-time librarian and a half time gallery assistant.
5. Presentation of twenty-one programs that included Heritage Lectures and Films, the Clark Lecture and Faculty Brown Bag Colloquia.
6. Deletion of the ML King Cultural Festival, a community outreach event that was traditionally held at the McKimmon Center every January. Assessment of this event found it to be lacking in substantive content and limited in its appeal to the broad audience that organizers attempted to engage. Evaluation data and feedback from attendees did not justify the level of funding that was required to support this program in its present form. Plans are underway to

re-fashion this event into a youth leadership development conference to be presented in January 2004.

7. Confirmation of most of the AACC's 2003-04 programming schedule. The theme for the year will be "***Blacks in Education: 50 Years After Brown v. Board of Education***". A major "kick-off" event has been scheduled for September 12-13, 2003. This 2-day program, featuring the daughters of the named plaintiff in Brown v. Board, will include a gallery exhibition and opening, diversity forum for students, a diversity workshop for local teachers, a campus/community lecture and a poster contest for middle school students. As partners in this event, the Colleges of Design, Education and Humanities and Social sciences will coordinate various segments of the program and provide financial support.
8. Implementation of a "beautification" project that includes carpeting and painting for the second and third floors. New shelving to accommodate the expanding library collection will be installed in July 2003. Unnecessary furniture and other items have gone to surplus and storage spaces have been re-organized. Files have been purged and those to be retained have gone to the library's archive facility. Office assignments have been changed and the layout of the administrative suite has been re-configured to facilitate more efficient workflow.
9. Establishment of in-house management of room reservations and set-ups, facilitated by the addition of an interim part-time facility services coordinator. The permanent, full time employee for this position will be hired in July 2003. From August 2002 through May 2003, the AACC handled approximately 970 room reservations that served nearly 36,000 people for a wide range of events.
10. Other accomplishments include
 - development of a new logo and website
 - installation of two additional public computer workstations in the library
 - significant decrease in funds spent for temporary labor, honoraria and contracted services

African American Symposium

A comprehensive review of the African American Symposium (AAS) was initiated in November 2002 for the purpose of determining if the program's content, administrative structure and funding are adequate to accomplish its stated goals. The Office for Diversity and African American Affairs and New Student Orientation fees fund AAS. African American Student Affairs implements and administers AAS. Review findings suggested that the administrative structure of the program is adequate, with African American Student Affairs handling everything from contact with in-coming students to counselor selection/training to organizing the sessions. There was, however, significant concern about expenditures exceeding available funds for the past 3 years. This problem was solved by a plan that combined spending reductions with a permanent increase in funding to be requested from the Provost by the Office for Diversity and African American Affairs. Since the AAS is conducted in July, with counselor training taking place in June, the review of the program's content is not complete.

M. L. King, Jr. Birthday Commemoration

The first annual campus-wide MLK Commemoration program was held on January 15, 2003. This very successful collaborative effort included contributions from the Black Students Board, the African American Cultural Center, Multicultural Student Affairs and the Provost's Office. The keynote speaker for this event was Ms. Yolanda King, daughter of the late Dr. Martin Luther King, Jr. This program engaged the university community in a celebration of the life and work of Dr. King while challenging all to re-dedicate themselves to living his dream. Approximately 500 people attended the program. Fifty-five attended the "invitation only" luncheon that was held in honor of Ms. King. The process of identifying the featured speaker for the January 14, 2004 commemoration has already begun.

"Sisters" Collaboration

African American Affairs and Gender Affairs collaborated with a diverse group of campus women to develop and implement a diversity program based on the video "The Way Home" and its companion booklet "Heart-to-Heart Conversation Guide." This a follow up to the third annual "*Sisters Beneath the Skin*" Conference held on November 15, 2002 at UNC-Chapel Hill. After a semester long training program, participants will be able to facilitate diversity "conversations" with other women, using the video and discussion guide. Fall 2003 will be the training period for conversation facilitators. Conversation groups will be assembled for Spring 2004.

