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## University of Maine Diversity Action Plan

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# UNIVERSITY OF MAINE DIVERSITY ACTION PLAN

## INTRODUCTION

### UNIVERSITY OF MAINE

#### DIVERSITY ACTION PLAN

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# UNIVERSITY OF MAINE

## DIVERSITY ACTION PLAN

### INTRODUCTION

#### Diversity

The term "diversity" encompasses the recognition of an entire spectrum of self- and group-identities. It includes an understanding of difference in age, ethnicity, gender, race, culture, nationality, sexual orientation, religion, class, and physical ability. An acceptance of these differences is at the heart of an inclusive community. In its initiative, *Diversity for the Twenty-First Century* (April 1998), the Board of Trustees of the University of Maine System calls for each campus to "expand and deepen...efforts to create diverse, inclusive campus communities where all individuals are welcomed and treated with genuine openness and respect..."

The action steps in this Plan will move the University of Maine toward the goal of a diverse, inclusive campus community. By changing the curriculum, the climate, and the composition of the University, we will become a place where, in the words of *Diversity for the Twenty-First Century*, "students explore the notion of self and other...embrace and learn from human differences...and prepare for responsible citizenship in a society that is becoming increasingly diverse daily." The Diversity Action Plan recognizes the importance of providing the experience of diversity to the majority of University of Maine students, who are from Maine and enter our programs from relatively homogeneous communities and high schools.

In particular, *Diversity for the Twenty-First Century*, building on the report to the Chancellor from the ALANA/University Diversity Task Force Report (September 1997), asserts the "particularly urgent need for greater inclusion of people of color and ethnic groups in our universities." It is this charge that is fundamental to this Action Plan. The goals for recruitment and retention of students, staff, and faculty, for developing and transforming the curriculum, and for producing a supportive University climate recognize the urgency to increase the University's "ability to serve the racially and ethnically diverse people and communities of Maine" (*Diversity for the Twenty-First Century*), while understanding that this takes place in the context of appreciating and promoting the widest possible array of difference on our campus.

The goals and action items outlined in this Plan are not intended to negatively impact any individual or group within our community. The University of Maine is growing in terms of students, faculty, and staff. This is an ideal time to accomplish the goals outlined in this Plan, while ensuring that equal opportunity for education and employment is afforded to all our constituencies.

## Diversity at the University of Maine

The University of Maine is committed to diversity. This commitment involves valuing and supporting the diversity, visible or invisible, that exists throughout our University community. This commitment includes increasing the diversity in the student body, increasing the diversity in the faculty and staff, providing diversity in our curricula and courses, and providing a climate in and around the University that fosters and supports a diverse population. This commitment is the shared responsibility of the entire University community. The Mission Statement of the University asserts:

The University is committed to developing and sustaining a multicultural and pluralistic educational community that encourages the full participation of all of its members.

These goals to which the University aspires are reflected in BearWorks, the Master Plan for the campus:

**Priority:** Make measurable and significant progress toward diversifying the faculty, staff, administration, and student body, and broadening the curriculum and reflecting increased diversity.

It is how to make "measurable and significant progress" that the University of Maine Diversity Action Plan addresses. The Plan focuses on six specific areas: Faculty and Staff Recruitment, Faculty and Staff Retention, Curriculum Development and Transformation, Student Recruitment, Student Retention, and University Climate. Clearly, all of these areas are interrelated. Improving the University Climate will have a positive effect on recruitment and retention of students and employees, as will promoting and developing a more inclusive curriculum. Increasing the number of diverse faculty members will be advantageous in the recruitment and retention of diverse students and it will also likely lead to curriculum transformation. Having a more diverse student population will support the improvement of the University Climate and the development of an inherently multicultural curriculum. The action statements discussed below are grouped for ease of reference in their primary area of impact. Without doubt, most of them could appear in more than one section.

A working principle of this Action Plan is that new initiatives will not negatively impact existing programs, nor alter in any way the University's commitment to nondiscrimination and equal opportunity for all members of the University community.

