

# **Office of Affirmative Action and Diversity Education Planning**

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## **Andrew Young School of Policy Studies**

- Partnered with the Coca Cola Company on the delivery of their diversity-training program.
- Partnered with Coca Cola Enterprises to develop and implement a student leadership conference for student body presidents for North Georgia high schools.
- Co-recipients, along with the Robinson College of Business, of the Ron Brown Institute. This five million dollar award designed to strengthen entrepreneurship and the policy framework for economic development in Africa.
- The Office of Community Outreach and Partnership (OCOP) developed twelve new partnerships as placement sites for student service participation; examples are: communities in Schools, Georgia Mutual Assistance Association, Teens @ Work, Georgia Equality Project, just to name a few.
- OCOP continued its support project for the University's Urban Universities Portfolio Project. A national initiative designed to create the institutional portfolio for communicating the work and effectiveness of urban public higher education.
- One hundred and thirty students participated in service learning initiatives in more than 37 community settings, through AYSPS Office of Community Outreach and Partnership.
- The OCOP Facilitator Program, in collaboration with Georgia Dollars for Scholars Promise Shop Program was developed to mobilize Georgia State University volunteers to encourage high school students for the preparation of further education, and to provide students practical assistance with post-secondary admissions tasks.
- Neighborhood Collaborative – the Atlanta Project (TAP) collaborated with Junior Achievement and facilitated two Super Saturday Events at Georgia State University. A fun filled day for middle school students to learn why it is important to plan for their future and to find out what is needed to be successful.
- TAP facilitated 2<sup>nd</sup> Annual Health Fair at Hutchinson Elementary School (school based health clinics). People received immunization shots, and hearing dental, and vision screening. Majority of the residents in the area have migrated to Atlanta from other countries.
- Georgia Health Policy Center (HPC) implemented the Networks for Rural Health. A state level program designed to assure rural residents of Georgia access to primary health care services in the communities in which they live. Also to help rural health systems fully participate in networks and thrive as health care delivery becomes increasingly competitive.
- Department of Economics' summer internship program brought 14 rising seniors from top institutions to the Andrew Young School to do research in one of the five research centers.
- Three undergraduate students from the Andrew Young School of Policy Studies were selected for participation in the American Economic Association summer Minority Scholarship Program. (Only Georgia State University and Howard University had three students selected. One student, Esteban Balseca was the only sophomore to win an award.)

## College of Arts and Sciences

### Jean Beer Blumenfeld Center for Ethics--Philosophy

- Events sponsored by the Center include: Conferences on Urban Environments Ethics, Hate Crime Legislation, and Medical Privacy in the Information Age, Samaritan Duties. Past conferences include Affirmative Action, Homelessness, Political Violence and African-American Philosophy. Recent student-focused events have included co-sponsoring the Phi Sigma Tau Student Symposium for Philosophy and Religious Studies and sponsoring and funding the Troy Moore Ethics Essay Contest in 1999 and 2000.

### Psychology

- Received a start-up grant from the American Psychological Association for **Student Undergraduate/Graduate: Grants to Departments for Innovative Programs category** from the Committee for Ethnic Minority Recruitment, Retention and Training in Psychology (CEMRRAT). My proposal for a *Minority Access to Psychology (MAP) Program* was funded, 8/01. The goals of the MAP program are: Introducing students to the discipline of psychology, Creating an advising model to increase graduation rates, Creating a mentoring model, Expand and create practicum sites for MAP program, Creating a summer program designed to assist students in the graduate school application process, Develop a program evaluation team.
- The Parents Matter Program, funded by the Centers for Disease Control and Prevention, is an HIV prevention program designed by and for African American families. Specifically, the purpose of the project is it to examine the effectiveness of a group format HIV prevention intervention designed to enhance parents' communication skills, knowledge of risks faced by adolescents, general parenting strategies, and family problem-solving skills. It is expected that fine tuning parental skills in these areas will reduce adolescent high-risk behaviors. The comparison condition will provide parents with strategies to improve their child's general health, such as tips about nutrition and exercise. The intervention and assessment devices were created via a collaboration of project investigators and community participants through numerous focus groups and pilot sessions. Additionally, a Community Advisory Board is relied upon to provide feedback regarding the assessment devices, intervention, recruitment, and community relations. Four hundred caregiver-child dyads will be recruited from the Atlanta area, as well as each of two additional sites, Rural (Greene, Oglethorpe, and Wilkes counties), Georgia and Little Rock, Arkansas, for a total of 1200 dyads. Thus far, we have enrolled over 350 families across the three sites, and over 120 from the Atlanta area. Group sessions are held at sites convenient for the families (e.g., schools, community centers), and participants appear to be very enthusiastic about the project.
- Received the \$300,000 William T. Grant Foundation award for his study "Promoting Social and School Adjustment of Immigrant Latino Adolescents."

## **School of Music**

- April 30, 2001 we featured "A Festival of African & Caribbean Music" at the Rialto Center for Performing Arts, which had a pre-concert lecture by our ethnomusicologist, Dr. Oliver Greene focusing on Fa Nyere Fa African Dance and Drum Collective. Other ensembles that performed were Dance Diaspora from Oberlin College, Alafia, and Las Diaspora Folklorica. The event drew a capacity crowd, which included a mixture of community and academic audience-participants.
- September 30, 2001, The School of Music presented an historic "East Meets West" concert at the Atlanta Symphony. The concert featured Asian cellist, Bion Tsang, and two Peking operatic soloists, soprano, Qi Shu Fang and tenor, Zhang Shu. This was the third such annual concert, which has greatly increased the Asian community attendance at our concerts.
- The symphonic wind ensemble featured "Wind Music from Around the World" on October 10, 2001 at the Rialto Center for the Performing Arts.
- On October 12, we sponsored a guest speaker from Gambia who spoke to our World Music and History of African-American Music classes. He discussed traditional and contemporary aspects of African music and global marketing issues.

