

# INCLUSION **extra!**



Spring 2011

## Inside **extra!**

MLK Celebration ..... page 3

Climate Study Update..... page 4

Gender Identity and  
Expression Committee ..... page 4

Scholarship Drive for Haiti ..... page 7

Intercultural Competence and  
Communication Class Approved ..... page 8

# Bridging the Gap Between Domestic and International Diversity Initiatives

By Jeanne J. Arnold

In 2008, I had the opportunity to attend an American Council on Education conference in Washington, D.C., with Provost Gayle Davis, Padnos International Center Director Mark Schaub and the late Oliver Wilson. The topic for the conference was about bridging the gap between domestic and international diversity initiatives. At many institutions, these efforts exist on parallel tracks or sometimes compete for limited resources. Over the past few years, GVSU has taken what we have learned to heart and moved our collaboration to the next level. The Intercultural Competence and Experience (ICE) program is a great example of how we have learned to blend these two important areas. You will read more about the ICE program in this issue.

Another enhancement that will help us bridge this gap is the addition of a new position in the Inclusion and Equity Division, Assistant Vice President for Inclusion Initiatives. The new Assistant Vice President for Inclusion Initiatives will work with colleges, departments/schools, and divisions to provide informational resources, consultation and other support that help to enhance the University's inclusion work in various areas such as strategic plan implementation, program evaluation, pipeline, recruitment, and retention initiatives for faculty, staff, and students. In addition, this person will serve as a program liaison to the Office of Multicultural Affairs, Women's Center, LGBT Center and Padnos International Center. Feel free to share your ideas on how we can continue to creatively bridge the gap at [inclusion@gvsu.edu](mailto:inclusion@gvsu.edu).



## Change U: Social Justice Series Addresses Issues of Inclusion



The groundbreaking "Change U: Training For Social Justice" series hosted by the LGBT Center and co-sponsored by the Division of Inclusion and Equity is doing more than opening eyes for inclusion; it is opening doors for the future.

The multi-event series that addresses social justice issues has created both constructive and inclusive dialogue while also providing a network for community activists as well as future and present community leaders.

"This social justice training series has provided a wonderful opportunity for our students to connect with faculty, staff and community members who are doing social justice work," LGBT Resource Center Director Colette Seguin Beighley said. "As all participants grow together, our hope is that students will develop mentor relationships that might lead to practica, internships and even future jobs."

Nationally renowned guest speakers – such as Kenyon Farrow, Suzanne Pharr, Paulina Hernandez and Rev. Rebecca Voelkel, among others – have addressed various social justice issues. Topics explored include economic justice, race and class issues, building on relationships, social justice movements and LGBT issues, among others.



"Our speakers have challenged our world views and challenged us to see the interconnectedness of issues," Seguin Beighley said.

The final session was held on Thursday, April 14, where Mia Mingus discussed "Re-envisioning the Revolutionary Body."

A total of 105 participants have participated in the social justice training series.

"It has been a great program, and what makes it really special is the combination of participants," Seguin Beighley said. "Our participants have had an opportunity to take a hard look at the complexities of justice work while connecting with other, like-minded people."





# Martin Luther King Jr. Celebration Goes Above and Beyond

As the Dr. Martin Luther King Jr. celebration extended beyond the observed Monday holiday in January, organizers are hopeful that the spirit of constructive change remains in the forefront of people's minds throughout the year.

Events surrounding this year's Dr. Martin Luther King Jr. Day began before – and extended beyond – the January 17 holiday through increased efforts by the MLK Jr. executive planning committee co-chaired by associate director of the Office of Multicultural Affairs Bobby Springer and GVSU chair for Women and Gender Studies Kathleen Underwood.

"We had a nice student participation in the day of service leading into the Sunday event with the community," Springer said. "It went extremely well leading up to the holiday itself."

Those events included a day of community service, a silent march on the Allendale campus and noontime presentation by civil rights historian Judy Richardson.



*Connie Dang, Jeanne Arnold, and Kathleen Underwood lead the 2011 MLK Jr. silent march*



*Dr. Michael Eric Dyson*

The signature event of the week was a keynote presentation on Wednesday by nationally renowned scholar Dr. Michael Eric Dyson.

"Dr. Dyson did a wonderful job with his message about how it's going to take all different kinds of people to get us where we need to be and that we cannot afford to leave out anyone," Springer said. "The bottom line is that we can do it together better than by ourselves."

