College of Arts and Sciences


During Winter 2008, the College of Arts and Sciences submitted six Innovations in Diversity and Academic Excellence proposals. All three divisions within the College - Humanities, Natural Sciences and Social Sciences – were represented in these proposals. Four of our six proposals were approved for central funding, totaling $33,000. In addition to the funding approved centrally, the Dean committed $13,200 of funding and our CAS departments added another $21,500 of support. These proposals represent broad faculty interest in promoting diversity, as well as collaborative efforts among CAS faculty to identify and address the most pressing issues and needs. The four approved proposals are attached to this report and represent some of the future Strategic Action Plan activities of College.

The College of Arts and Sciences is pleased to report on our efforts to promote diversity in the following four areas: student recruitment and retention; faculty recruitment, retention and development; curricular development; and community outreach. Each area includes a description of current activities pursued by CAS departments as well indicating department progress and results.

Student Recruitment and Retention; expanding & filling the pipeline

• In Fall 2007 the Department of Anthropology had a 40% representation of minority students in the entering class of new graduate students. 4 out of 10 students admitted were from minority groups. Two of these students received Fighting Funds Scholarships, and one received first-year funding. For the entering class of Fall 2008, Anthropology had 107 applicants, 20 of whom were diversity candidates. Among the 12 students Anthropology admitted, 50% or 6 were nominated for the Promising Scholar Awards.

• The Biology Department participated in the Annual Biomedical Research Conference for Minority Students (ABRCMS) and the annual Society for Advancement of Chicanos and Native Americans in Science (SACNAS) meeting. The department provided guidance and support for nine students who presented their work, used the conferences as recruiting opportunities, and networked with other institutions.

• The Department of Biology continued its very successful SPUR program for undergraduate research. In 2007, this externally funded program hosted 17 URM students, up from 9 in 2006. The Department successfully recruited an alumnus of SPUR 2006 to the graduate program. Michael Kyweriga, a Native American graduate of the University of California, Santa Cruz, is now a first year graduate student in our Institute of Neuroscience. To date, there are five URM or disadvantaged SPUR alumni among applicants for Biology's graduate program in 2008/09.

• The Department of Chemistry has sent faculty on seminar/recruiting trips to undergraduate institutions with high minority representation. In the past year faculty have visited California State University, Los Angeles, Chico State, Sacramento State and the University of Texas at San Antonio. Each of these schools has large Hispanic enrollments. CSULA has roughly 40 chemistry majors, most of whom are from under-represented groups in the sciences.

• The Department of Economics extended its 2007 summer pilot program SAIL (Summer Academy to Inspire Learning) to twenty new students from Springfield Middle School in the economics program, and
eleven students returning from the 2006 economics program to take a new week-long program in psychology and neuroscience. Both the Economics department and the Psychology department met the cost – approximately $3,000 – with their own funds along with support from CAS. In 2008, Economics plans to expand with an additional program in Physics. Ultimately, Economics plans to have each new cohort of students complete a different program each summer for four summers in a row. A number of other departments and faculty members at the UO have expressed interest in volunteering, and Economics is tentatively planning to add a humanities-based program to complement the current schedule.

- The Department of English has established the $5000 Collins Graduate Fellowship, to be awarded each year to an incoming English Graduate student who intends to specialize in the intersecting issues of race/ethnicity, (post) coloniality, (post/late) modernity/globality in the long twentieth century.

- The General Science Program publishes a newsletter and listserv to alert its majors of minority scholarships and internships.

- The Department of Geography initiated a department policy of identifying at least one minority graduate student to recruit. The first successful recruit is now a graduate student in the department. This spring, two diversity candidates are among our top five graduate admissions candidates for fall 2008, a clearly higher percentage than in past years. Both candidates have been offered multi-year support in the form of GTFs. Geography obtained a Promising Scholar Award from the Graduate School for one of these candidates, and is waiting to hear about a PSA for the second one. The department is sponsoring a visit to campus for each of the candidates. This exceeds the goal of including at least one student who will increase diversity in the department in our offers of three-year GTF appointments (our highest appointments).

- The Department of Geology has continued its recruitment of URM graduate students. Of the 110 graduate student applicants for 2008/09, exactly 50% are female, consistent with our current gender distribution. 35 (1/3) place themselves in a category other than “white, non-Hispanic”; of these, 11 are Asian, 5 are Hispanic, 1 is Black or African American; the rest identify as multiracial or other.