## **Women's Studies Institute**

- The WSI sponsored a speaker, Dr. Mimi Abramovitz, presenting on the topic, "Welfare Reform" What's Happening and What's Next." Responding to Dr. Abramovitz was a panel of community activists from organizations concerned with poverty and families.
- The WSI co-sponsored a forum on the topic: "The Status and Role of Women in African Development." Four panelists, including Cora Presley of Georgia State's African American Studies Department and WSI spoke.
- The WSI, with the Department of Communication, sponsored a speaker, Carole Ashkinaze, who talked about the topic: "Changing Portrayals of Women in the Media.
- The WSI has a WSI Internship Program, under which student work 10 hours a week at a site that serves women. The students receive course credit for their work. Sites to which the WSI has sent interns (or student volunteers, who do not receive course credit) include the Feminist Women's Health Clinic, the DeKalb Rape Crisis Center, International Women's House, the American Civil Liberties Union, and Atlanta 9-5.

## **College of Education**

### **Middle/Secondary Education & Instructional Tech.**

- The Middle/Secondary Education and Instructional Technology Department has partnered with Walden Middle School, Atlanta Public Schools, for the last 5 years to conduct the Literacy Scholars Program. During 2000, this Partnership was awarded the Innovative Partnership Award for Education by the Atlanta Partners for Education. The Literacy Scholars program involves prospective middle school educators who, along with GSU faculty, conduct classes on site at Walden Middle School. GSU students apply course learnings with individual middle school students, as they conduct reading tutorial sessions. Research conducted on this program indicates growth in student reading scores and increased motivation to read.

- Prospective middle school educators, through a required Cultural Diversity class, collaborate with Juvenile Courts and women's shelters in Atlanta (My Sister's Place); faculty and students visit these locations to better understand the lives of the children they will be teaching. In addition, students in the GSU program volunteer at community agencies for women and children as part of a service learning expectation.
- Collaborative Partnership with Inman Middle School and Grady High School, Atlanta Public Schools; Service projects, such as participation in Writing Workshops at Inman are conducted by MSIT faculty and students.
- The Alonzo A. Crim Center for Urban Educational Excellence works in partnership with other universities, school systems, parents, students, social agencies, and community organizations to create and sustain excellence in urban educational environments. Some of its current work includes: The Atlanta Partnership for Arts in Learning (APAL); The Peachtree Urban Writing Project (PUWP); and the Summer Writing Institute for Students (SWIS).

## **College of Health & Human Sciences**

- Collaborated with the Department of Human Resources Division of Community Health to provide continuing education to employees from diverse backgrounds. At their request the College provided a three-week course on culture and communication and are planning future courses.
- Project Healthy Grandparents provides interdisciplinary community based services to grandparents raising grandchildren. Faculty and students from nursing and social work provide many of the services.
- Developed a Latino Initiative and is seeking funds for scholarships for Latino students.
- Provided a math and science summer academy for rising high school seniors from an inner city high school. The academy helped improve their math and science skills and introduced them to diverse health sciences as possible career options.

### **Cardiopulmonary Care**

- Initiated the Asthma Pal research project which is a partnering of Respiratory therapy students and students with asthma who are enrolled in Martin Luther King Middle school. The majority of the students at the school are culturally diverse. The purpose of the collaboration is to test the effectiveness of this intervention on improving asthma self-management by middle school children.
- Has an affiliation with 23 healthcare agencies in the Metro Atlanta region. Most of these are the larger hospitals in the region, and the affiliation provides training and service-learning sites for undergraduate student clinical practice. In the learning process, under medical supervision, students provide respiratory care for culturally diverse patients.

## **Criminal Justice**

- Partnered with the law enforcement community and the corporate community to offer international executive development programs for law enforcement leaders and corporate security officers.
- Worked closely with the Metropolitan Atlanta Crime Commission (faculty served as officers and resources for MACC).
- Partnering with the Stop Identity Theft Network; an interagency task force at the federal, state, local, business and education level.
- Assisted with a major interfaith gathering in the aftermath of the 9-11 terrorist atrocity at Temple Emanu El, Dunwoody. Several faculties served on the program.
- Served as resource for the Activity and Identification of Extremists / Community Response Committee, Georgia Commission on the Holocaust.

## **Kinesiology & Health**

- Sponsors the Greater Atlanta Inner City Games, which provides opportunities for inner-city youth to participate in sports, educational, cultural and community enrichment programs. Some of the activities include pre-game and after school clinics hosted by professional sport teams, summer computer camps, an entrepreneurial training program on wheels, and a mass communication forum for teens.

## **Nutrition**

- Good Samaritan Health Center. Students worked with a preceptor to provide services to the clients of GSHC. They provided nutrition counseling, developed nutrition education materials, and revised existing nutrition materials. The clients at GSHC are medically underserved and have no health insurance but yet don't qualify for Medicare and Medicaid benefits. The population served is largely minority clients (Latino and African American).
- Center for Refugee Senior Adults. Students are working with this new center, which provides services for new adult refugees and provides services to Bosnian, Vietnamese, Somali, Ethiopians, and West African older adults. The students worked in teams to provide the following services: List of Medicare/Medicaid providers in the area who will see refugee clients for health care services; Evaluation of the Center for environmental safety risks; developed a picture book (due to diversity of languages spoken) of exercises appropriate for older adults; and provided a list of resources on local individuals, groups, or agencies that can conduct health fairs for the clients.
- Atlanta Community Food Bank. Students helped to implement a new project with USDA and DFACS to determine eligibility for food stamps. Students interviewed clients and entered pertinent information into a computer program, which provides information on eligibility for food stamps.
- Project Open Hand Atlanta. Students conducted home visits to clients and performed nutrition assessments. They also assisted with meal delivery and conducted client satisfaction surveys.

