

**Division of Academic Affairs**  
**Diversity Programs and Services**  
2007-2008

<b>School of Arts and Humanities</b>	
<b>American Multicultural Studies (AMCS) Department</b>	Department curriculum focuses on ethnic groups and their contributions to American society. AMCS has a teacher preparation program that concentrates on multiculturalism so that future educators will be able to transmit these lessons to their students.
<b>English Department</b>	Committed to preparing all of its students to become active, culturally literate citizens with the ability to work with and to learn from individuals from diverse communities, the department's mission statement insists upon attention to "literary practice in its many and diverse forms." The range of readings in major courses reflects the department's sustained interest and expertise in exercising a collective pedagogy that represents literature as the product of cross-cultural interaction. The department's teacher preparation track ensures that its majors are well-equipped to enter credential programs by requiring students to complete a course in California Ethnic Literature (English 315); undergraduates in the Single Subject Waiver Program work with students at neighboring Roseland University Prep, an urban, predominately Latino high school. Faculty members regularly offer theme-based courses that foreground African American and Mexican American literature (recent classes include surveys of the black novel, literature by African American women writers, nineteenth-century Mexican American literature and contemporary Chicana/o literature, as well as major author courses on writers such as Toni Morrison, W.E.B. DuBois, and Gwendolyn Brooks). Additionally, the California Cultural Studies Program is housed within the department. The English Department regards diversity as an intellectual asset. In order to recruit and retain a diverse faculty, the department has sought a diverse applicant pool over the past five years. The result is a faculty body whose demographic approximates the cultural and ethnic diversity of the state. Departmental faculty regularly mentor all students, but in particular disseminate information on graduate school opportunities for underrepresented minorities and on credential programs such as the BiClad and Multi-Ethnic Urban Schools Education (MUSE) Program. Some undergraduate English majors have had the opportunity to work with Pre College Programs on campus, which provide academic support and mentoring to ethnically and economically diverse high school students.

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<b>Hutchins School of Liberal Studies</b>	Hutchins has a Diversity Committee of several faculty members and Donna Garbesi, our recruiter/advisor (who visits college fairs and high schools). The School has an ongoing relationship with Roseland University Prep, with Dr. Francisco Vazquez as a member of the board. The Hutchins GE program includes Ethnic Studies and has a global emphasis, particularly in LIBS 202 Challenge and Response in the Modern World. The Hutchins curriculum has always and continues to emphasize multicultural perspectives.
<b>Native American Studies (NAMS) Program</b>	Prof. Greg Sarris designed a summer program for Native American students last summer. He also brought Native American students onto campus for a full-day program during the last academic school year. He is currently designing a three-day academic summer bridge program for students to be held and housed on campus next summer. In addition, he is creating programs for Latino and American Indian parents to acquaint themselves with the campus and academic life. Prof. Sarris has worked extensively in his tribe and within the community to promote diversity. He is a board member of Roseland University Prep and has worked closely with other board members, including Professor Lynn Cominsky, to recruit Latino and students from other under-represented groups to SSU.
<b>Philosophy Department</b>	The philosophy department is committed to diversity and outreach. This commitment is reflected in the core curriculum that moves beyond the standard philosophy content and explores nonwestern philosophy, the philosophy of race and ethnicity, as well as gay, lesbian and gender issues. Additionally, philosophy is an active partner with the EOP Academy and designates one or more of its critical thinking sections for the Academy each year.

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**School of Education**

The School of Education (SoE) continues to be committed to promoting and supporting a diverse community of students, faculty, staff, administrators, and field-based colleagues. Our conceptual framework and unit goals explicitly address this commitment; the placements of our teacher credential candidates are made in the most ethnically diverse schools in our service area; our faculty and staff position searches deliberately seek out venues through which diverse candidates become aware of these opportunities and are encouraged to apply for and consider accepting these positions. In addition to building on longer-standing initiatives, much of the shape and strategy of our current work in this area emerges from the deliberations of a dean's taskforce on recruitment that worked throughout the 2005-2006 academic year. All of our endeavors in this regard are pursued to ensure that they are systematic, stable, sustainable and integrated (rather than peripheral to) within the work and resources of the School of Education.