- The Department of History and the Ethnic Studies Program are collaborating in efforts to revive the postdoctoral fellowship in African American history. (For two years, this was funded jointly by History and the Office of Institutional Equity and Diversity.)

- In Fall 2008 the Department of Philosophy expects to enroll two students of color in its graduate program, one in the masters, one in the Ph.D. program. This rate of enrollment sets Philosophy at the forefront of graduate programs in Philosophy. The department plans to again pursue a Minority Recruitment Initiative in Fall 2009, which invites qualified college seniors to campus in order to interest them in graduate study in philosophy and to help prepare them to apply to the UO program as well as others. The graduate students in Philosophy have established an ad hoc committee on diversity that meets directly with the Head. In response to a request from this committee, the department will convene a department wide discussion of the many ways in which we can pursue issues of diversity, and what it takes to do so successfully.

- The Department of Physics participates actively in, and Sr. Instructor Dean Livelybrooks co-organizes, the UCORE program, which brings community college students, generally the first to attend college in their families, to the U of O for a summer research program.
• The Department of Psychology ran a summer psychology camp for high school students from lower income/lower college attending high schools from Springfield.

• The Department of Sociology offers students internships in placements that focus on diversity or diversity type initiatives. For example, ASPIRE: "The ASPIRE volunteer advisor program assists high school counselors to help students overcome barriers to education beyond high school. The program trains volunteers to work one-on-one with students who need encouragement, information, and technical assistance to reach their post-high school goals. Activities include academic preparation, scholarship search and application, career exploration, and college selection." For more info, see http://www.ocf1.org/grant_programs/special_aspire.html.

Building and Maintaining Critical Mass among the Faculty

• At the College-wide level CAS and the Departments of English, History, Romance Languages and the Ethnic Studies Program successfully worked with the Provost, Academic Affairs and the Office of Institutional Equity and Diversity to receive approval for a cluster hire of five new faculty in African and African-American Studies. CAS received an allocation of recurring funds from the Provost's Office toward the creation of a new, tenure-track assistant professorship to be located in Ethnic Studies. This new position will contribute to the organic cluster of positions that has emerged at the initiative of English, Ethnic Studies, History, Romance Languages, and the College of Arts & Sciences. The College advertised all five new faculty positions simultaneously and promoted them as a coordinated effort at diversifying its faculty and curriculum. Furthermore, the faculty members in this cluster will contribute significantly to strength in the University’s research centers (including CSWS, CRESS, and the proposed Center for Latino and Latin American Studies). To date we have been successful in hiring two new faculty members through this search. Although two hires out of five open positions may, at first glance, appear to be less than successful, this has been a very tough year for faculty hires and this percentage is in line with the rest of our searches.

• The Department of Anthropology successfully hired an assistant professor of East Asian archeology with the aid of a minority recruitment fellowship. It should be noted that two of the three finalists for the archeology position were members of underrepresented groups.

• In accordance with our goals of increasing the number of women in science disciplines, the Department of Chemistry has offered a faculty position to a female biochemist.

• The Comparative Literature Program just hired a new faculty member whose two primary research languages, Arabic and Swahili, are of great strategic interest to the UO's current goals of internationalization, as well as to the goal of diversity. His work, especially, on modern Egyptian literature will make the UO the only University in Oregon to offer graduate courses on Arabic literature.

• The Department of Computer and Information Science has organized an active group of women in computer science (WICS) that provides community and support for women in our programs. The group, led by a faculty adviser, meets periodically and organizes tutoring help "for women by women". The department has established a modest budget for related academic and social events (such as travel to WICS conferences) and has reserved one of our graduate scholarships as a WICS scholarship to attract a woman graduate student who would also participate in WICS efforts. In its graduate admissions procedure, Computer and Information Science prioritizes admission of qualified women applicants.

• The Department of English searched (unsuccessfully) to fill the Horn Chair in English with a senior African Americanist. A search for a Renaissance scholar was successful; this new faculty member’s
research focuses on Race on the Renaissance Stage and brings critical race theory to bear on Early Modern drama. The English department also hosted Professor Chadwick Allen of Ohio State University as the English Department's Moore Distinguished Visiting Professor. Allen is teaching ENG 410/510, a course on Comparative Indigenous Studies.