## College of Law

- Law Week: Annual weeklong program in April built around the theme of diversity and community service in which law students support public service projects out in the community and host on-campus forums and speakers related to these themes. Because of its focus on diversity, our “Law Week” was singled out for commendation in the March 2001 issue of *National Jurist* magazine.
- The Consortium on Negotiation and Conflict Resolution (CNCR): The Conflict Resolution in the Schools Program: Partnered with the Grady Cluster of the Atlanta Public Schools to teach students in these schools about conflict resolution, communication skills, problem solving skills, negotiation skills, anger management skills, and theories of power.
- Convened a discussion group with representatives from two of the historically black colleges in Atlanta, Clark Atlanta and Atlanta Metropolitan, on the topic “What is diversity” in the context of conflict resolution. Objective is to develop more formal structures for dialogue and research regarding this issue.
- Marjorie Fine Knowles, professor at the Georgia State University Law School, is apart of the Coca-Cola seven member task force overseeing the company’s compliance with a \$192.5 million settlement of a class-action racial discrimination case. It was created last fall when Coke settled the federal suit affecting 2,200 current and former African-American employees. The task force will be responsible for reviewing company practices on pay, promotions and performance evaluations-the three key issues in the lawsuit-as well as for recommending changes to improve diversity.

## Pullen Library (Provost Division)

- The Library participated in the Black Student fall Festival activities by staffing a table to distribute library orientation information to new and returning students.
- Each summer for three consecutive days PREP participants from Atlanta area middle schools visit Pullen Library for library orientation sessions. This project is organized in conjunction with the Cooperative Education Office.
- Each year library faculty and staff creates displays in observation of ML King’s Birthday, Black History Month, and Women’s History Month.
- The Library devotes substantial funds to the collection of materials in support of the African American Studies program.

## Affirmative Action and Diversity Education Planning (Provost)

- Participates annually in the “Take Our Daughters To Work Day,” which brings in young women from surrounding schools to experience mentoring from professional women. John Day is a member of The New Millennium Diversity Group for Hearings and Healing around Racial Reconciliation: the Atlanta Diversity Managers Affinity Group; the Human Relations Council-Center of Georgia, National Coalition Building Institute GSU and Atlanta Chapter, Fulton County Human Services Department Call To Manhood Initiative and GSU Neighborhood Collaborative Advisory Committee. We participated in the GSU Veterans Day Recognition Ceremony (Student Center Speakers Auditorium), The Hungry Club Forum – Butler YMCA- Flag Issues (Tyrone

Brooks), State Capitol for Inaugural Presentation to Coretta Scott-King (Civil Rights) Georgia Commission on Equal Opportunity.

- **AAO Sponsored Activities**-Traveling Back In Time- *Inspired By The Past A Vision For The Future*-a trip to the Civil Rights Museum in Birmingham, Alabama for faculty, staff and students. The Roosevelt Thomas' Briefing on Diversity for GSUs' Administrative Council, Supervisory Skills for Effective Performance Evaluations, Building Community Through Fair and Effective Performance Evaluations, OFCCP Technical Assistance Workshop, EEOC and GCEO Technical Assistance Workshop, University System of GA AA/EEO/504/Title IX/ADA Coordinators and Officers Spring Conference 2001.
- **Other GSU Involvement**  
Panelist for Staff Development Day "Recognizing Resources: Career Development Opportunities at GSU." Presenter for the Caribbean Student Association Diversity Forum. Participated in the New Student Information Day In The Park.

## **Finance & Administration (Provost Division)**

- The Employment Office collaborated with the Metro Atlanta YMCA to train public housing residents as they strive to achieve economic and family self-sufficiency while transitioning from welfare to work. In an effort to prepare the trainees for their job searches, the Employment Office conducted a seminar that covered dressing successfully for an interview, and writing powerful resumes and cover letters. Additionally, a discussion regarding long-term professional goals and the steps necessary to achieve those goals occurred. Individual consultations with the trainees followed the seminar. The information shared will assist the trainees in their efforts to seek employment with employers in the Atlanta area, including Georgia State University.

## **Student Services**

### **Office of African-American Student Services and Programs**

- Annual host of the African American Heritage Awards which recognizes the outstanding contributions of GSU students, faculty, alumni, and community leaders of African descent, in academic excellence, research, university advancement, community development, race relations, cultural awareness, and volunteerism.
- Sponsored an art exhibition with the City of Atlanta that featured the works of distinguished local artists of African descent.
- Conduct bi-monthly "Coffee Hours" for student organizations to introduce and/or spotlight the activities of their group to the student body.
- Participated in the annual Southeastern Model Organization of African Unity. This conference gives university students the opportunity to study the role, organization, and performance of the real OAU through simulation. This is a cooperative activity between our office and the Office of West African Programs.
- Partnership with American Humanics to offer students interested in careers with non-profit organizations leadership development, internships, and other educational training.
- Provide office space and advisement to the "Borrow Your Textbooks" cooperative for its book distribution program, sponsored by Knowledge Ciphers, a student organization whose primary focus is service to the GSU diverse student body.
- Sponsoring 1<sup>st</sup> annual Black History Month gospel concert "Jam for the Lamb" which will feature the performances of GSU and HBCU students, community choirs and artists.

## Office of Community Service-Learning

Our office promotes diversity by encouraging students to volunteer and/or work with individuals of different age, ancestry, national origins, color, religious creeds, abilities or disabilities, gender and sexual orientation. Students are asked to go outside their comfort zone by engaging in community service projects that are in settings different from the ones they grew up in. Cultural enrichment, civic engagements, and diversity related projects are performed through involvement in one-day service learning initiatives, on-going projects, and the community service component of the work-study program. Below is a listing of some of our most notable programs.

