Members

Christina Geissler (Kirby Student Center)
Emily Norenberg (Disability Resources)
Pamela Merzwski (Career Services)
Erin Olson (Admissions)
Joel Sanders (RSOP)
Angela Nichols (Office of Cultural Diversity)
Sharon Whitterspoon (Financial Aid and Register)
Lisa Reeves (Knowledge Management Center)

Summary of Meetings

The ASSL unit change team met six times (January 12, 27 February 1, 2, 8, 17) and ASSL unit change team members attended the UMD Summit on February 24, 2011.

The first meeting was an introduction to the model for change and the organizational structure of the campus climate team. At the subsequent meetings the group discussed the meaning of diversity, social justice and MCOD (Multicultural Organizational Development). The group discussed how to gather information from students about their personal stories concerning the campus climate in regards to diversity and social justice.

During spring semester, and before any substantial work had started, the decision was made to re-organize the ASSL unit change in anticipation of the new Student Life organization. The Student Life change team would include representatives from ASSL units and Auxiliary Services which would combine to form Student Life.

The new members of the Student Life unit change team met once on May 4th. The group introduced themselves and shared what each group had worked on in each of their previous unit change teams. The campus climate website was reviewed. It was decided to ask ASSL directors to submit their unit strategies and actions. The team will continue to meet this summer and next academic year to continue to work on climate initiatives in Student Life. The following staff and students are part of the Student Life change team:

Emily Norenberg (Disability Resources)
Steve Dixon (Food Services)
Joel Sanderson (RSOP)
Monte Gomke (Residence Life)
Pamela Merzwski (Career Services)
Jeff Romano (Bookstore)
Christina Geissler (Kirby Student Center)
Paula Rossi (Food Services)
Susana Woodward (Office of Cultural Diversity)
Josh Buck (Residence Life)
Mason Longley (student)
Komemba Lohese (student)

Student Life Change Team Charge

Student Life is central to the learning that occurs outside the classroom, across the campus. It is important that all living and learning experiences be delivered with a spirit of openness to all forms of diversity. We would like the SL Change Team to consider:
- Improved cultural competence for upper division students who work with new students during their first semester at UMD.
- Programming in residence life that fosters inclusiveness.
- Improved cultural competence for front desk staff who often represent a first impression for prospective students and parents.
- Special programming that demonstrates our (Student Life) interest in all cultures.

**Action Item Recommendations**
(The following strategic actions were submitted by some members of the ASSL unit change team and ASSL Directors)

**Item:** Provide appropriate training to tour guides
- Provide payment to tour guides year round
- Recruit diverse student tour guides
Outcome: Provide all visitors with accurate information about programs and services at UMD

**Item:** Train faculty, staff and students who work with students/public front desk staff.
Outcome: Provide a welcoming campus environment

**Item:** Increase collaboration, training and programs between students from the Multicultural Center and Kirby Student Center.
Outcome: Increase student interactions and collaborations, increased sense of inclusiveness and belonging between the two programs.

**Item:** Make sure Graduation Planner, ePortfolio and APAS are presented to all students to ensure equity on who is getting training and help with the concepts/tools that can assist with degree planning and reflective practice.
Outcome: Improve retention of students

**Item:** Require staff to write, update, and submit their diversity statement as part of their annual performance review, including what they learned, participated in and/or created. (Examples: could be an event, serving in a committee, training, or other involvement)
Outcome: Commitment and reflection on diversity and equity by all who work at the university

**Item:** Develop and implement a plan to secure funds for current and new scholarships for underrepresented students (Clayton-Jackson McGhie African American, William Maupins Memorial, Susana Pelayo-Woodward, Belote Family, Bruce Rutherford International, Marica Bevard-Kulick, and Cruden-Riggs Scholarships).
Outcome: Improve the retention of students

**Item:** Create and implement formal/informal mentoring program for students, staff and faculty
Outcome: Retain students, staff and faculty at UMD.

**Item:** Hire a full time program coordinator for the Latino/Chicano Student Programs.
Outcome: Improve the recruitment and retention of Latino/Chicano students.

