

WAYNE STATE UNIVERSITY

Diversity: What's My Role?

Wayne State University
5th Annual
Academic Advising Summit
September 19-20, 2016

MONDAY, SEPTEMBER 19

SUMMIT SCHEDULE

8:30-8:50
Breakfast and Registration
Ballroom

8:50-9:00
Welcome Remarks
Provost Keith Whitfield
Ballroom

9:00-10:30
Associate Provost Marquita Chamblee
Ballroom

10:30-10:40
Break

10:40-11:40
Session 1
Hilberry A-C

11:40-11:50
Break

11:50-12:50
Session 2
Hilberry A-C and Ballroom

12:50
Advising Adventure: Detroit Style

Break Out Session 3

The Importance of Stress Management and Prevention in Underrepresented Student Populations—Hilberry B

Angela Sickler - Academic Success Center

This interactive session focuses primarily on the specific forms and varying levels of stress experienced by underrepresented student populations. A closer look at the importance of stress recognition and management in underrepresented populations is vital to promote student success. Often times, underrepresented populations experience higher levels of stress when compared with their peers. Providing staff members with tools they can share with students to prevent and manage stress is imperative for both academic achievement and institutional retention. Considering the great volume of underrepresented students enrolled in post-secondary institutions, the following academic staff will greatly benefit from this session: retention specialists, academic advisors, first-year experience instructors, study skills specialists, and faculty.

Advising in the Era of Diversity Inclusion: What is Your Story?—Hilberry C

Dennis Ross—Political Science

Ranae Hamama—Economics/Public Health

Stacie Moser—Sociology

There is an old saying that goes something like this: a craftsman is only as good as the tools he or she uses. Likewise, academic advisors should frequently take inventory of their toolbox to find new and innovative ways to provide quality advising to a diverse student population. These new and innovative ways, or tips and tricks, will enable advisors to remain culturally competent. This presentation will focus on various aspects of diversity within the WSU student population that include race, ethnicity, sexual orientation, identity, age, and religion. In addition, the presentation will showcase WSU student profiles and their views regarding their experience with diversity on WSU's campus. A round-table discussion will follow the presentation with Q&A. Giveaways will be provided to the audience.

Break Out Session 3

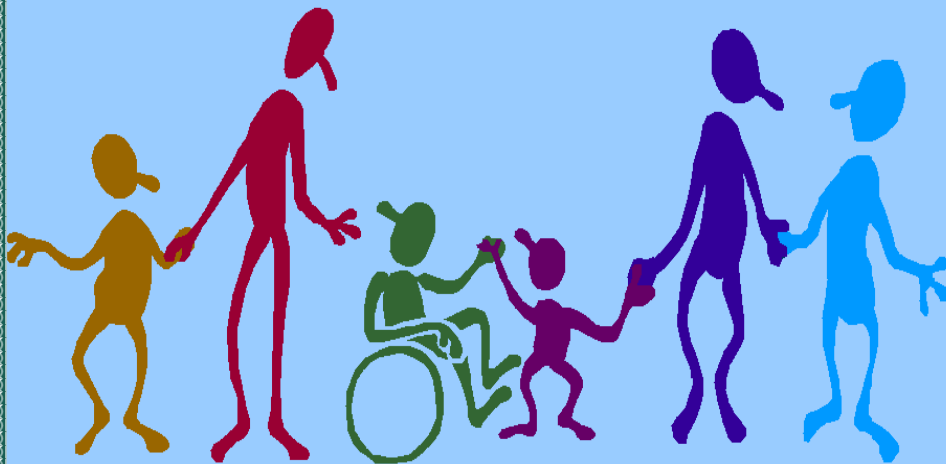
Utilizing Partnerships to Promote Diversity—Hilberry A

Robert Hellar-Eugene Applebaum College of Pharmacy & Health Sciences

Shauna Reever-Eugene Applebaum College of Pharmacy & Health Sciences

Jessica Pfeiffer-Eugene Applebaum College of Pharmacy & Health Sciences

This session focuses on the Eugene Applebaum College of Pharmacy & Health Sciences (EACPHS) collaboration in recruitment and advising practices. EACPHS has partnered with several University-wide resources such as the University Advising Center, the C2 Pipeline and the GO GIRL program to expose a diverse pool of prospective students to our unique health care professions. This interactive presentation is designed to share ideas with other academic staff on how to develop culturally sensitive and proactive advising, recruitment and outreach strategies. Utilizing internal and external networks, participants will learn how to navigate and expand on their own school, college or division structure, including alumni, community partners and faith-based organizations to build and support diversity efforts. Participants will learn how effective collaborations can support their role in advising and recruiting a diverse student body through interactive dialogue with session attendees and discussion of how to enhance or strengthen interactions with diverse groups.