### One-Day Projects

- *Absolutely Incredible Kids Day.* Our office coordinates Georgia State's involvement in this nationwide initiative to encourage children K-5 to do their best in school. Through these efforts GSU students write letters of encouragement to over 600 children in grades K-5 in the metro Atlanta area.
- *Blood Drives.* Our office coordinates drives in conjunction with the American Red Cross. Students, faculty, and staff of every nationality contribute a substantial amount to the success of the Red Cross's efforts. As a result of donated blood, plasma, and platelets are available for individuals from a variety of ethnic backgrounds.
- *Clothing and Food Drives.* Our office coordinates and serves as a drop-off site for clothing and food drives. Proceeds are donated to food banks and other community outreach organizations dedicated to assisting the economically disadvantaged.
- *CPR Saturday.* The event is conducted in conjunction with the American Red Cross. Through volunteer efforts GSU students assist City of Atlanta residents in receiving free CPR training in March of each year.
- *Habitat for Humanity.* Through this project GSU students, faculty, and staff assist in the construction of new homes for the economically disadvantaged. The recipients of the homes are first time homeowners.
- *Project Open Hand.* This is a service program whereby meals are served to the critically ill. Recipients of this service include individuals who suffer from HIV/AIDS, diabetes, and cancer.

### On-going Projects

- *America Reads Program.* The America Reads Challenge is a grassroots call of action by former President Clinton, which challenged every American to help all children learn to read. To support these efforts, our office matches GSU students with elementary school children to serve as reading tutors.
- *Neighborhood Development Internship Project (NDIP).* This internship supports community groups working to improve the safety, health, and livability of their communities. NDIP is a collaborative of academic institutions, the Community Housing Resource Center, neighborhoods, and the United Way. The purpose is to support the work of neighborhood groups in low-income areas by providing student interns.
- *Student Service Organizations.* Our office advises four student service organizations: Circle K International, Campus Civitan, Gamma Sigma Sigma National Service Sorority, and Habitat for Humanity. Each organization has diverse membership and is encouraged to serve in communities where its members would not normally frequent.

- **Federal Work Study Programs (FWSP)**

FWSP allows students to earn work-study awards while performing a service in the community. There are more than 35 worksites which allow opportunities for GSU students to address critical issues in our community while affording them the opportunity to gain valuable work experience. Students work in city and state agencies, in schools and after school program and for local non-profits as well as programs on campus that serve the general public. Examples are:

- *Educational Opportunity Center*. Students will work for an exciting project that recruits adults from diverse backgrounds for postsecondary educational programs. Students will also make presentations at community centers and other agencies.
- *Georgia Indigent Defense Council*. Students will work with the professional Education Division of the Georgia Indigent Defense Council in preparing and presenting seminars and workshops.
- *NFL/YET*. Academic coaches are assigned to a team of 10-12 students to support homework completion, basic competency skills, and the development of stellar social skills. Emphasis is placed on improving student's math and reading skills.
- *American Red Cross*. Students work assist with the delivery of health and safety educational programs to childcare facilities, church youth programs, schools, and other youth serving community agencies.

### **Special Programs**

- *Into the Streets*. An initiative designed to introduce more students and student groups to thoughtful community service and provide learning experience that will challenge them to volunteer on a regular basis. Annual initiative that involves more than 2,000 students, faculty and staff logging more than 8,000 hours of service to the Atlanta community.
- *Martin Luther King Jr. Summit*. This annual GSU event co-sponsored by Hands on Atlanta is a major feature of the MLK holiday celebration of metropolitan Atlanta. Participants in the Summit receive information on Dr. King and the legacy of the Civil Rights Era. The event features national speakers including Mrs. Coretta Scott King.
- *NFL/YET Summit*. This is an event co-sponsored by the National Football League Youth Education Program. Through this program area youth from the Summerhill neighborhood between the ages of 8 and 17 are enlightened on the legacy of Dr. King and are lead by a group of elders in understanding the meaning of servant leader.
- Most of our office efforts can be linked directly or indirectly to cultural enrichment, civic engagements, and diversity related initiatives. The above listed programs are but a few these opportunities.

### **Office of Diversity Education Programs**

- For "An Evening With Rebecca Walker", the office worked very closely with the Jewish Organization- Atlanta YAD in helping to promote this event to the Jewish population. Author Rebecca Walker wrote the book entitled *Black, White and Jewish: Autobiographical of a Shifting Self*. She served as keynote speaker on Thursday, October 18, 2001 at 6:30pm in the New Student Center Ballroom. Also, The office invited APEX Museum and Atlanta YAD to have a table at the event. During the reception, people were able to get information. In addition, the Atlanta History Center had brochures on hand about their exhibit on being Black and Jewish in the South.

- On October 11<sup>th</sup>, the office served as consultants in helping to promote the Benjamin E. Mays Lecture Series featuring Dr. Johnnetta Cole, Distinguished Professor at Emory University. The event was held at the Rialto Center for the Performing Arts.
- Appeared on WRFG 89.3 FM Radio (The City Most Diverse Radio Format) on Tuesday, October 16, 2001 to promote An Evening With Rebecca Walker.
- Made connections with Young Audiences of Atlanta, Inc. and is hiring some of its talent from its resource book.
- First Time Collaboration with the J. Mack Robinson College of Business, H. J. Russell, Sr. International Center for Entrepreneurship in a Black History Month Tribute to Pioneer Madame C.J. Walker. Some of the professors will be bringing their classes for class credit and building it into the curriculum. The event will be held on February 12, 2002.
- The Auburn Avenue Research Library will host an exhibit, provide a bibliography and assist with promotions of this event.
- Some future collaborations will include for this Spring Semester: Celebrating Abilities, a Showcase of Talented Individuals with Disabilities with Collaboration from the Office of Disability Services (First Time Ever) and co-hosting the university wide support Diversity Theatre entitled “Undesirable Elements.” Both events will take place the week of April 8-12, 2002---First Annual Diversity Week. Also, The New Dining Services will dovetail menu items to highlight each day and hope to offer special deals in the Plaza Café.