Springer said highlights of the celebration included getting more people involved with the events held on campus and the guest speakers who imparted a wealth of historical knowledge, insights

and understanding of the civil rights movement to students, faculty and staff.

"Even though Dr. King is recognized during the holiday, we know that there are many more people who made significant contributions to change in America. It is important for students to know about everyone who really sacrificed to give us the opportunities we have today. Now we have to go back and see how we can expand on that next year."

Underwood is the first faculty member to serve as co-chair for the planning committee. A university wide planning committee for the MLK Jr. celebration was also established for the first time.

"In any university setting, it is important to have all constituencies and voices represented," Underwood said. "This year, we had significant input from faculty, staff and students, and the resulting participation across both campuses reflects the broad commitment of the university community."

"A university wide committee brings to the table the experiences, hopes, ideas, and resources of students, staff and faculty committed to social justice and to the ideals that Dr. King represents."

## GVSU Applies Equal Employment Opportunity Hiring Procedures for Federally Funded Grant Positions

As a recipient of federal funding, GVSU is required to apply equal employment opportunity hiring practices when filling grant funded positions. To ensure that we are complying with these requirements in a consistent manner throughout the University, the Division of Inclusion and Equity, along with Human Resources, require departments and colleges to utilize a formal hiring process for grant funded positions.

The Division of Inclusion and Equity acknowledges that these grant funded positions are temporary in nature. Recognizing the need for efficiency in filling these positions, it has adopted an expedited hiring process for filling these positions while meeting our federal equal employment opportunity obligations.

Under this process, positions that are six months or longer in duration and require at least 20 hours a week of work, will need to be posted on the GVSU Jobs website for at least one week (seven working days). The posting must also be placed on the free online job posting board of the Multiracial Association of Professionals. Human Resources and Affirmative Action will review and approve the interview pool for each position before interviewing. These offices will also review and approve the ultimate selection.

If you have any questions regarding this hiring process, please contact Dwight Hamilton at 1-2242.

# Climate Study Survey Hits Close to Target Numbers

As reported in the Fall 2010 Inclusion Extra, GVSU conducted the “myGVSUsurvey: Learning, Living and Working on Campus” climate study on February 1, 2011. This survey, co-chaired by Jeanne Arnold and Neal Rogness, was done as part of the university’s Strategic Plan and will be used to gauge how the campus climate is perceived.

Participation percentages were close to the projected forecast. A late push for more student participation and a one week extension to take the survey, brought the total campus participation rate to 27 percent. “We got pretty close to our target of 30 percent,” Rogness said. “We had a little over 7,600 total responses from across the university, which is wonderful. Of the four climate studies GVSU has done, this was the largest effort to make it truly inclusive. We wanted to make sure students, staff and faculty were made welcome to be part of the process.”

The next steps include getting the results, disseminating the findings with total transparency, discussing the results and implementing change. “Just like we attempted to let everyone know that there was a survey taking place, now we want to make sure all the people who want to know the results have the opportunity to find them and maintain the transparency that we feel is so important. We’re hoping for wonderful news and we find that things are great. If not, we want to share that with the university community and then begin to address any issues that come up,” Rogness said.

Our consultant, Dr. Sue Rankin of Penn State University, will come to campus in the fall and present the results. Some ideas for disseminating results of the survey include holding town hall forums to discuss the findings, working with the Faculty Teaching and Learning Center to hold one or more sessions at the fall conference, reaching out to the Student Senate as well as university academic units. Once the findings are disseminated, the Inclusion and Equity Division will explore the formation of an action-oriented committee.

“We will look at what we can do and what changes we can make,” Rogness said. “Then we will prioritize what we can work on to make sure Grand Valley is more inclusive for everyone.”

## GVSU FORMS GENDER IDENTITY AND EXPRESSION COMMITTEE

Grand Valley State University’s Anti-Harassment Policy prohibits discrimination and harassment on the basis of gender identity and gender expression. Extending these protections to the transgendered community was an important step in ensuring an inclusive environment for all of GVSU’s students, staff, and faculty.