## Recent Diversity Initiatives

Since President Hoff came to the University of Maine in August 1997, there have been a number of initiatives undertaken to increase diversity. The following summary of actions and accomplishments provides a context for the additional steps outlined in this Action Plan.

- Created and filled a new position within the President's Office, Executive Director of University Recruitment, in May 1998. Sherman Rosser is responsible for implementing, and monitoring the success of innovative recruitment and networking strategies designed to increase the size and diversity of applicant pools for university positions and for student admissions.
- Doubled the Opportunity Hire fund from \$50,000 (FY98) to \$100,000 (FY99). This fund is used to augment E&G (Educational & General) budgets, for a specified time period, for appointments of faculty members and staff who can make a unique contribution to the campus. Examples of such unique contributions include promoting diversity and bringing individuals of national and international renown to the University of Maine.
- Appointed a full-time American Indian Director of the Native American Studies program in September 1997.
- A commitment was made in January 1999 to create a new tenure-track position in the College of Liberal Arts and Sciences to teach in the area of ethnic studies.
- Appointed seven tenure-eligible minority faculty members from April 1997 through December 1998 (two Black, two Asian, two Native American, and one Hispanic). All of these individuals remain at the University of Maine.
- Established Visiting Libra Professorships designed to increase diversity in University programs. The Summer 1998 Multicultural Women's Studies Institute was supported through such a professorship. This spring, the Department of Communication and Journalism is sponsoring a similar Multicultural Institute through the Visiting Libra Professorship program. In February 1999, Dr. Robert Perry, Chair of the African American Studies Department at Bowling Green, is spending two weeks on campus as a Visiting Libra Professor. In addition, pending Chancellor approval of the Visiting Libra Professorship proposal, the Native American Studies program will bring to campus during the spring 1999 semester Native American scholars Leroy Little Bear and Amethyst First Rider to lecture and assist with the planning of the Native American Studies Program.

- Provided ten hours of training on diversity for all residence hall staff during September and October 1998.
- Created an ALANA Center on campus including a lounge, recreational area, learning center, and offices for the Student Heritage Alliance Center, the Black Student Union, Los Colores Unidos, and American Indians at UMaine.
- Established a Multicultural Web Page for the UM Career Center. The initiative was created through a partnership between the UM Career Center and UNUM to facilitate the recruitment of students of difference by Maine businesses.
- Made revisions to faculty search procedures to insure that the search process is consistent, fair, and inclusive. Specific changes include:
  1. Required meeting with the Director of Equal Opportunity before a search committee begins applicant screening.
  2. Annual meetings of chairs in each academic unit with the Directors of Equal Opportunity and University Recruitment, focusing on affirmative action goals and recruitment/search procedures.
  3. Dean (includes Director of Cooperative Extension) review of each position announcement and recruitment strategy to make sure that a diverse applicant pool is likely.
  4. Dean review of finalists before telephone or campus interviews are conducted. Deans may apply for funds administered by the Equal Opportunity Director to invite an additional candidate to campus to increase the diversity of the finalist pool.
  5. Discussion of the relative qualifications of at least the three top candidates with the Department Chair and Dean before the search committee makes its recommendation. Finalists unfamiliar with Maine will be encouraged to make an additional trip to campus with one or more family members if necessary.
  6. The Equal Opportunity Director will review the search outcome to insure fairness of the process before a tentative offer is extended.
- Required departments and units to include a section summarizing diversity initiatives in their annual reports.
- As part of the EPSCoR research grant from the National Science Foundation, four fellowships for minority graduate students in science and engineering disciplines have been created and three of these have been filled.

- Expanded recruitment efforts and financial incentives (tuition waivers) as strategies for increasing diversity in the pool of applicants for graduate programs.
- The University of Maine Department of Public Safety, Office of Judicial Affairs and Office of Equal Opportunity have a close working relationship with the Maine Attorney General's Office. The Chief of the Public Protection Division has conducted training on campus for student athletes, residential life staff, and senior campus administrators. This training has focussed on an improved understanding of hate and bias crimes and strategies to prevent such occurrences. The Department of Public Safety reports alleged violations to the Attorney General's Office at the same time that such violations are investigated and resolved through the campus judicial system. In February 1999, the Office of Equal Opportunity sponsored a campus forum on Free Speech, Hate Speech: Where Do We Draw The Line?