### **Office of Educational Opportunity & Cooperative Education**

- Conducted the following federally funded TRIO projects: Educational Talent Search, Upward Bound, Educational Opportunity Center, and Ronald E. McNair Post-Baccalaureate Achievement Program. Conducted the Post-Secondary Readiness Enrichment Program funded by the University System of Georgia. Conducted Project INCOME (Individual Computer Mechanical Education) funded by the Atlanta Workforce Development Agency. Collaborated with the Departments of Chemistry and Biology to obtain a grant from the National Institutes of Health for a Bridges to the Baccalaureate Project, a program to encourage and prepare minority students from local two-year colleges to come to Georgia State to major in biology or chemistry. Collaborated with the Atlanta Public Schools to obtain funding from the U.S. Department of Education for the following programs: 21<sup>st</sup> Century Community Learning Centers and Dropout Prevention.

## **College of Education**

- The College of Education’s **International Student Teaching Program** provides a cross-cultural teaching experience for selected Early Childhood and Middle/Secondary Education students in their final undergraduate semester. Upon successful completion of half of the student teaching requirement in Atlanta, students teach in English speaking schools in Europe during the fall or spring semesters through the College’s affiliated European Teacher Education Network institutions in The Netherlands, Denmark, Sweden, and England. In exchange, students from Europe participate in teacher preparation classes at GSU.

## **College of Health & Human Sciences**

- Every semester taught several sections of a course on Culture and Communication (HHS3000) which was open to all undergraduate students in the University and is required of all students enrolled in the College of Health and Human Sciences. A major objective of this course was for students to develop awareness and understanding of how human diversity influences ways in which individuals, families, groups, communities and the larger society interface with service delivery systems.
- Every semester taught a course entitled Spanish for Health and Human Sciences. The purpose of this course was to establish language skills for effective communication between health and human service practitioners and Spanish-speaking clients. The course focused on both the language skills and understanding the culture of clients from diverse backgrounds.

### **Nutrition**

- Required that all undergraduate majors take HHS 3000 (Communication and Cultural Diversity) and HHS 3400 (Spanish for Health and Human Sciences).

### **School of Social Work**

- Faculty member is developing a collaboration to bring the play Undesirable Elements to Georgia State University.

## **College of Law**

- The College of Law, through such student organizations as the Black Law Students Association (BLSA), the Asian American Law Students Association, the Association of Women Law Students, and the Gay and Lesbian Law Student Association, hosts numerous programs throughout the year, many of which focus on issues related to diversity, access and equality. The Black Law Students Association has been particularly active in partnering with the African American Studies Department at Georgia State University to co-sponsor, for example, a Conference on Reparations and one of this fall's debates for the Atlanta mayoral election.

## **Pullen Library (Provost)**

- The Library served as host to visiting library directors from Ghana and Zimbabwe and educators from Ghana and Egypt.

## **Student Services**

### **Office of African-American Student Services and Programs**

- Host African Issues Speakers' Series (past topics include: The Status and Role of Women in African Development; African Self-sufficiency & Development Strategies; Promoting African Cultural Heritage).
- Co-hosted dance and music concert with the school of Music and Diversity Education Programs.
- For Black History Month co-Host for the upcoming Working Conference on Black Reparations which features student paper presentations as well as a diverse panel of national and local speakers on both sides of the issue.
- Co-sponsored a forum on Political Prisoners that addressed the political issues affecting black political prisoners around the nation.
- Sponsored program entitled "Profiles in Black: The Experience of a Lifetime" which focused on artistic expressions relating to the historical and current issues affecting the African-American community.
- Co-hosted, along with the Art Student Union, exiled Sudanese Painter and teacher Ibrahim El Salahi.
- Annual sponsor of the Black Student Survival and Success Assembly which is designed to recognize and merit the high academic achievement of University students of African descent along with Department of African-American Studies.
- Sponsors an annual Open House to introduce the university community to our office and its programs and services. Special features of this day include: office tours, photographic exhibits, entertainment, and refreshments.
- Co-sponsors a yearly fashion show with the African Students Association featuring African clothing, food, and music.

## **Andrew Young School of Policy Studies**

- Offered, jointly with Morehouse College, a course on the South African Economy, and a study abroad program during the summer in South Africa.
- The Department of Economics implemented master's degree training in economics program for Indonesian students. The program will train 35 students with a focused set of courses in economic policy that will draw heavily on the Indonesian economic situation.
- Sponsorship of student and faculty participants in LeaderShape, an innovative, integrity-based leadership development workshop where students learn about leadership from a panel of community leaders and shaped their own projects to bring back to GSU.
- Redesign of the Human Resources specialization in the B.S. in Urban Policy program and the development of new courses—Introduction to Human Resource Development, The Career Development Process, and Issues and Problems in Human Resource Management—to provide students better preparation in the dynamic field of HR.
- Fifty-five students completed internships for academic credit, working at more than 30 public agencies, for-profit and non-profit organizations.
- Andrew Young School was chosen as a host institution for the new Edmund Muskie Doctoral Fellowship program (American Councils).

## **College of Arts & Sciences**

### **Jean Beer Blumenfeld Center for Ethics -Philosophy**

- The Center supplies counsel for faculty throughout the University interested in incorporating ethical components into their courses, and it offers workshops for faculty and administrative groups contending with difficult moral issues.

### **Philosophy**

- The Department of Philosophy continues to offer courses on African-American legal issues. The Program in Religious Studies has expanded its curriculum to include Islam, contemporary and traditional Judaism, Buddhism, Hinduism, Confucianism, and Taoism. All are taught by leading scholars trained in the languages and histories of the traditions.

