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Eighth Annual National Conference, POCPWI  
(2003)

People of Color in Predominantly White  
Institutions

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November 2003

## Affirmative Approaches to Ensuring Diversity

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## CONFERENCE AGENDA Monday, November 17

7:30-8:30 a.m. Registration and Networking

8:30-8:45 a.m. Opening Remarks

Lincoln Ballroom Wayne A. Babchuk

Program Director, Academic Conferences, University of Nebraska- Lincoln

Conference Welcome and Introduction M. Colleen Jones

Assistant Professor, Department of Management, College of Business Administration, University of Nebraska-Lincoln

8:45-9:45 a.m. Keynote Address

Lincoln Ballroom *Affirmative Approaches to Ensuring Diversity Dorothy Hayden-Watkins*

Assistant Administrator for Equal Opportunity Programs, NASA Headquarters

Introduction by Jake Kirkland, Jr.

Assistant Director, Career Services, University of Nebraska-Lincoln

9:45-10:00 a.m. Break

10:00-10:50 a.m. Keynote Address

Lincoln Ballroom *Thurgood Marshall: Little Man's Lion Carl Holmes Attorney*

Introduction by Linda Crump

Assistant to the Chancellor for Equity, Access and Diversity Programs, University of Nebraska-Lincoln

11:00-11:50 a.m. Concurrent Sessions I

Platte *The Organizational Response to Diversity: Leading for Diversity versus Diversifying Leadership*

Adalberto Aquirre, Jr. and Ruben O. Martinez

*Arbor Mentoring Minority Graduate Students at Predominantly White Institutions: Establishing Collaborative Partnerships with Historically Black Colleges and Universities*

Garth Tymeson, Ken Mosely, Crystal Nixon, Paul Plinske and BerNadette L. Williams

*Missouri Teaching the History of Civil Rights at a Predominantly White Institution* David L.

Jamison and Rex Crawley

*Niobrara Building an Interdisciplinary Academic Center: Opportunities and Illusions*

Pamela J. Smith

*University Obstacles to Inter-Racial Understanding: Some Psychological Aspects* Jenina S. Leopard

*Assembly African American Women Community College Administrators: The Legacy of Being Black and Female* Donna Moore Ramsey

12:00-1:30 a.m. Luncheon/Featured Speaker

Lincoln Ballroom *Affirmative Action in Higher Education after the Michigan Cases* Linda R. Crump

Assistant to the Chancellor for Equity, Access and Diversity Programs, University of Nebraska-Lincoln

1:30-2:20 p.m. Concurrent Sessions II

Platte *Service-Learning with Native American Communities* Valerian Three Irons

Arbor *Preparing for the Next Generation, Building a Recruitment Program for Students of Color* Kent Hopkins

Missouri *Spirituality and Culture in Higher Education* Larry C. Menyweather-Woods

Niobrara *Failing to Mentor Sapphire: Obstacles Facing Black Women Who Seek Mentors* Pamela J. Smith

University *Minority Enrichment Program: A Cross Curriculum Model for Student Success and Achievement*

Loretta A. Wyckoff-Bailey and Cynthia Fleck

Assembly *Slaying the Dragon: A Case Study* Shoba S. Rajgopal

2:30-3:00 p.m. Break

3:00-3:50 p.m. Concurrent Sessions III

Platte *Opening Doors to Science, Technology, Engineering and Mathematics for Students of Color*

Janis E. Murphy and Brenda Vincent Cross

Arbor *Alchemy: The Search for Community on Campus* Harriet Arnold and Keith o. Hilton

Missouri *From Token, to Pioneer, to Crusader: Survival Strategies for Faculty of Color in PWIs* Mildred L. Rice Jordan

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Niobrara *Action Research Dialogue and Praxis: How a Participatory Evaluation Design as a Case Study Unfolded to Restructure an American Indian Program (AIP) and Reconstruct a Thirty Year Relationship with an Ivy League, Land-Grant University* R. Maldonado Moore

*Assembly Leaving Them Hanging: Why Predominantly White Institutions Fail to Retain Minority Students*

Workshop by John Leonard Harris

4:00-4:50 p.m. Panel Discussions

*Platte SDSU-FIS: Preparing Native American Students for College-and Preparing a College for Native American Students*

MaryJo Benton Lee, Doris Giago, Valerian Three Irons and Allen Branum

*Arbor Reaffirm to Affirm: Enhancing Minority Faculty Development at PWI* Johnny D. Jones, Willie J. Heggins and Michelle Williams

*Missouri Kennesaw State University's Diversity Plan: A State and National Model* Lendley C. Black, Rosa Bobia, Harold Wingfield, Valerie Whittlesey, Al Panu and Jerome Ratchford

*Niobrara Diversifying the Professions: Using Collaboration and Distance Education to Grow Our Own in Northeast Nebraska*

Vicky Jones, William Lopez, Donna Niemeyer, Ellen Lake, Robert Sweetland and Steve Rector