- SoE maintains a detailed database of enrollments by semester, program and ethnic identification as one tool available to departments and programs as they work toward enhanced student diversity.
- SoE dean, department chairs, SMTR<sup>2</sup>I director, director of graduate studies, and student services professional staff are reviewing current efforts related to promoting diversity in order to assess effectiveness and expand, as resources permit, our efforts
- SoE dean and faculty participate in broader community activities to support and promote access, enrollment, and success of diverse student populations. These efforts include direct involvement with the university center at Elsie Allen High School, work with the Roseland School District, Windsor School District, Petaluma City School District, and Sonoma Valley School District, as well as the Sonoma County Office of Education *Aiming High* initiative which involves community service organizations as well as 29 county school districts.

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<p><b>Multiple Subjects Recruitment and Pre-Admission Advising</b></p>	<p>The SoE funds a half-time professional staff position assigned to Multiple Subjects Recruitment and Pre-Admission Advising (the staff member is 1/2time in the Hutchins School). This individual works with the Literacy Studies and Elementary Education department in the SoE which houses the Multiple Subjects Credential program; she works closely with AMCS, CALS, and ENSP undergraduate liberal studies majors as well. The position began in August 2006; during the first year of the position the staff person logged over 900 individual contacts including high school, junior/community college, and SSU students. Examples of effort:</p> <ul style="list-style-type: none"> <li>○ Programs and initiatives in which diverse populations participate: Regional Occupational Programs, Migrant Education Programs, Advancement Via Individual Determination (AVID, primarily middle school students), Future Teacher Clubs, California Partnership Academy, North Coast Paraprofessional Teacher Training Program, Migrant Education Program</li> <li>○ Junior &amp; Community College Transfer Center and Counseling Offices (including regular contact with Santa Rosa Junior College, Solano Community College, Lake &amp; Mendocino Community College, Napa Community College, Diablo Community College, Contra Costa County Community College), SSU Recruitment Events including Information Sessions on Preparing for a Teaching Career, SOARS, Seawolf Day, presentations to various majors across campus.</li> </ul>
<p><b>Department of Literacy Studies and Elementary Education</b></p>	<p>The Department of Literacy Studies and Elementary Education has created a standing committee, Admission and Recruitment Taskforce (ART) which meets regularly to review and assess its outreach activities</p>
<p><b>APLE scholarships</b></p>	<p>Updates and broad distribution as well as promotion by the SoE Student Services Office staff of information and materials related to APLE scholarships</p>

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**Teacher Recruitment Project (TRP)**

Supported by CSU Lottery Fund is now encompassed by the Science and Mathematics Teacher Recruitment and Retention Initiative (SMTR<sup>2</sup>I). Since having redirected its focus toward increasing the number of Math and Science teachers, TRP/ SMTR<sup>2</sup>I continues its ongoing outreach and recruitment activities with diversity in mind. SMTR<sup>2</sup>I has:

- Made 396 contacts (including high school, Community college and SSU students) of which 104 are participants who received direct financial assistance (total distributed \$10,172) in addition to academic, test preparation and/or career advising. This also included presentations at local Bilingual College Fairs and MESA high school clubs.
- Continued outreach and recruitment through SoE courses offered for middle school, high school, and college students; including payment of cross enrollment fees for junior/community college students enrolled in the courses offered at SSU and their campuses. These courses include EDUC 50, EDUC 150, EDUC 250 and EDUC 295. Many of these courses are offered at diverse schools.
- Worked in collaboration with SSU Office of Admissions and Student Recruitment at High School University Fairs and TRP/SMTR<sup>2</sup>I Open Campus days to invite students for campus visits. We invited students and teachers from our collaborating schools.
- Provided outreach to high schools, junior/community colleges, and SSU undergraduate students interested in Science and Mathematics majors has been enhanced through relationships between SMTR<sup>2</sup>I and Northern California MESA Programs at the community college and high school levels as well as NASA and the School of Science and Technology at SSU. For example, SMTR<sup>2</sup>I established connections with NASA, the School of Science and Technology to:
  - Coordinate distribution of funds to SSU students
  - Organize high school, college and university classroom visits (especially MESA)
  - Invite high school students to participate in panel discussions to