TUESDAY, SEPTEMBER 20 SUMMIT SCHEDULE

8:30-8:50
Breakfast and Registration
Ballroom

8:50-9:00
Welcome Remarks
Associate Provost Monica Brockmeyer
Ballroom

9:00-10:30
“The Moral of the Story:
Authentic Leadership through Narrative Building”
Rana Elmir, Deputy Director of ACLU Michigan
Ballroom

10:30-10:40
Break

10:40-11:40
Session 3
Hilberry A-C

11:40-11:50
Break

11:50-12:30
Academic Advising Council Annual Meeting
Ballroom

12:30-1:00
Travel to the DIA

1:00-4:30
Lunch and Museum Tours

Dr. Marquita Chamblee

Keynote Speaker
Monday



Marquita Chamblee is the Associate Provost for Diversity and Inclusion and Chief Diversity Officer. In this role she is responsible for leading efforts that advance diversity and inclusion across campus and into the broader community. This involves collaborating with Wayne State students, staff, faculty, administration, and alumni as well as community partners across the Detroit metro area to enhance diversity, equity, inclusion, and accessibility.

Dr. Chamblee has spent most of her career focused on creating safe, welcoming, supportive spaces for as many different people in as many different settings as possible. This is reflected in her 30-plus year career in higher education, during which she has engaged with and served a broad constituency of students - from high school students all the way through Ph.D. candidates - as well as collaborated with and supported staff, faculty, administrators, and trustees at a variety of institutions.

The work of diversity, inclusion, multicultural education, and community engagement blends relatively seamlessly with her life work and purpose, and she came into it in part as the result of having grown up in a large family with civic-minded, civil rights activist, humanitarian parents.

Prior to joining Wayne State, she served as the Director of the Office of Diversity, Inclusion and Multicultural Education (ODIME) at George Mason University. She has also worked as a consultant in the San Francisco Bay area, and on the staff at the Pacific School of Religion in Berkeley, California. She has held administrative and faculty roles at Michigan State University and Penn State University. Dr. Chamblee received her Ph.D. and Master of Science from Penn State University, and her Bachelor of Science from Purdue University.

September 19, 9-10:30—Keynote Description

“What Is My Role: How Wayne State’s Academic Advisors Can Help Build and Sustain Inclusive Excellence on Campus”

At every level, from the personal to the systemic, Wayne State’s academic advising corps has a crucial role to play in supporting diversity, equity, and inclusive excellence on campus. As “front line” individuals in our work with students, advisors have the potential to be the most significant person on campus for their students, as well as a resource to other staff, faculty, and administrators in various roles across campus. This session will allow participants to explore their roles in diversity and inclusive excellence across four levels of action.

Break Out Session 2

Perspectives and Reflections: An Inclusive Advising Roundtable on Supporting LGBTQ Students—Ballroom

Dawn Niedermiller—Astronomy/Physics, Rebecca Russell—Biology

Tonal Simmons CMLLC, Marianka Holloway—Criminal Justice

Alicia Ortez—Criminal Justice, Royanne Smith—English/Philosophy

This is a collaborative forum where academic advisors will examine our identities, biases, and privileges, share experiences, and brainstorm for ways that we, both at the individual and institutional level, can better understand and support our student LGBTQ community. The roundtable discussion will be facilitated by several WSU advisors who completed Ally training through University of Michigan’s Spectrum Center. It is an opportunity for advisors to ask questions, offer insight, and cultivate the diversity and inclusion goal of the University, “to create a diverse and inclusive campus where every group and individual feels valued” (WSU 2012 – 2016 Strategic Plan).

Effective Academic Advising to Promote Diversity—Hilberry C

Helen H. Wilson—University Advising Center

Faith Williams—Communication Sciences and Disorders

In higher education, there is a focus on the role that diversity plays in the development of student academic success, student engagement in campus life, and the formulation of student plans for the future. Students are learning from others with diverse backgrounds at institutions. Students are connecting with diverse students outside of the classroom as well. Working with individuals from diverse backgrounds is the reality of the world that students will enter after obtaining their college education. So, students need to include thoughts on diversity as they formulate their plans for the future. Research shows that there is a positive correlation between effective advising, student academic success, student engagement and the efforts to support diversity and inclusion. This presentation will provide practical applications that can be applied when assisting WSU students that will lead to greater effectiveness and promote diversity.