University-Community Brotherhood Dinner

The 20th University-Community Brotherhood Dinner was held on December 6, 2002. Congresswomen Eva M. Clayton was the honoree for this annual event that attracts nearly 500 participants from the larger Raleigh/Wake County and university communities. The University-Community Brotherhood Dinner was established in 1982 with two primary objectives. The first objective was to bring to the attention of both the African American and white communities important contributions that African-Americans have made and continue to make to the nation and the world. The second objective is to reaffirm, as a University and a community, our deep commitment to enhancing an environment where people of different races may come to study and work together, realizing their full potential. Dr. Johnnetta Cole, President of Bennett College is scheduled to be the honoree for the 21st Brotherhood Dinner on Friday, December 12, 2003.

Diversity Programs

Campus Dialogues on Diversity

The Campus Dialogues on Diversity are designed to engage the NC State University community in meaningful dialogue about key diversity issues. Two such dialogues were held during the 2002-03 academic year. The topic of the fall campus dialogue on diversity was "*Racism: Is NC State Racist?*" and was held on October 21, 2003 in Stewart Theatre. Dr. Rupert Nacoste, professor of Psychology and former vice provost for diversity & African American affairs, led a panel of NC State faculty, staff, and students through a series of challenging and provocative questions designed to reveal whether the University was "racist" and to elicit audience participation. The spring dialogue on diversity was "*Privilege: How Privilege Undermines Democratic Institutions.*" This dialogue, part of Human Rights Week, was held on March 22,

2003 in the Witherspoon Cinema and facilitated by Dr. Peggy McIntosh. Both dialogues were well-attended by NC State students, staff, faculty and key administrators.

College Diversity Proposal Competition

The Office for Diversity & African American Affairs (DAAA) continued the college diversity proposal competition during this academic year. In August 2002, request for college level diversity proposals went to the deans of all of the NC State colleges. To competition for funds to create new or enhance old diversity initiatives was designed to give each college the motivation and opportunity to take a hard look at their diversity work and to renew their efforts as they saw fit. The proposals linked diversity efforts to the academic mission of the university and were designed to have an impact on the quality of teaching and learning about diversity. The proposals funded were designed to enrich the experiences of all students in such a way as to improve recruitment, retention and graduation of students from historically underrepresented groups. Proposals were submitted to DAAA in October 2002 and funding awards announced in December 2002. Seven colleges were awarded funding: Design, Education, Humanities & Social Sciences, Management, Natural Resources, Physical & Mathematical Sciences, Veterinary Medicine. Another RFP will be issued in fall 2004. See the following URL for detailed information about this diversity initiative:
http://www.ncsu.edu/provost/offices/diversity/initiatives/diversity_proposals.html

Gender Affairs

BRIDGES Alumnae

There are nearly 100 NC State women who have completed the BRIDGES program. The BRIDGES alumnae group met informally during 2002-03. The activities planned for this group by the assistant vice provost for gender affairs include:

- *Writing Successful Grants* facilitated by with Marilyn Cooper on March 20, 2003. Twenty faculty and EPA staff attended this workshop.
- Lunch at Vineyard Cafe, Thursday, October 31, 2002.
- Potluck lunch at the NC State Women's Center on May 1, 2003.

A Gathering of African American Women

Several events were planned for African American women faculty and staff, most which were lunch meetings at local restaurants or "potlucks" held on campus. [Note: "A Gathering of African American Woman" is a title used by the assistant vice provost for gender affairs as an organizational tool to describe African American women faculty and staff. This is not an "official" group on campus and it is doubtful that any of the women consider themselves to be members of an organization.] One program--"*Having What Matters*"—targeted African American women and was held on April 6, 2003. The facilitator was Ms. Monique Greenwood, nationally noted author and entrepreneur. This event was co-sponsored with the Office of Diversity and African American Affairs, the Union Activities Board and the Women's Center.