The transgendered community has unique needs that involve numerous areas of the GVSU community and GVSU is examining how to be more inclusive of this population. Accordingly, the Division of Inclusion and Equity has created a Gender Identity and Expression Committee. Dwight Hamilton, Assistant Vice President for Affirmative Action, and Dr. Danielle DeMuth, Assistant Professor of Women and Gender Studies, will co-chair this committee. The Committee will be composed of representatives from various GVSU departments, including the University Counsel Office, the LGBT Center, the Office of Housing and Resident Life, the Athletic Department, and Facilities Services. The committee is tasked with analyzing the needs of GVSU’s transgendered community by taking inventory of current services, programs, facilities, direct and indirect support resources, and other mechanisms that currently exist to contribute to inclusion and safety for the transgendered population at GVSU and make recommendations on any identified improvements to better address those needs.

# Progress Continues on Inclusion Implementation Plans

Colleges and administrative divisions throughout GVSU are embracing and working toward the goals of their respective Inclusion Implementation Plans (IIPs). Individual IIP progress reports for 2010 were submitted by January 2011. Each division reported varying amounts of progress and all continue to work toward the goals that were submitted.

Selected highlights from the January 2010 progress reports include:

- Graduate Studies has assigned a designated inclusion liaison for its division on a rotating basis. The liaison will assume responsibility for making staff aware of inclusion issues and training opportunities on campus, and communicate with the Division of Inclusion and Equity regarding issues.
- The College of Interdisciplinary Studies is working on a document which identifies all co-curricular, inclusive activities sponsored by the College, such as Model Arab League, Lib 100 activities and Area Studies Events.

- Kirkhof College of Nursing Associate Dean for Undergraduate Program, Dr. Elaine VanDoren, was awarded a Nursing Workforce Diversity grant. The grant is funded by the Health Resources and Services Administration (HRSA), and includes funding increments of \$186,257 for the first year, \$292,881 for the second year and \$294,699 for the third year.
- University Development is the co-sponsor and lead organizer of an alumni/student panel discussion titled “Answers Beyond the Classroom: A Panel Discussion for Students of Color.”
- The Office for the Vice Provost of Health recorded a scenario of communication failures, and then a re-take demonstrating a successful cross-professional communication process. The recording was presented at the 2nd annual Translating Inter-Professional Education Principles into Practice conference.

All IIP progress reports may be accessed on the Inclusion and Equity Division homepage ([www.gvsu.edu/inclusion](http://www.gvsu.edu/inclusion)).

## GVSU's Partnership in Ghana Strengthened

Among Grand Valley State University's 25 international partnerships is a nine-year relationship with the University of Cape Coast in the Republic of Ghana.

The partnership has been enhanced through several initiatives, including faculty exchanges and study abroad opportunities.

University of Cape Coast Vice Chancellor Naana Jane Opoku-Agyeman led a delegation to Grand Valley in August, 2010, and helped kick off

the 50th anniversary year with an address to faculty and staff at Convocation. During the visit, the two universities renewed a partnership that began in 2002.

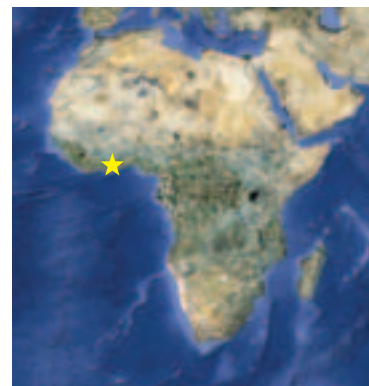
Since 2002, three to four faculty members a year from both GVSU and the University of Cape Coast have taken part in the exchange. Even more students have taken advantage of study abroad opportunities.

"We are collectively looking at ways that our two universities can broaden the relationship and find mutually beneficial areas for cooperation," Mark Schaub, Director of Padnos International Center said. "Both universities benefit greatly from this relationship."

"Faculty and staff who visit their counterparts learn different ways of doing things in the particular host culture and bring back those insights to their home campus and their own classrooms."

University of Cape Coast specializes in business and agriculture in a country of 24 million. Ghana is one of West Africa's longest running democracies and a world leader in cocoa production.

There is a local village where filters, manufactured by Cascade Engineering in West Michigan, help purify the ground water and make it safe to drink. GVSU students were instrumental in the installation and monitoring of the systems in the village.



University of Cape Coast representatives meet with Grand Valley leaders in Zumberge Library. Pictured from left to right are Jeanne Arnold, vice president for Inclusion and Equity; Gayle R. Davis, provost; Mate Siakwa, UCC head of nursing; Nanna Jane Opoku-Agyemang, UCC vice chancellor; Thomas J. Haas, president; Issac Ohene, UCC registrar; and Mark Schaub, executive director of the Padnos International Center.