**Item:** Review and revise UMD Diversity Statement
- Make the diversity statement visible on the website and in publications
Outcome: Provide a clear message of the university’s commitment to diversity and equity.

**Item:** Increase the recruitment of underrepresented students to engage in undergraduate research, study abroad and leadership opportunities.
Outcome: Improve access and success of students.

**Item:** Identify spaces on campus to display art representative of underrepresented communities.
Outcome: Provide a welcoming and inclusive campus community through visual arts.
Item: Redevelop student training programs in FYE & SIT to emphasize inclusion and intercultural effectiveness as core competencies of the student leader role.
Outcome: Share an inclusive understanding of diversity among all students.

Item: As curriculum is re-written for new student programs, include inclusion and diversity as themes in every program in FYE & SIT.
Outcome: Increase intercultural competency among students.

Item: Through training and dialogue, continue to improve and enhance RSOP staff’s knowledge base and skills to articulate and advance campus expectations of diversity and equity.
Outcome: Increase understanding and commitment of campus intercultural competence among staff in RSOP. Increase understanding and how this competency translates into actionable understanding.

Item: Continue efforts to diversify our student staff utilizing deliberate and personal invitations to the RSOP Job Fair as well as ongoing efforts throughout the year.
Outcome: Improve access and utilization of services.

Item: Provide recreational and outdoor activities that address the unique needs of a diverse student body. Continue providing specific outdoor programming for minority and disabled student organizations.
Outcome: Increase accessibility.

Item: Conduct a RSOP Departmental environmental scan utilizing staff in Office of Cultural Diversity.
Outcome: Improve campus climate.

Item: Develop and communicate a brand that will reach prospective students of diverse backgrounds
    • Gather feedback from prospective students, parents, currently enrolled students and alum representing a range of diverse backgrounds to gain an understanding about the features, attributes, and elements of UMD and the Duluth community that attracted them to and kept them enrolled at UMD through degree completion.
Outcome—Summarize and articulate the feedback and incorporate UMD’s priority for creating an inclusive campus climate; utilize a marketing and branding effort intended for prospective students from a range of diverse backgrounds.

Item: Develop an intentional recruitment effort that reaches out to all of our students; with a specific emphasis on encouraging traditionally underrepresented students to apply for jobs in Student Life.
Outcome: Improve student retention and campus inclusion

Item: Implement a training program for student employees that emphasize diversity, and that creates a foundation of inclusiveness for all of the work they perform. This could be developed as a specific Student Life wide training, or could be a platform from which each office develops their own model.
Outcome: Improve campus climate and campus inclusion.

Item: Create physical work environments that better represent the diverse cultures and traditions of all of our students.
Outcome: Improve campus climate and student retention.

Item: Fund programs that represent cross-cultural inclusiveness and cooperation between student life and academic affairs.
Outcome: Working relationships between student life and academic affairs centered on cross-cultural programs that enhance the curriculum and the extra-curriculum.

Item: Educate students, faculty and staff and about the Multicultural Housing Opportunity of Fall 2011.
Outcome: Raise awareness and interest in the cross-cultural experiences and benefits of being part of an innovative housing collaborative.
Item: Support the addition of unisex and “family-friendly” restroom and shower facilities that would accommodate people with disabilities, people who are transgender, or third gender identified.
Outcome: Increase the number of unisex and family friendly restrooms and showering facilities on the general campus and in housing where vast improvements in accommodation could be made.

Item: Require accessibility for all technology and media used and produced on the UMD campus
Outcome: All technology, media and information used in communicating, advertising, and instructing at UMD will be accessible.

Item: Develop programming and conduct training of faculty and staff to more fully support students with disabilities who are impacted in the areas of communication and social functioning.
Outcome: Students with disability limitations in these areas will feel more welcome and connected to the campus thus increasing retention.

Item: Expand and increase awareness of disability as an essential component of diversity.
Outcome: The inclusion of disability in all diversity efforts; a welcoming climate for individuals with disabilities; and the creation of a Disability Studies program.