*University Images of Diversity on the Silver Screen: Using Full-Length Feature Films to Teach Diversity and the Management of Differences*

Carole G. Parker, Crissie M. Frye and Sammie L. Robinson

*Assembly Leaving Them Hanging: Why Predominantly White Institutions Fail to Retain Minority Students*

Workshop by John Leonard Harris (Continued)

5:30-7:30 p.m. Reception at the Van Brunt Visitor's Center, Great Hall

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## Tuesday, November 18

8:00-8:30 a.m. Registration and Networking

8:30-8:45 a.m. Announcements and Introduction

Lincoln Ballroom Marilyn Stadler and Wayne Babchuk

Program Directors, Academic Conferences, University of Nebraska- Lincoln

Charles van Rossum

Assistant to the Vice Chancellor for Student Affairs, University of Nebraska-Lincoln

8:45-9:45 a.m. Keynote Address

Lincoln Ballroom *Establishing a Latino Intellectual Presence in the Academy: Opportunities and Challenges* Gilberto Cardenas

Assistant Provost, Julian Samora Chair in Latino Studies, Director, Institute for Latino Studies, University of Notre Dame Introduction by Miguel Carranza  
Associate Professor, Sociology/Institute for Ethnic Studies, University of Nebraska-Lincoln

9:45-10:00 a.m. Break

10:00-10:50 a.m. Concurrent Sessions IV

Platte *Building a Retention Program for Students of Color From the Ground Up*

Robert N. Page, Jr.

Arbor *Combating Hate in Predominantly White Institutions Through Strategic Rapid Response Strategies* Peter Gitau

Missouri *A Voice for the People* Pamela Sanders

Niobrara *The Experiences of African American Ph.D. Students at a Predominantly White Carnegie I Research Institution*

Chance W. Lewis, Rick Ginsberg and Tim Davies

University *Workplace Perceptions by People of Color* Maxine Moore Ballard

Assembly *N\*\*\*\*RS, Ghettos, Bitches: Multicultural Education vs. Hip-Hop Music* Raphael C. Heaggans

11:00-11:50 a.m. Concurrent Sessions V

Platte *Pimps, Thugs and College Students: A Glimpse of Hip-Hop and Higher Education*

Ricardo Hall and Bryant K. Smith \

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Arbor *The African American Noontime Technical Forum: Creating a Place for*

*All of Us*

Tommy E. Smith, Jr.

Missouri *Writing Assessment as Gate-Keeping: Preventing Undergraduate and Graduate Academic Achievement and Degree Attainment Among Poor*

*Students of Color*

Garry Rolison and Kathrine Rolison

Niobrara *An In-Depth Look at How the University of Missouri-Kansas City Developed an Institutionalized Approach to Implementing Its Diversity in*

*Action Strategic Initiatives*

Joe Seabrooks and Linda J. Carter

University *Crossing Boundaries to Engage in Difficult Dialogues* Judy A. Rutledge Purnell

Assembly *The Difficulties Inherent in Cultural Diversity: Overcoming the Reasons Why Most*

*Diversity Efforts Fail*

Workshop by John Leonard Harris

12:00-1:30 p.m. Luncheon/Featured Speaker

Lincoln Ballroom *Diversity as a Way of Life: Achieving Success in Predominantly White Institutions*

Janet Co Lu

Head, Public Service Professor of Library Information Technology,

Nebraska Wesleyan University

Introduction by Charles van Rossum

Assistant to the Vice Chancellor for Student Affairs, University of

Nebraska-Lincoln

1:30-2:20 p.m. Concurrent Sessions VI

Arbor *Cultural Competency: Assessing Organizational Readiness for Change* Valda Boyd Ford and Linda M. Cunningham

Missouri *The Black Professor's Burden: Teaching African-American Literature and Culture in a White Classroom* Saundra Liggins

Niobrara *Working in the Trenches: Teaching Diversity at a Predominantly White*

*College*

Garry Perry, Katherine Acosta, Crystal Edwards, Connie Frey and

Helen A. Moore

University *Exploring Race, Racism, Racialism and Empowerment: The Importance of Researching and Documenting the Historical Experiences of People of*

*Color at PWIs*

Richard M. Breaux

Assembly Workshop by Eddie Moore, Jr.

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2:30-3:00 p.m. Break

3:00-3:50 p.m. Concurrent Sessions vn

Platte *Women of Color and White Women: In Dialogue Across the Boundaries* Kathleen Brown

Arbor *Surviving the "Diverse II (White) University* Sharon Elise and Garry Rolison

Niobrara *Exploring Ethnic Studies as a Model in Advancing a Multi-Faceted, Multi-Cultural Academic Curriculum Without Losing Specific Ethnic Identity Significance* Ravi Kumar Perry

Assembly Workshop by Eddie Moore, Jr. (continued)

4:00-4:50 p.m. Closing Address

Lincoln Ballroom *11ze Price We Pay: 11ze Value of Complexion* Bryant K. Smith  
Director, Multicultural Affairs and International Student Services, Milikin University