- The Department of Geography was successful in recruiting a new minority faculty member. This addresses a major goal of Geography, to increase faculty diversity. Geography hosted Professor Steven Holloway as the Carroll Professor in 2007/08. (a visiting professorship in urban studies that rotates between Geography, History and Political Science). Geography’s goal was to recruit someone who could address social geography issues of race, ethnicity, etc. in cities. In spring term he will teach two courses that address issues of diversity: GEOG 4/510: Advanced Urban Social Geography and GEOG 610: Critical Race Geographies: Urban and Community Perspectives. Geography also extended invitations to three women scholars, from Saudi Arabia, from Mexico, and from India.

- The Department of History successfully filled a vacancy in African American history by recruiting the top candidate in the search, a promising young minority scholar.

- The Department of Mathematics made an offer to a female candidate, but was not successful due to much higher salaries and better job opportunities for spouses elsewhere. A second female candidate withdrew for similar reasons.

- The Department of Political Science successfully hired three underrepresented minority faculty.

- The Department of Physics successfully nominated a minority female physics major for an APS Minority scholarship. Physics also obtained grants from the American Physical Society for hosting female Colloquium speakers. One already visited, and a second visit is scheduled for later this term.

- The Department of Psychology successfully retained two outstanding Asian-American senior faculty. This was a major achievement given the nature of the competing offers. The Department of Psychology also made an offer to an African-American senior researcher. Despite valiant efforts by the Department, the College, and OIED, this attempt was ultimately unsuccessful.

- The Department of Sociology hired a two new faculty members, one in the area of race and another in the gender.

- The Women & Gender Studies Program created a new Research Interest Group in CSWS: the Projects of Queer Studies, which received a $7000 development grant this year. The Women and Gender Studies Reading Interest Group (RIG), an interdisciplinary group of both faculty and graduate students, meets regularly to respond to published work or the work in progress of its members.

Curricular Development

• The **Comparative Literature Program** is in the planning stages for a new terminal Masters program in World Literature which would help serve the rising trend in secondary and tertiary education to adopt a diverse and globalized approach to the study of literature.

• The **Creative Writing Program**’s Director of the Kidd Tutorial Program is revising the Core Curriculum to include works by underrepresented authors that will encourage and enable students to write in the context of a broad and inclusive world literary tradition.

• The **Philosophy Department** is offering a 2-credit course in Latin American Philosophy (taught as an overload by the department Head), in conjunction with a visit from Enrique Dussel, Latin America’s leading philosopher, which will coincide with a conference celebrating his work. The course has drawn over 20 undergraduates and almost 15 graduate students. Moreover, when one combines the course and the conference, the event will bring 8 Latino/Latina philosophers to campus during the Spring quarter.

• The **Women & Gender Studies Program** has made substantial progress in revising the proposal for a Queer Studies Minor as it makes its way through the Curriculum Committee. CAS anticipates approval to establish the minor in Fall 2008. WGS is also continuing the conversations about development of a joint Master’s Program in Intersections of Race, Gender, Sexuality, and Class. After a visit last fall to evaluate whether WGS at the University of Oregon is the appropriate place to establish a new fund to support Lesbian Studies, an anonymous donor has created the Sally Miller Gearhart Fund for Lesbian Studies. WGS has been working with the CAS development office to match the funds committed, and successfully raised the matching funds for the donor’s contribution for this year.

• The **World Language Academy** (part of the Division of Humanities) will add the first year of Sahaptin language instruction to its program in the fall. As far as we know, this is the first time a University has offered the language. The WLA plans to establish a regular three year sequence. Students will be able to satisfy the second language requirement for a BA using Sahaptin. The offering will be a unique experience for Native and non-Native students because Virginia Bevert, an elder member of the Yakima nation, will teach the course supported by two Linguistics graduate students who will help develop new instructional materials that can be used to teach Sahaptin in the future both on campus and off. Sahaptin is the traditional language of the tribes at Yakima, Umatilla and Warm Springs. The program will be supported by resources from CAS, the Northwest Indigenous Language Institute, the Vice President for Research, the Department of Linguistics and the World Language Academy.

**Community Outreach**

• The **Anthropology** department is developing a more diversity-oriented colloquia series. In Fall 2007, courtesy faculty Heather McClure gave a well-attended talk on immigration and Mexican families in Oregon. The department also co-hosted the Margaret Mead Film Series on Race and Diversity through the Museum of Natural and Cultural History in Winter 2008. Another lecture in winter 2007, given by a visiting Fulbright scholar from Romania, focused on marginalization of Roma (Gypsies) in Eastern Europe. In April 2008 Anthropology will sponsor the visit of Charles Hale, specialist in Latin American activism.