Gender Affairs Dinners

During the 2002-03 academic year two "gender affairs dinners" were held to:

- 1) gather and share gender issues and concerns with the executive councils of the various women's organizations at NC State, and
- 2) share the information contained in the assistant vice provost for gender affairs' "2003 State of Gender Affairs Report."

The guest list included the executive members from the Council on the Status of Women, the Association of Women Faculty, Women and Gender Studies, the Council for Female Student Concerns, African American Women faculty and EPA staff, WolfPack NOW, Rhonda Sutton and Joanne Woodard. Twenty-one women attended the first meeting on November 5, 2002. The second meeting was held on April 22, 2003 and seven people attended the meeting. Both meetings were useful in that they provided an opportunity for the various women's organizations to meet each other and to discuss common issues. These meetings also provide a platform for the assistant vice provost for gender affairs to share information, concerns and to hear issues and concerns from the various constituencies.

Programs to Enhance Preparedness

L-COP

To complement UNC system pre-college programs such as SPACE the NC General Assembly, in 1992, appropriated Legislative College Opportunity Program (L-COP) funding to the UNC colleges and universities to provide first-year grants of tuition, fees and books for students who completed pre-college programs. The legislative charge includes not only grants, but also assistance to ensure successful completion of high school and smooth transition into a state-supported four-year college/university. L-COP activities in 2002-03 included:

- Met once with L-COP families
- Submitted annual report to appropriate agency
- Corresponded minimally three times with all participants and approximately ten times with seniors
- Provided in excess of 100 hours of tutoring for prospective L-COP awardees and former SPACE participants
- Awarded five L-COP awards this spring for fall matriculation (three will attend NCSU, one UNC-CH and one UNC-W)
- Negotiated with UNC-CH for L-COP to NCSU enrollee
- Awarded three L-COP to NCSU Upward Bound students
- Awarded a total of eight L-COP grants, offered twelve, and facilitated three

MDS 101/102D

Introduction of University Education I & I (Freshman Advancement Seminar) - NC State University is committed to a diverse campus wherein all students, faculty and staff are able to pursue their academic interests in a stimulating, encouraging, positive environment. One measure of success is the number of diverse students, faculty and staff that are an integral part of the campus fabric. Another measure is the successful participation and graduation of undergraduate students, particularly those from diverse cultural and ethnic backgrounds. Piloted in 1992, The Freshman Advancement Seminar **MDS 101D/102D**, a one credit hour two-semester course that teaches transitional and study skills during the fall semester and critical thinking skills in the spring, is a product of a NCSU report to UGA that documented the low graduation and performance rates of NCSU African-Americans when compared to white Americans with

similar demographic data. Initially, the African-American coordinators assigned to colleges taught MDS 101D/102D classes. Currently, many of the same personnel facilitate these sections along with graduate assistants and other professional staff. In 1993-94 Thomas Conway, currently interim Vice Provost for Enrollment Management, coordinated data analyses in a *'Preliminary Review of the Impact of MDS 101D/102D'* that showed students who successfully completed both MDS 101D/102D, when compared to students who completed neither course, earned a .5 higher cumulative grade point average. He completed a follow-up review in 1998-99 that showed a comparable significant impact. Additionally, research data supports that maintaining academic performance is one variable that promotes appropriate advancement toward graduation. For 2002-03, MDS 101D/102D coordination activities included:

- Coordinated Fall '02 enrollment for 253 students from eight colleges and FYC
- Coordinated Spring '03 enrolled 125 students
- Facilitated two sections of approximately fifteen classroom contact hours per semester per section with additional office contact for each student
- Coordinated scheduling and assignment of faculty and professional staff for sixteen sections for Fall '02 and seven sections for Spring '03
- Revised course pack and continued to edit and compile course pack that was sold through bookstore in Spring '03 for first time
- Continued to collect and document student comments from sixteen fall MDS 101D section evaluations