## 'Monologues' Celebrates 10th Anniversary as a Campus Production

The Women's Center continued a decade-long tradition of an ongoing conversation by presenting "The Vagina Monologues" in February.

The episodic play, originally written by Eve Ensler, carries on discussions of gender justice in an entreating way and takes on a slightly different persona from year to year in conjunction with the V-Day organization.

"We have some requirements as far as using the language prescribed by V-Day," Women's Center assistant director Ashley Nickels said.

"There is a lot of consistency from year to year about how it looks in terms of variety and being inclusive. It always takes on a little different feel each year, less because of the production and more about different students and experiences."

"The words may be similar from year to year, but the look and feel is different, because the students involved in the production bring their individual talent and activism to the campaign."

To make the annual production a success, GVSU students become activists on stage, backstage and as volunteers helping with the production.

"The production gives a voice to the diverse experiences women have and provides students with a space and platform to speak about gender justice and be proud of who they are," Nickels said. "Each year, we are able to connect with about 100 students who are passionate about making a difference on campus. They are able to be activists on campus for something they believe in."



The GVSU production is held in February, usually in correlation with Valentine's Day. The two performances in 2011 were held in the GVSU Fieldhouse with approximately 600 attending each performance. Other past venues have included Cook DeWitt Center, Louis Armstrong Theater, Fountain Street Church and Wealthy Theatre.

Over the past 10 years, the Women's Center has raised over \$100,000 toward anti-violence efforts.

"It's engaging, fun, and always thought provoking," Nickels said.

"It's a great way to continue the conversation about ending violence against women."



# GVSU Creates Lactation Support Committee

Section 4207 of the Patient Protection and Affordable Care Act (“PPACA”) amended the Fair Labor Standards Act and requires employers to provide reasonable break times and private space for nursing mothers to express breast milk in the workplace.

Even before the PPACA was enacted, GVSU has recognized the numerous health benefits of breastfeeding and has supported nursing faculty, staff, and students by providing clean and private space for expressing breast milk. To ensure that GVSU meets the standards of the PPACA, GVSU has created a Lactation Support Committee. This committee is reviewing the requirements of the PPACA, providing guidance on maintaining proper “Rooms for Nursing Mothers,” and is drafting a Lactation Support Policy.

“Rooms for Nursing Mothers” are currently available at the following GVSU locations:

- Kirkhof Center, Women’s Restroom, Room 1252
- Fieldhouse, Women’s Restroom, Room B-127
- Performing Arts Center (PAC) Women’s Restroom, Room 1404
- Mackinaw Hall, Room B-1-103
- Green Room, Pew Campus – contact Kathleen Wright, ext. 1-6624
- Center for Health Sciences, Room 353A
- Lake Michigan Center Annis Water Resources Institute, Room 217
- MAREC, Room 214

If you have questions or need assistance in securing a private space for expressing milk close to your work area, please contact Sue Sloop at GVSU Work Life Connections, [sloops@gvsu.edu](mailto:sloops@gvsu.edu) or 331-8011.

## INCLUSION ADVOCATE/INCLUSION CHAMPION UPDATE

The following are updates, tips, and developments about the Inclusion Advocate/Inclusion Champion program:

- For Faculty and AP hiring, Search Committee Chairs are expected to select the Inclusion Advocate before the drafting of the Recruitment Plan. Inclusion Advocates are then notified of their role and participate in the drafting of the Plan.
- In drafting the Recruitment Plan, please make sure that you are using the most current template, as found on the Human Resources website.
- This academic year, the Division of Inclusion and Equity held two Semi-Annual Inclusion Advocate/Inclusion Champion Meetings. Among the topics discussed were emerging issues in employment law, proper interview questions and techniques, and an update of GVSU’s employment demographics. Both meetings were recorded and will be made available (upon request) to Inclusion Advocates and Inclusion Champions who were unable to attend.
- Inclusion Advocates are welcome to share their experiences with participation in the hiring process. Please email your comments to [Inclusion@gvsu.edu](mailto:Inclusion@gvsu.edu).

The Division of Inclusion and Equity thanks its Inclusion Advocates and Inclusion Champions for their hard work.

## International Faculty and Friends Provide Something to Talk About

When International Faculty and Friends talk, people listen.

And oftentimes, they actively participate.

International Faculty and Friends is a loosely knit group of GVSU faculty, staff and friends, who meet at an informal setting and are introduced to customs, culinary delights, music and cultural issues.