### **School of Music**

- The School of Music offers required courses in World Music for undergraduate majors, which is optional for graduate students. Through the College of Arts and Sciences, we also offer a "Perspectives in Comparative Musical Cultures" course. These courses broaden our students' perspectives beyond the Western classical art musical tradition and place their understanding within various cultural contexts.
- Likewise, a required music course in Improvisation includes performances and/or informances in the areas of world music.
- The School of Music offers a BM with a major in Jazz Studies.

## **College of Education**

### **Early Childhood Education**

- Urban Alternative Preparation Program offers professionals holding a baccalaureate or higher degree in disciplines other than education the opportunity to prepare for teacher certification and to earn a Masters degree in early childhood education. The program uses a field-based approach to prepare teachers who can effectively manage successful teaching and learning in the urban environment. It will enable future teachers the opportunity to apply knowledge and experience with individuals of diverse cultural backgrounds to facilitate learning and positive interactions.

### **Middle/Secondary Education and Instructional Tech.**

- Empowering Diverse Learners in the Middle Grades is a required course in the B.S.E. Middle Childhood program. The origins of this course and the active commitment to culturally relevant teaching are well grounded in the MSIT department. The course stresses cultural, economic, language awareness and knowledge of today's students, and appropriate and powerful ways to address academic needs of all learners. Research on the nature of teachers' cultural beliefs and the ways these beliefs and knowledge change as a function of the Diversity course continues to be conducted and published.
- Global Thinking Project is an environmental/issues project that connects educators and students in the United States, Russia, and a number of other countries. This project, developed and directed by Dr. Jack Hassard, builds not only analytical skills but also human relations and improved understanding amongst students/educators in the participating countries. Individuals are connected via Internet.
- Model United Nations is sponsored by MSIT annually; up to 1000 high school students and their teachers participate in analysis of global issues, playing roles of representatives of various countries.
- Housed in the Alonzo A. Crim Center for Urban Educational Excellence, the Urban Teacher Leadership Master's Degree Program facilitates the development of teachers in urban settings who can remain in their classrooms and assume leadership roles in the school and in the larger context of the school community. The goal is to create a cadre of teachers who will become change agents who affect their classrooms, schools, communities, school districts, and the national conversation about educational reform.

## **College of Health and Human Sciences**

### **Criminal Justice**

- The department has made changes to its undergraduate and graduate curriculum and is developing plans for a Ph.D. program in Criminal Justice.

### **School of Nursing**

- As part of curriculum undergraduate nursing students and graduate nursing students in family nurse practitioner program provided health care services to a migrant farm community in south Georgia while meeting course objectives for community nursing (undergraduate students) and for pediatric nursing (Family Nurse Practitioner students).

### **School of Social Work**

- Each course outline in the MSW program has a specific objective related to cultural diversity with a related assignment and outcome measure.
- All students in their internships are evaluated on the program objective “practice within the values and ethics of the social work profession with an understanding of, and respect for, the positive value of diversity”.

## **College of Law**

- Course Electives and Seminars in: Race, Ethnicity and the Law; International Human Rights; Women and the Law; Sexual Identity and the Law; and Employment Discrimination Law.

## **Affirmative Action and Diversity Education Planning (Provost)**

- Diversity/awareness training of self and others’ differences using the NCBI prejudice reduction model has been implemented into the GSU curriculum by offering the 1010 and 1050 class sections for new and returning students.

## **College of Arts & Sciences**

### **School of Music**

- Recently, one African-American female has been promoted, tenured, and appointed Director of Graduate Studies in the School of Music.
- Another African-American male has been appointed and is in a tenure-track position teaching in the areas of world music and music history.
- Our newly appointed tenure-track Coordinator of Technology and Management is an African-American. We also have an Asian female tenure-track piano professor and a male tenure-track orchestral conductor on our faculty.
- Two African Americans in key administrative staff positions have been hired, one as administrative assistant to the director and the other as business manager.

## **College of Health and Human Sciences**

### **Criminal Justice**

- The department has a multifaceted approach to promotion/retention. Personal mentoring is offered on individual basis and all faculties at all levels are expected to file 5-year scholarly agenda plans. In addition annual and pre-post tenure reviews serve as feedback mechanisms for faculty performance.

## **College of Law**

- The College of Law supports several programs designed to support students' academic needs and to promote diversity in its student body.
- Summer Skills Program: Each summer the College of Law faculty sponsors a five week Summer Skills program for recently admitted applicants whose entering credentials suggests that they may need some assistance in making the transition to law school. The College schedules this program in the evenings as a way to maximize participation.
- Georgia Law Schools Fellowship Program: The College of Law and the other accredited law schools in Georgia support the Georgia Law Schools Fellowship Program, another summer program designed to increase student diversity. Under this program, each law school conditionally admits four law students from disadvantaged backgrounds that must satisfactorily complete a four-week course of study as a condition of enrolling for classes in the fall.
- Academic Enrichment Program: The College of Law also provides law students extensive academic support through its Academic Enrichment Program. This program, which is primarily designed to bolster the academic skills of at-risk students, consists of weekly tutorials in selected first-year courses, a faculty mentoring program for students on probation or at risk of being placed on probation, and seminars on outlining, exam taking, and study skills.

## **Pullen Library (Provost Division)**

- Mentoring Program: Developing a mentoring program for entry-level librarians to assist in retention of minority and female professionals.

## **Affirmative Action and Diversity Education Planning (Provost)**

- Works in conjunction with Women's Ad Hoc Committee & Institutional Research to determine trends in promotion and retention within the female faculty population at GSU. Coordinated the "Supervisory Skills for Effective Performance Evaluation" training with Dr. Floyd Weatherspoon.

## **Student Services**

### **Office of African-American Student Services and Programs**

- Attends annual statewide MAP conference (Minority Advising Program) sponsored by the University System of Georgia, which addresses minority and diversity issues at colleges and universities.