SPACE

Colonel Guion "Guy" Bluford Saturday Program for Academic and Cultural Education, (SPACE), is a Saturday supplemental instruction pre-college program for fifty middle school students. It is designed to enhance students' academic skills while encouraging positive leadership within students' home, school and community. SPACE, initiated in the spring of 1993, targets underachievers, particularly those from under-represented groups in science, technology, engineering, teaching and mathematics. Since its first spring semester session in the Jane S McKimmon Center, more than 600 middle school students have participated. Many of the first participants are now college graduates; several others are enrolled at NCSU and other institutions throughout our state and country; and still others are high school students anticipating their NCSU college matriculation. Colonel Bluford, the first African-American in space, lent his name to this program during his visit to our campus as a Brotherhood Dinner Honoree.

- **SPACE Enrollment, 2002-03**
 - Ninety-three different students participated in the Saturday academic-year program and the two-week summer camp.
 - 26 males & 25 females
 - Twenty-one different schools represented (charter, magnet, private, year-round and traditional)
 - Twenty-two sixth graders
 - Twelve students had perfect **SPACE** attendance
- **SPACE Accomplishments**
 - SPACE student won the AACC Heritage Day Poster Display contest
 - 80% of students with perfect attendance improved their math performance by an average of

- 14 points (pre-test and post-test results)
- School grades varied, however, seven students consistently improved performance in mathematics and science; while approximately ten other students' grades fluctuated between "A" and "C" in academic courses
- Three **SPACE** students participated in their school's science fair; one was a first time participant
- **SPACE Programmatic Changes**
 - New GIS/MOSS curriculum introduced and used for science instruction
 - Relocation to Schaub Hall through CALS collaboration
 - Hired new Language Arts and Science instructors
 - Incorporated teaching strategies used during BESP NCSU-Ethiopian '01 & '02 project
 - Completed spring field trip to Atlanta, GA and Tuskegee AL
 - Published two newsletters for parents
 - Coordinated the tenth year observance program, April 12, 2003
 - Established the first complete consolidated database of SPACE participants during its ten years of operation

Partnerships

DAAA partnered with the following internal and external administrative units and student organizations to co-sponsor programming for NC State faculty, staff, and students:

Campus

- American Indian Science & Engineering Society (AISES)
- Asian Students Association
- Benefits
- College of Agriculture & Life Sciences (CALS)/SPACE partnership to provide classrooms for Saturday Program; ODAA provides half-time graduate assistant's stipend
- CALS/ CNR/SPACE collaboration to provide GIS/MOSS curriculum as science instruction for Spring '03 and summer SPACE; & investigator w/CNR/GIS – NSF \$1.5 grant proposal – SPACE component
- Campus Activities/Student Affairs (funded 0.5 FTE Graduate Assistant to conduct needs assessment for gay, lesbian, bi-sexual, transgender students)
- College of Design
- Faculty Center for Teaching & Learning
- Multicultural Student Affairs
- Office for Equal Opportunity
- Office of International Scholar & Student Services
- Omega Psi Phi Fraternity
- University Dining (to provide vendor donated mid-morning snacks for SPACE students)
- University Housing (to provide computer laboratory facilities for SPACE summer camp)
- Women's Center

Community Partners for PEP

- Brazzel Creek Missionary Baptist Church – donor & transportation services
- Carroll Middle School
- First Baptist Church of Fuquay-Varina – donor and transportation services
- Harriet B. Webster Task Force for Student Success
- Henry Wurst Family Trust Foundation – donor
- Hunters Industries - donor
- Josephus Daniels Family Trust – (Triangle Community Foundation) – grant funding
- Pleasant Hill United Church of Christ - donor
- St. Matthews AME Church – transportation services

DAAA Compact Plan

The Office for Diversity & African American Affairs did not have a compact plan for the period 1999-2002. During 2002-2003, a compact plan was developed for implementation beginning in 2003-04. Some of the major initiatives from each program area are listed below.