• The annual reading series of the **Creative Writing Program** is one of the most prominent and far-reaching ways the Program contributes to the diversity and equality goals of the University. In 2007-2008, virtually every reader Creative Writing sponsored brought a valuable underrepresented perspective
to the campus and Eugene community: African American novelist David Bradley and poet Reginald Shepherd; women writers Susan Rich, Lillias Bever, Geri Doran, and Antunya Nelson; gay writers Mark Doty and Paul Lisicky; and Native American writers N. Scott Momaday and Ralph Salisbury.

• Faculty in the Department of Economics have used their research skills to address diversity issues facing the campus, with an eye towards the second point in the strategic plan -- “improving campus climate.” Specifically, each summer since 1998, Larry Singell has worked with the Admissions Office regarding various enrollment management issues. A reoccurring part of the research is differences across race, ethnicity, and gender in the decision to apply, enroll, re-enroll, and graduate. The formal economic evaluation of application, enrollment, retention, and graduation propensities have lead the University to modify and enhance our financial aid programs to increase the diversity of students on campus, including programs such as the Diversity Building Scholarships and the Deans, and the Deans Plus scholarships. This summer’s upcoming research will explicitly examine issues of retention and progress towards a degree of students receiving the Diversity Building Scholarships. One of the goals of the research is to discover whether there are observed behaviors that can serve as early warning signs (e.g., having to retake Math 111, alcohol-related conduct actions) that can be used as a signal that an intervention is necessary and possibly facilitate retention.

• In Spring 2008 the Department of English is sponsoring "Indigenous Literatures and Other Arts: A Symposium and Workshop". This two-day event will bring together a diverse group of scholars, artists, students, staff and community members to investigate the potential relationships among Indigenous literatures and address a range of complex questions about how we understand the tensions between politics and aesthetics.

• The Department of Geography’s The InfoGraphics Lab has created a draft of a campus accessibility map that will be published soon. The interactive Campus Map http://www.uoregon.edu/maps.shtml shows the locations of support services for disabled students. Geography’s Assistant Professor Amy Lobben has been working with the Oregon School for the Blind to develop maps and navigation aids for the blind under her NSF project. She also obtained an NIH-funded grant to do complementary work on this topic, also involving Oregon School for the Blind.

• In winter 2008, the Folklore Program sponsored the film series “Apocalypse Culture Cinema,” which included films from Australian, British, Canadian, Czech, French, German, and Swedish cultures. Guest speakers discussed issues of religion, ethnicity, class, and gender in the films. The film series and lectures, which were open to the campus community and the public, broadened the perspective of attendees and encouraged them to consider issues of diversity in their daily lives.

• The Folklore Program houses the Randall V. Mills Archive of Northwest Folklore, the largest facility of its kind in the Northwest, contains over 4,000 separate collections of fieldwork reports, video documentaries, and visual folkloric materials on the cultural heritage of the region. These diversity-related materials document traditions of groups of people across all ethnicities, national origins, genders, economic statuses, and political affiliations. The archive allows researchers an opportunity to understand the background and culture of diverse populations. Recent developments and collaborative efforts between the Folklore Program and UO Libraries and Special Collections (“Folklore Program/UO Libraries Collaboration Initiative, 2007-2009”) will focus on updating and increasing the visibility of the archive, which will provide greater access to existing collections. This collaboration will also concentrate on the archive’s rich collections of materials that reflect the diversity of expressive culture and heritage in the Northwest. The Folklore Program will continue to explore options to digitalize the archive so that students and scholars from across disciplines and institutions will be able to access its wealth of information.
• In April, 2007, together with the Oregon Humanities Center, and other campus units, the Judaic Studies Program organized a major symposium entitled “Witnessing Genocide: Representation and Responsibility.” This event brought together major figures, including Samantha Power of Harvard University and Nicholas Kristof of The New York Times, to address one of the central ethical issues – an issue that highlights ethnicity and race - facing humanity in the twenty-first century.

Summary

The College of Arts and Sciences continues to actively develop and support diversity in almost every aspect of the College. One current challenge is the lack of a tracking method to accurately determine if our department’s efforts in recruiting and retaining diverse undergraduate and graduate students are successful. Ongoing reports from the Office of Institutional Research would assist our departments in judging the success of their efforts.

The College endorses the Innovations in Diversity and Academic Excellence program and pledges to continue ongoing matching funds.