## **College of Arts & Sciences**

- The College of Arts & Sciences has established guidelines for the strategic recruitment of underrepresented faculty. The process outlines a general approach to recruiting underrepresented faculty, the recruitment process, the focus of recruiting, advertisements and interviews, intercultural interactions, and developing best practices. The College of Arts & Sciences also has a handout of examples of ways in which perceptions and communications can undermine equity and create uncomfortable interactions with underrepresented faculty.

### **Chemistry**

- According to an article in *Chemical and Engineering News*, in 1999 (latest data available), the Chemistry Department at Georgia State University ranked 2<sup>nd</sup> nationally in the number of African-American Ph.D. graduates in Chemistry. 4 of the 56 African-American students who earned Ph.D.'s in 1999 were from GSU. Only Howard University (5) had more.
- The Bridge Project seeks to increase the number of minority students majoring in chemistry or biology who bridge from a two-year college to a university. The program offers students the opportunity to work in a GSU research lab during the summer. It also provides tutoring/mentoring for students and assists them with preparing professional presentations of their research accomplishments.

### **School of Music**

- Our recruitment practices of international students have been highly successful. We have 26 graduate students who hail from Syria, Yugoslavia (3), Honduras, Brazil, Japan, Bulgaria (2), China (3), Taiwan, Korea (8), Greece, Russia, Croatia, and Bosnia. One of our faculty members actively cultivates an extensive pool of international performers who want to continue their studies at the graduate level. They have greatly enhanced our orchestra and other ensembles.

## **College of Business (J. Mack Robinson College of Business)**

- The College of Business have found it difficult to hire top African American and Hispanic students right out of their Ph.D. programs because of the competitive market for these graduates. The College of Business decided a couple of years ago to approach the graduates in the second or third year of their first job to see if they were movable. This has proven well for the Robinson College of Business. Atlanta is viewed as a very attractive city for minorities to live and work. RCB has hired 3 minority Ph.D.'s using this approach in the last couple of years. A fourth candidate will be coming to campus for a second visit on February 21, 2002.
- A second key ingredient to recruiting minority faculty is to have a committed Chair and senior faculty sponsor. All new Ph.D.'s need mentoring to some extent and that is especially true of minority faculty. Most minority faculty are first generation Ph.D.s and a career in academe at a major research university is a new professional experience for the individual and their family. Mentoring can help to provide guidance on the appropriate teaching schedule, research agenda, and level of service involvement. We are fortunate as College in that our Chairs are very committed to diversity.

## **College of Education**

### **Counseling & Psychological Services**

- At the direction of the chair, the Department of Counseling and Psychological Services formed a Diversity Committee. This group has made initial recommendations to the faculty regarding: 1) recruitment efforts (both students and new faculty); 2) retention; and 3) climate and environment. The committee also recommends a study to assess the multicultural climate in the department.

### **Middle/Secondary Education & Instructional Tech.**

- Active recruitment of candidates for Alternative program in Secondary School Education; the cohort nature and active mentoring of students in these programs attract and maintain minority students during the program and into their tenure in the teaching field.

## **College of Health and Human Sciences**

### **Criminal Justice**

- Criminal Justice recruitment efforts continue to serve as a model to the college and the university. The department proactively seeks qualified applicants and emphasizes efforts to recruit women and minorities the results of which are evident in the faculty composition.

## **College of Law**

- The College of Law’s admissions office engages in an extensive range of recruitment efforts to attract and admit a diverse student body. These efforts include: special invitations to pre-law advisors at historically black colleges to visit the College of Law; sending College of Law recruiters to Georgia’s historically black colleges; inviting all minority law applicants to attend a “day in the life of the law school” program; using College of Law faculty members to contact admitted minority applicants in an effort to encourage such applicants to choose the College of Law; participating in National Minority Recruitment Month by collaborating with the College of Law’s Black Law Students Association and hosting a program for high school students from Atlanta’s Therrell High School, the Magnet Law and Government Program for the Atlanta Public Schools.
- The College of Law’s Career Services Office provides several programs and services designed to promote diversity in the legal profession and to increase opportunities for minorities, women, and other under-represented groups. These programs and services include: the Southeastern Minority Jobs Fair; the Diversity in the Profession Series (which consists of individual programs that focus on four student populations that are under-represented in the profession); collaborating with the Atlanta Bar Association to select students for the Summer Minority Clerkship Program; the Mentor Meal Program (which brings together minority students and minority attorneys in a lunchtime setting); and the Shadow Program (which links students and alumni attorneys for one week of “shadowing” in the workplace).

## **Pullen Library (Provost)**

- The Library hires students from many different parts of the world providing them with many opportunities to work together.

## **Affirmative Action and Diversity Education Planning (Provost)**

- Sends out Diversity and Utilization letters to the hiring officials for every vacant position. This office reviews every recommended candidate, and all hires must have Affirmative Action approval.

## **Student Services**

### **Office of African-American Student Services and Programs**

- Joint initiative with the Admissions office to facilitate the recruitment of students from Africa's Ivory Coast in connection with the office of West Africa Programs and the University's Project Link to Africa.
- Provides information booth during INCEPT orientations to acquaint students with the services and programs of our office.
- Participates in GSU Day at Perimeter College where our office recruits African American students as transfers from a two-year school to a four-year university. We distribute literature and information about OAASS&P and other GSU services and resources.