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<b>California Mini-Corps Project</b>	SoE hosts regional California Mini-Corps Project providing workstation, meeting space, technology equipment and collaborative support for project activities. The SoE dean and Mini-Corp director meet at least twice each semester to ensure open and mutually supportive communication.
<b>School of Science and Technology</b>	The School has initiated a meeting with the leaders of the MESA program. Prof. Lynn Cominsky, Physics and Astronomy, has agreed to commit NASA/EPO funds to help support the MESA initiative. SSU's engineering science program has paved the way for participation in this program.
<b>Louis Stokes Alliance for Minority Participation (LSAMP)</b>	Sponsored by NSF and designed to broaden participation in science, mathematics, engineering and technology disciplines from students who belong to groups that have been traditionally underrepresented in higher education or who face social, cultural, educational, or economic barriers to careers in the sciences.
<b>Roseland University Prep</b>	Prof. Lynn Cominsky, Chair of Physics and Astronomy, serves on the Board of the Roseland University Preparatory High School.
<b>School of Social Science</b>	The School is concerned with recruiting faculty of color and make every effort to reach into diverse communities when recruiting new faculty. We advertise in various discipline based journals and emphasize the desire to seek faculty from diverse backgrounds.
<b>Multicultural Retreat</b>	For the last four years the school has held a Multicultural Retreat which has included over 50 faculty and staff from around the campus as well as the School of Social Sciences. This retreat has brought in experts in the field and most recently has relied on its own faculty to facilitate the process. Participants look at best practices in classroom strategies for inclusivity. Feedback on the sessions have indicated that participants feel this is the best experience they have ever had on this campus in learning how to work with all kinds of diversity issues.

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<b>Black Scholars Expo (Los Angeles and Oakland)</b>	The Dean of the School has attended Black Scholar Expos in Las Angeles and Oakland in an aggressive campaign to recruit students of color to the University. Those efforts have been quite successful, with between 5 and 10 students having been directly recruited and now matriculating on campus.
<b>Community College Transfer Day</b>	The Dean and a number of faculty members from various departments have gone directly to Community Colleges for transfer days in an effort to recruit students of color to these programs.
<b>Psychology Department</b>	Members of the Psychology Department are on the Roseland Community School advisory board, working on recruiting Latino students to our campus. A leading member of the Psychology Department has organized and facilitated a series of workshops for Latino students in Sonoma Valley to introduce them to SSU and to how to apply and attend college in general. The series of events was funded by donations from the School of Social Sciences so that food and transportation were made available to the over 50 students who participated. It was covered by the Latino press of Sonoma and was favorably received by the students and their families.
<b>EOP Academy Class</b>	One department has made its introductory class an EOP academy class, which means that over 90 students are enrolled every semester in a class that teaches them about social inequality. It allows them a place to discuss their concerns about their status as low income, first generation college students. The class is popular with these students and often serves as a place where they feel safe on campus to verbalize their problems.
<b>School of Extended Education</b>	
<b>Sonoma State American Language Institute (SSALI)</b>	SSALI Program currently enrolls 54 foreign students nearly half of whom will matriculate at SSU.
<b>BA in Liberal Studies (Napa Valley)</b>	A new special sessions degree program at Napa Valley College with the objective of reaching a much more diverse student population.
<b>Legal Court Interpreter certificate program in Spanish</b>	Serves both a largely Hispanic student body and provides a valuable service to the Spanish-speaking community.
<b>Child/Infant Mental Health certificate program</b>	Serves the needs of para-professionals in the child care and group home fields, a large percentage of whom are ethnic minorities.

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**SSU Global Studies Degree program in  
Singapore**

Extended Education has worked for more than a year to establish a BA in Global Studies program in Singapore with the potential for bringing a significant number of Asian students to the campus for one-semester or more of residential course work, as well as providing an Asian campus for SSU students seeking a semester of studying abroad.