African American Affairs

The following list is an overview of major compact initiatives proposed for African American Affairs in 2003-04.

- African American Cultural Center
 - Develop and fill ½ time gallery assistant position
 - Develop and fill full time librarian position
- Assessment of African American student engagement
 - Collaboration with UPA to assess African American student engagement
 - Items to be added to diversity climate survey
 - On-line survey to be developed during Spring 2004
 - Focus groups in the colleges
- Assessment of African American faculty engagement
 - Focus groups and individual interviews
 - Collaborate with UPA to develop survey

Diversity Programs

Climate Survey

Substantive work on the campus climate survey began in 2002-03. The Undergraduate Affairs' Office of Assessment facilitated both the classroom climate survey in fall 2002 and the follow-up focus groups with faculty and students in spring 2003. University Planning and Analysis (UPA) has taken the lead in developing the climate survey instrument to be administered in fall 2002 to students (graduate and undergraduate) and faculty. UPA is working with the Diversity Advisory Committee during summer 2003 to develop the survey instruments.

Campus Diversity Plan

The Diversity Advisory Committee reviewed diversity plans from other campuses (e.g., Penn State) during 2002-03. Elements of a comprehensive campus diversity plan (e.g., climate survey) are being implemented. It is anticipated that the new vice provost for diversity & African American affairs will provide leadership in developing NC State's diversity plan with advice from the DAC, campus senates, deans, department heads, and the Executive Officers.

Gender Affairs

The items listed below are initiatives taken from the Gender Affairs compact for 2003-2006:

1. The development of a Women of Color in Science Lecture Series
2. Seek grant funding for the Expanding Your Horizons conference.
3. Work with the new Vice Provost for Diversity and African American Affairs to redesign the Assistant Vice Provost Position.
4. Design and teach a course on Women in Science: The intersection of race, class and gender.
5. Develop a plan to assess work/life issues and concerns for faculty.

Programs to Enhance Preparedness

Major initiatives proposed in the 2003 – 2005 PEP Compact Plan include

1. Developing **SPACE** into a national model of supplemental instruction that can be replicated across the state and country
2. Obtaining grant funding to stabilize the curricula and to evaluate quantitatively its effectiveness
3. Obtaining grant funding to enhance tutorial offering for **SPACE** participants
4. Completing **MDS 101D/102D** efficiency through student achievement analysis and comments
5. Continuing to widen the **L-COP** prospective pool as the program nears its end
6. Developing a partnership/relationship with Extension and Engagement, K-12 initiative
7. Obtaining Office Support – the Interim Director is remotely located in the Witherspoon and, even though productivity is high for a $\frac{3}{4}$ formerly thirty hour weekly professional employee, many of the planned initiatives will lag without adequate office support including graduate student assistance

Advisory Committees for the Office for Diversity & African American Affairs

African American Coordinating Committee

The African American Coordinating Committee has a representative from each of the university's colleges and from other campus units that are significant in the lives of African

American students. For the last two years, the African American Coordinating Committee functioned without facilitation by the Office for Diversity and African American Affairs. Thus, the primary goals of this year's work with the African American Coordinating Committee were to re-establish group cohesiveness, re-examine the group's purpose and structure and develop group-oriented strategies that will facilitate the continued advancement of African American students at NCSU. A strategic planning process was initiated at a daylong retreat in January 2003. Significant time during regularly scheduled meetings in February, April and May was devoted to discussing the group's priorities and refining a list of goals and strategies that will direct the group's work for 2003-04.

African American Cultural Center Advisory Council

The AACC Advisory Council was appointed in December 2002. This group is different in structure and function from the original Council of Directors that was intended to be a policy-making body. The new Advisory Council met in February and April 2003. In addition to offering programming advice and helping the AACC to obtain needed resources, the Advisory Council will work during the 2003-04 academic year to refine its infrastructure. There are plans to up-date the Council's operations manual and re-organize the committee structure.