Each event features a specific country of a faculty or staff member.

“It is a cultural exchange,” GVSU Mathematics chair Ed Aboufadel said. “It has been more of an information sharing, fellowship and cultural experience.”

Aboufadel said he started the program because of GVSU’s rich mix of international faculty. International Faculty and Friends recently completed its third year on campus.

“I think it’s an informal way to learn about other cultures and an opportunity to connect with people on campus you may not otherwise know,” Aboufadel said. “We have international faculty all around campus and it crosses all disciplines on campus. Half of those who attend are international faculty and the other may be friends who are interested.” International Faculty and Friends plays host to six events each year – in October, November, January, February and March – commencing with a startup reception

in September. Sessions are conducted either off campus at a restaurant or at a predetermined site on campus.

“The sessions have been wonderful,” Aboufadel said. “Sometimes we discuss things you never think about from another country, but they are very interesting. It really depends on the organizer.”

The sessions are open to anyone on campus who wishes to participate. There are no dues or membership requirements, and Aboufadel has a mailing list that is sent out with upcoming events.

“It’s like a group around a big table where presentations are made and people talk,” Aboufadel said. “We ask for volunteers to present each year. We had one event on Jamaica that focused primarily on playing steel drums, which was really neat.”

“Sometimes it takes a little prodding, but we always have someone step up to present. It isn’t difficult to get presenters.”

Those wishing to be added to the mailing list may contact Aboufadel at [aboufadel@gvsu.edu](mailto:aboufadel@gvsu.edu).

“The best thing about this program is the fellowship and social connection with people I might not cross paths with,” Aboufadel said. “People come away with a deeper knowledge and appreciation of other cultures and food.”

# Learning Specialist Program Helping DSS Students with Studies

Disability Support Services has introduced a Learning Specialist program at Grand Valley that has provided students with a recipe for academic success.

The process includes a learning skills assessment followed by a series of one-on-one sessions with learning specialists to provide students with strategies for effective study habits and test preparation.

"It serves a great need for students experiencing academic difficulties," said DSS Assistant Director Shontaye Witcher, who coordinates the Learning Specialist Program. "Many students experience poor study habits, ineffective time management and inadequate organizational skills. To have someone work with you one-on-one to overcome some of these hurdles is a benefit to most students. It allows them to be better prepared and eliminate obstacles that may interfere with their learning such as test anxiety."

After assessing students, learning specialists in the DSS office work with them on an individual basis. Services include help with test

preparation skills, understanding learning styles, as well as time management for effective study habits.

"The goals are to give students the tools and strategies to build on what they have learned in the past," Witcher said. "We were having so many students coming to DSS that needed that extra push in their classes besides tutoring to help them prepare and perform. Our goal is to teach students strategies that are useful for the duration of their academic career."

The learning assessment is available to all registered DSS students. The pilot program kicked off in the fall of 2010.

"We've had a lot of success so far," Witcher said. "We are finding that the students that started the program in the fall are continuing to stay with it in the winter semester. Students report being more organized with improved study skills. They know that the extra support is here and they want to continue to get that support."

## Scholarship Drive Focused On Helping Haiti Through Education

As many relief efforts are set up to help rebuild Haiti following the 2010 earthquake that devastated the country, a separate initiative is underway at GVSU intended to invest in Haiti's future one student at a time.

Empowering Haiti Through Education is a scholarship endowment fund drive set up through the Padnos International Center.

"This is a slightly different approach from a lot of other things that are being done to help Haiti," Padnos International Center director Mark Schaub said. "Other organizations gather things such as food, clothes, diapers and other essentials and ship them to Haiti, and this project is helping Haiti one person at a time through education."

The scholarship is the impetus of GVSU geology professor Peter Wampler, who has conducted extensive research in Haiti before and after the earthquake.

"We've been brainstorming to come up with a way to help Haiti, and the answer in our mind is education," Schaub said. "This is a long-term project, and we're trying to build a permanent endowment by raising private money from the GVSU faculty and staff and from people in the community. We're in it for the long haul."

When the endowment matures, a qualifying student from Haiti will be awarded a scholarship to GVSU each year. As part of the scholarship criteria, once the student graduates from GVSU, he or she must return to Haiti for at least three years to apply that education in the area of expertise, whether it is education, construction, engineering, business or finance.