Break Out Session 2

Stereotypes on Steroids: Strengthening Cultural Sensitivity and Awareness —Hilberry A

Aundra Freeman—Honors College

Cynthia Merritt— African American Studies & DUSP

Tyrone Austin—University Advising Center

Felicia Grace – School of Nursing

With the increase in diverse populations of students, staff and faculty on college campuses, cultural unfamiliarity and offenses potentially can occur. Have you experienced a subtle message that may be viewed as insulting? Have you perpetrated stereotypical comments about students, staff or faculty? What is stereotyping and how does it effect our interactions among students and colleagues? The goal of this session is to increase cultural sensitivity and address stereotyping and micro-aggressions, while providing language tips and preventing assumptions. Participants will also learn etiquette regarding how to be more sensitive while not being offensive. Finally, participants will become knowledgeable concerning how to be more culturally appropriate. Possible resolutions and strategies for countering these occurrences will be offered.

Financially Preparing a Diverse Student Body—Hilberry B

Daisy Cordero—Financial Aid

Nannette McCleary—Career Services

While finance is often cited as the most common concern with and reason for attending college, each student's relationship with money is unique. As educators, it is imperative that we adequately prepare our students for managing the immediate and long-term financial benefits and consequences of obtaining a college degree. This interactive session will review the common and unique financial barriers WSU students experience, demonstrate how Career Services and Financial Aid collaborate to support student success, and provide key resources for assisting students with these challenges.

DIVERSITY

Rana Elmir Keynote Speaker Tuesday



Rana Elmir is the deputy director of the ACLU of Michigan and has devoted her career to storytelling, action and activism. As part of the senior management team, she works in conjunction with the ACLU's legal, legislative and development departments to increase understanding and appreciation of the Bill of Rights. Rana lectures often on anti-Muslim bias, the importance of storytelling, free speech and the intersection of race, faith, gender and sexual orientation. In December, Rana wrote an op-ed published in The Washington Post entitled "Stop asking me to condemn terrorists just because I'm Muslim." Prior to her role as deputy director, Rana held the position of communications director for the ACLU of Michigan. Rana is a graduate of Wayne State University's Journalism School and the Journalism Institute for Minorities.

September 20, 9-10:30—Keynote Description

"The Moral of the Story:

Authentic Leadership through Narrative Building"

We've all been asked the question: "Why do you do what you do?" Your answer is quite possibly the most important aspect of your leadership, yet very few give it much thought. During this interactive session, you will better understand and articulate the story behind your "why," the convictions and beliefs that are always within us and shape all of our experiences, interactions and decisions.



Break Out Session 1

Her Story: An Intimate Look at the Experiences of Female Muslim Students at Wayne State University—Hilberry A

Deanna Cavanaugh—Nutrition and Food Science

Shajada Shaki—student, Hana Alasry—student

Sarah Al-Shwaf—student, Lila Al-Shwaf—student

As the number of Muslim students attending Wayne State University continues to grow, it is important to understand how social and community interactions on-campus can influence student persistence. Advisors and other student services professionals need to be aware of verbal and non-verbal ways of communicating with our students to avoid misunderstanding and to provide a safe environment for students to feel included and respected. In an era of diversity and inclusion, "Her Story: An intimate look at the academic experiences of female Muslim students at Wayne State University" explores the social and spiritual experiences of students attending Michigan's most diverse university.

Embracing our Differences, Changing the World: An Urban Advising Perspective—Hilberry B

Tamarie Willis—Social Work

Shantalea Johns—Social Work

Culture is a pattern of learned beliefs, values, and behavior that are shared within a group; it includes language, styles of communication, practices, customs, and views on roles and relationships (Betancourt, 2004). Though many have thought of cultural competence as merely having the skills needed to address language barriers or knowledge about specific cultures (Betancourt, 2004), cultural competence in an academic setting is the implementation of the principles of student-centeredness, in order to efficiently and emphatically respond to the needs of our students. Embracing the notion of cultural competency in an academic setting is rooted in the philosophy, mission, and values of that institution. This presentation will enable participants to explore their own cultural competency practices toward their students, as they relate to their own cultural biases and the culture and environment of the university/college where they are employed.

Break Out Session 1

Finding Their Voice: Helping Students Reach THEIR Dreams—Hilberry C

Antoinette Cunningham—Biology

Kimberly Hunter—Biology

This session includes a discussion of best practices for aiding students with identifying future career options that may be outside of family and/or cultural expectations. We work with a very large and diverse student population, and many have pre-med/pre-health aspirations. In some instances this path is not of the student's choosing or abilities, but rather due to family pressures and expectations. We have developed strategies to work with students to find their personal strengths and to provide support when approaching family with their desires and alternative career paths. This can be a sensitive matter, but while being respectful to family and cultural ideals, we encourage each student to find their own voice.