Association of Women Faculty

The Association of Women Faculty (AWF) held its 3rd annual welcoming reception for new faculty at the Chancellor's residence on Monday, August 26, 2002. Fifty (50) faculty and EPA women were in attendance. AWF held a workshop facilitated by Virginia Lee, Associate Director Faculty Center for Teaching and Learning, where the group:

- Identified and discussed the top issues of concern for women faculty.
- Developed a list of questions to be posed to the candidates who interview for the positions of vice provost for diversity and African American affairs and the Provost.

There were several attempts made to encourage this organization to hold additional meetings, workshops, or invite speakers, which focused on issues of interest to faculty women.

Council for Female Student Concerns

The Council for Female Student Concerns met twice during the 2003-04 academic year (November 19, 2002 and April 14, 2003). This year, there were 37 women students on the Council. Typically, 10-15 students attended the meetings. Most of their concerns were student affairs related and several of their concerns were resolved by connecting them with a particular person.

Council on the Status of Women

The Council on the Status of Women (CSW) meets monthly and the assistant vice provost for gender affairs provides staff support to the Council. CSW had a very successful year. While the Council undertook no new issues this year, their programs were well received and well attended. The 22nd annual Sisterhood Dinner was sponsored by CSW on February 11, 2003 in the Talley Student Center Ballroom. Dr. Krystal Kuykendall was the keynote speaker and 185 persons attended the dinner. The other CSW sponsored event, the Professional Women's Conference, was held on April 8, 2003 at the McKimmon Center. The conference was well attended with

150 registrants. The conference participant breakdown included: 117 SPA, 8 EPA, 7 Faculty and 17 unknown.

Diversity Advisory Committee

A university-wide Diversity Advisory Committee (DAC) was appointed in October 2002. The purpose of the DAC is to support and assist the university community in the design and implementation of strategies that advance diversity at NC State. The committee met monthly from November 2002 to June 2003. Additional information about the DAC can be found at: http://www.ncsu.edu/provost/offices/diversity/initiatives/diversity_advisory.html The committee's duties include, but are not necessarily limited to, the following:

- Drafting a diversity plan for consideration by the Office of Diversity and African American Affairs.
- Facilitating the creation of implementation project teams.
- Coordinating and assist with efforts of the implementation project teams.
- Assisting in highlighting, recognizing, and publicizing diversity initiatives to promote campus-wide cooperation and sharing of information and practices.
- Exploring new and innovative programs that promote diversity and make recommendations to administrative leadership on implementation strategies.

L-COP Parents Group

L-COP Parents Group is made up of the parents of prospective L-COP awardees. The L-COP Parents Group meet at least once each semester to discuss strategies and exchange information about continued academic success for their children and others.

SPACE Parents Advisory Council

SPACE Parents Advisory Council is comprised of parents of students who participate in the SPACE pre-college program. SPACE parents meet at least once each semester to coordinate and discuss how they can support the work of SPACE.

Staff

Awards

Pride of the Wolf Pack Award Recipients—Janet Howard, Toni Thorpe

Committee Memberships (University Service)

- African American Coordinating Committee (member & convener)
- BRIDGES Alumnae Planning Committee
- Chancellor's African American Community Advisory Council (staff support)
- College Diversity Proposal Competition Review Committee
- Council on the Status of Women
- Harassment Education/Outreach Advisory Group
- DSS Advisory Team
- Diversity Advisory Committee
- Expanding Your Horizons Committee

- MDS 101/102D Instructors Group
- NCBI Facilitator
- Rape/Sexual Assault Task Force
- Sisterhood Dinner Committee
- Take Our Daughters and Sons to Work Committee
- Women's and Gender Studies Executive Committee

Staffing Changes

African American Cultural Center

- Betty Sloan, Office Assistant IV, separated November 8, 2002 due to a reduction-in-force.
- Toni Thorpe hired as Program Coordinator, effective December 1, 2002.
- Robert McGee hired as Administrative Secretary III, effective March 12, 2003.
- Facilities Services position created, effective July 1, 2002. Reggie Lindsay currently serving in this capacity while a search is being conducted.
- M. Ilu Moses, AACC Director, separated effective May 19, 2003. A national search for a new director will commence in fall 2003 once new vice provost for diversity & African American affairs is hired.