## **Andrew Young School of Policy Studies**

- Hosted three South African government officials for a 2-day, intensive study tour. The group was made up of Yunus Carrim, chairperson of the Parliamentary Committee on Local Government based in Cape Town, Oupa Nkoane, a senior policy researcher from the South African Local Government Association, and Mbulelo Tshangana, the Deputy Director Municipal Finance Policy based in the Department of Provincial and Local Government (DPLG). The study tour was focused on finding ways to ensure equity in the property tax application legislation that is currently before the legislature in South Africa.
- The International Studies Program, with its partners the Gaidar Institute and the Center for Fiscal Policy, was awarded a World Bank contract to provide technical assistance to the government of the Russian Federation on Intergovernmental Fiscal Relations issues.
- The International Studies Program held its annual Training Programs for Subnational Budgeting for Poverty Reduction (July 24 – August 4, 2000) and Fiscal Decentralization for Developing and Transition Economies (August 7 – August 18, 2000). Students were from South Africa, Indonesia, Nigeria, Russian Federation, Kenya, Pakistan, Sierra Leone, and Pakistan.
- The International Studies Program held its annual Training Programs for Fiscal Decentralization in Developing and Transitional Countries (July 23 – August 3, 2001) and Budgeting, Fiscal Management and Revenue Forecasting (August 6 – August 17, 2001). Students were from South Africa, Indonesia, Pakistan, and Russian Federation.
- AYSPS was host to international scholars supported by the Mandela Scholarship program of the United States Agency for International Development (USAID), the Edmund Muskie Graduate Fellowship program of American Councils for International Education, the scholarship program of the Organization of American States, the Ron Brown Fellowship and the Russian-U.S. Young Leadership Fellows for Public Service programs of the International Research and Exchange Board (IREX), as well as many privately sponsored international students.
- Eighteen percent of our graduate population is international, representing 35 countries.

## **College of Arts & Sciences**

### **Chemistry**

- The Chemistry Department was awarded \$1.8 million by the National Science Foundation to conduct “A Series of Workshops in the Chemical Sciences” for undergraduate faculty, conservators and public health officials. Experts from GSU, Georgia Tech, Emory and other schools around the nation, as well as the CDC, serve as instructors for at least 12 workshops per year. Topics covered include the Chemistry of Art, Laser Technology, Combinatorial Chemistry, Forensic Science, and Molecular Genetics, as well as many other areas. Each session lasts for 5 days and attracts approximately 20 participants. The program will run through 2003.

### **Jean Beer Blumenfeld Center for Ethics-Philosophy**

- The Center host’s events ranging from academic symposia whose papers are published in scholarly journals, to applied programs designed expressly for a particular campus or community organization, to lectures meant to heighten awareness of a specific issue.

## **College of Health & Human Sciences**

### **Cardiopulmonary Care Sciences**

- Provided asthma disease management training to public health nurses for the Office of Infant & Child Health Services, Division of Public Health at the Department of Human Resources. Also provided community-based asthma workshops for culturally diverse parents and school nurses.

### **Criminal Justice**

- The department offers executive development training to law enforcement leaders and corporate security officers via the GILEE program.

### **School of Social Work**

- Supported attendance of 3 faculty, two staff, and two students at the National Coalition Building Institute. One faculty member has developed a grant to foster cultural diversity as a result of her participation at NCBI.
- Supported attendance of a student who was in the Freshman Learning Community-Perspectives on Social Conditions and a staff member the Summer 2001 Georgia State University sponsored LeaderShape.

## College of Law

### **The Consortium on Negotiation and Conflict Resolution (CNCR)**

- Serves as consultant to the Chancellor's Office and the Board of Regents for the Initiative on Conflict Resolution and serves as the administrator for the university system-wide mediation program. In addition, CNCR is engaged in several community outreach initiatives of the kind noted above under community outreach.
- Conducted two-day training on "Designing Interventions for Cross Cultural Conflict" at the second annual CNCR Summer Institute on Conflict Management in Higher Education.
- Collaborating with the University of Venda for Science and Technology and the University of Western Cape (two South African Historically Disadvantaged Institutions (HDI)) to replicate the University System of Georgia's Initiative on Conflict Resolution in Higher Education.

### **Affirmative Action and Diversity Education Planning (Provost)**

- Provides regular training in the areas of staff and faculty hiring, internal and external complaint process, diversity, affirmative action plan and sexual harassment. Conducts the annual Panther's Dialogue, which is a prejudice reduction workshop. A 3 day, Train-the-Trainer workshop in conjunction with NCBI to train individuals from GSU as well as individuals from outside organizations to be able to conduct prejudice reduction training using the NCBI model.
- **Diversity Training**--GSU1010 Freshmen Learning Clusters--31 classes-required; GSU1050 New and Returning Students Clusters; all GSU Chartered Student Organizations under Student Life Division; Leadership Conclave for GSU Student Leaders; GSU select graduate level courses in Psychology and Sociology; GSU College of Law Library Faculty/Staff; GSU Information Systems and Technology; Lockheed at Marietta, The Galloway School Student Body, West Georgia College of Nursing Faculty and Students; Grady Memorial Hospital Burn Unit all Medical Staff; Latin Atlanta junior and senior high school students; Atlanta Fulton County Affirmative Action EEOC Office Staff; Clayton County Waterworks System-Consultant; American Association for Affirmative Action National Conference (Affirmative Action & Diversity presentation).
- **Sexual Harassment Training**- Preventing Sexual Harassment on Campus Training for GSU Credit Union, University Police, Building Services, College of Law Staff, Facilities Management, Cooperative Education & Educational Opportunity, Southern Polytechnic State University; Preventing Sexual Harassment on Campus for Managers Training for Facilities Management.
- **Other Training**--Panthers Dialogue Toward Civility (PDTC) Train the Trainers Workshop Part I--8 Facilitators Trained in IS&T; Panthers Dialogue Toward Civility (PDTC) Pilot Program in University Information Systems and Technology Department; Complaint Trends & Update (External Affairs Office); Unit Coordinators Update.

## **Student Services**

### **Office of African-American Student Services and Programs**

- Co-hosted a panel discussion with the Minority Graduate Student Alliance, for graduate students entitled “Corporate America: Navigating Your Way Through Corporate Culture, Etiquette and Politics.”
- Collaborated with the Office of Student Activities on the Emerging Leaders Program and conclave Leadership Conference which offers training to current and potential student leaders at GSU.



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