The earthquake rocked Haiti in January of 2010. Since then, GVSU students have volunteered through organizations such as Rays of Hope in West Michigan. The fund-raising drive for the proposed endowment kicked off January 12, 2011, on the one-year anniversary of the earthquake.

Schaub said that additional information for contributing to the fund can be found on the website [www.gvsu.edu/giveonline](http://www.gvsu.edu/giveonline) and by accessing the Empowering Haiti through Education Fund.

Of the nearly 325 students attending GVSU on international visas, none are currently from Haiti, according to Schaub.

"We're still trying to get the word out to people who want to make a difference," Schaub said. "This is something that does involve GVSU, and our classrooms and campus will be enriched because of it. There are millions of relief efforts and a lot of generous giving. This one is directly related to Grand Valley."



*Photos taken by Peter Wampler in Haiti during the summer of 2009.*

# Intercultural Competence and Communication Class Approved as General Education Foundations Course

With the initial class underway this semester, the newly created Intercultural Competence and Communication class has been approved as a General Education Foundations course.

What that means for students is the Intercultural Competence and Experience (ICE) 100 course qualifies as a General Education US Diversity course. It will count as credit toward both General Education requirements and the ICE certificate, according to Regina McClinton, founding director of ICE.

"This will allow a student to meet the requirement for general education and the requirement for the Certificate with the one course," McClinton said. "Now, students can take the class and not have to add additional course work if they decide to pursue the ICE certificate. The beauty of ICE 100 is that a student can take the course and not commit to doing the certificate, but they can still learn about intercultural competence and then decide if it is something they wish to proceed with."

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***"Now, students can take the class and not have to add additional course work if they decide to pursue the ICE certificate. The beauty of ICE 100 is that a student can take the course and not commit to doing the certificate, but they can still learn about intercultural competence and then decide if it is something they wish to proceed with."***

Regina McClinton, founding director of ICE

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The electives for the ICE certificate will count toward a student's General Education core or major requirements, thus reducing the amount of extra coursework required to attain both graduation and ICE certification.

Five students took the introductory ICE 100 class during the 2011 winter semester. McClinton said she expects those numbers to increase significantly with the general education endorsement.

"This is a credential and a skill set employers are looking for," McClinton said. "The beauty of this program is that a Grand Valley student can walk out the door on graduation day with this certification on their transcript."

GVSU is the first higher education institution in Michigan and among the first in the United States to offer a certificate program of this kind to its students. The certificate program will graduate its first cohort of students in 2012.

"It is meant to educate students and shape their lives, their professions and their society," McClinton said. "This program gives students a skill set to do that, to be lifelong learners, to be curious about themselves and others in the world around them, and that helps them participate fully in our now global world."

"Our goal here is for students to be immersed in someone else's culture, and it is truly a life-changing experience. You cannot complete the certificate and be the same person you were at the start."

Additional information may be obtained on the ICE website ([www.gvsu.edu/ice](http://www.gvsu.edu/ice)) or contacting McClinton by phone (331-2715) or email ([ice@gvsu.edu](mailto:ice@gvsu.edu)).

## Winner of the Mary Free Bed Minority Scholarship



Jessica Holmes, a first year graduate student in the Occupational Therapy program here at GVSU, was the winner of the Mary Free Bed (MFB) Guild of Grand Rapids Minority Scholarship in 2010. In addition to her studies,

Jessica is currently teaching English as a Second Language to Latino adults from Mexico, Puerto Rico, Dominican Republic and Guatemala at Iglesia de Imanuel in Wyoming. Jessica has a passion for teaching English as a Second Language. Congratulations Jessica!

For more information regarding the MFB Scholarship, please contact Jeanine (Biese) Beasley, Coordinator of the OT Weekend Hybrid Program in the Occupational Therapy Department. [beasleyj@gvsu.edu](mailto:beasleyj@gvsu.edu)

## ARTICLE DETAILS PROCESS OF IMPLEMENTING DIVERSITY CHIEF

Drawing from experiences as GVSU's first chief diversity officer (CDO), Vice President for Inclusion and Equity Jeanne J. Arnold collaborated with Women's Center Director and co-chair of the CDO search committee Marlene Kowalski-Braun on an article that is being published in the academic journal Innovative Higher Education.

The article, "The Journey to an Inaugural Chief Diversity Officer: Preparation, Implementation and Beyond," details the process of starting a division for inclusion.

The Innovative Higher Education journal is published by Springer Press. The article is scheduled to appear in journal Vol. 37, No. 1.