Office for Diversity & African American Affairs

- Rupert Nacoste, Vice Provost for Diversity & African American Affairs resigned, effective August 19, 2002.
- Joanne Woodard, Vice Provost for Equal Opportunity & Equity appointed interim vice provost for diversity & African American affairs, effective August 19, 2002. A search is currently underway to fill the vice provost position.
- The Director of Programs to Enhance Preparedness (PEP) position was made full-time (.75 FTE), effective, July 1, 2002. Janet Howard served as Interim PEP Director, effective July 1, 2002.
- Theresa Edwards served as Interim Vice Provost for African American Affairs, effective July 1, 2002.
- Coordinator of Diversity Programs position remained vacant over the 2002-03 fiscal year. A search will be conducted to fill this position once new vice provost for diversity & African American affairs is hired.
- Provost's Office provided partial funding for support staff position (Program Assistant V) in the Women's Center.

Staff Development & Professional Activities

- Association of Black Cultural Centers (ABCC) Twelfth Annual Conference, October 30-November 1, 2002, Miami, OH.
- *Best Practices in Black Student Achievement* Conference, January 27-28, 2003, Clemson, SC.
- CSW Women's Professional Development Conference (NCSU McKimmon Center, Raleigh, NC)
- "Piecing It All Together" 2003 College Access Conference, February 26-28, 2003, Wilmington, NC.
- *Writing Success Grants* Workshop, NC State Women's Center, March 2003.

Recommendations and Concerns for the Future

Recommendations

- Request that Provost Oblinger appoint a task force to review gender affairs and make recommendations for more appropriate structure within Academic Affairs to deal adequately with concerns of women faculty and students.
- Continue to submit a *State of Gender Affairs Report* to the deans.
- Fund additional positions needed for African American Cultural Center (Librarian and Gallery Coordinator).
- Provide funding for salary equity increases for DAAA staff.
- Make a long-term commitment to SPACE.
 1. Hire permanent PEP director and maintaining the position as a component of the Provost's Office. The affiliation of PEP with the Provost's Office rather than a college easily facilitates collaborations and partnerships with nearly any college(s) or office(s) on campus. This unique position broadens its service population and its service offerings.
 2. Provide needed staff support, e.g., office assistant and graduate research assistant. PEP must also have staff assistance if it is to achieve its objectives, one of which is a long-term goal of self-support for SPACE through grant funding, a longitudinal study of the program's effectiveness, and replication as a result of substantiated success.
- Conduct an assessment of African American faculty and student engagement.

Concerns

- DAAA has yet to find its footing. The most productive work has been that accomplished under the supervision of the interim vice provost. The unit needs strong, competent, visionary leadership.
- Lack of financial resources to implement campus-wide diversity programs
- Lack of physical resources (space) to:
 1. perform work and programmatic activities.
 2. store equipment and supplies.
 3. have a reception area for "customers" or "clients" visiting DAAA offices in 201 Holladay Hall.
- Lack of human resources to:
 1. fulfill adequately programmatic activities. The Coordinator of Diversity Programs position has been vacant since September 2001. Lack of leadership in this area hinders coordination of campus diversity programs.
 2. provide needed staff support for Director of Programs to Enhance Preparedness (located "remotely" from the DAAA in AACC) and Assistant Vice Provost for Gender Affairs (located "remotely" from DAAA in Women's Center)