All of these initiatives have helped move the University toward its diversity goals; the action statements described in this Plan will continue this transformation.



## DIVERSITY GOALS AND ACTION

### University Commitment

*GOAL: The commitment of the University of Maine to diversity will be communicated clearly and will be affirmed continuously. The University will annually monitor and report on the action items contained in this plan.*

#### Before 1 March 1999

- The President will form and charge the standing University Diversity Committee, chaired by the Provost. This committee will be responsible for general oversight of diversity efforts on campus and the action statements of this plan in particular. The committee will represent diverse constituencies across the University and the local community. The University Diversity Committee will develop a well-articulated statement of philosophy, grounded in a solid conceptual framework and cognizant of the historical context at the University of Maine. The committee will produce an annual report measuring and evaluating diversity progress and identifying diversity initiatives across the University in relation to the goals and action items set forth in this document.
- The University Diversity Committee will form a University/Community Relations subcommittee, which will include community members who may not be on the Diversity Committee. This subcommittee will be responsible for promoting the awareness of campus diversity activities and priorities to the surrounding communities and fostering the availability of services and products off campus that are important to students and staff of difference.

#### During Academic Year 1999-2000

- The University will initiate this re-invigoration of its diversity efforts by hosting a campus conference on diversity. The President will charge the Diversity Committee and the Dean of the College of Education to work with the University/Community Relations subcommittee and the University Events Committee to plan a diversity conference to be held on the University of Maine campus during the 1999-2000 academic year. The conference, which could be modeled after the successful Wabanaki Education Conference held at the University of Maine for the last two



years, will include participation from the University, K-12 schools, government, the public sector, local communities, and the other UMS institutions.

## Faculty and Staff Recruitment

*GOAL: The University of Maine will intensify its efforts and make substantial progress on the goals stated in the University's Affirmative Action Plan. Appendix A.*

### Fiscal Years 2000, 2001, 2002

- The President will continue to increase the Opportunity Hire fund by \$50,000 per year for three additional years.

### Before 1 June 1999

- The Executive Director of University Recruitment will create a continuously updated vita bank for use in University searches. The Executive Director will monitor new searches and forward vitae of potential candidates to the search committees.

### Before 1 September 1999

- The Office of Equal Opportunity will announce updated affirmative action goals for professional staff (goals for administrators, faculty and classified staff were updated in the spring of 1998). The University's progress in accomplishing these goals will be reported in the University Diversity Committee's annual report.
- The Office of Equal Opportunity and the Executive Director for University Recruitment will publish a Recruitment Guide in both document form and on the University of Maine web site that includes a listing of organizations and electronic venues appropriate for diversity recruitment.
- Wherever appropriate, position announcements for faculty will include qualification statements and related rating criteria that address applicants' experience teaching diverse groups of students and including issues of diversity in curricular materials. Deans and the Office of Equal Opportunity will monitor the inclusions of such statements.

- Changes will be implemented for all administrator and professional searches to ensure the fairness, consistency and inclusiveness of the search process. Such changes will include:
  1. Phasing in the use of trained search advisors, who have an understanding of this Diversity Action Plan and the University's Affirmative Action Plan, who will participate as non-voting members of the search committee.
  2. Required meetings of search committees with Office of Equal Opportunity staff.
  3. Opportunity for finalists to extend their stay on campus in order to better evaluate the University of Maine and the greater Bangor area.
  4. Additional creativity in recruitment strategies, including the possibility of combining statewide advertising with targeted national advertising to attract a diverse applicant pool.
  5. Annual meetings of the Equal Opportunity Director and Executive Director for University Recruitment with Department Directors and senior administrators to discuss search procedures and affirmative action goals.
- Changes will be instituted for all classified staff hiring to ensure the fairness, consistency and inclusiveness of the search process. Such changes will include:
  1. Increased involvement of the Office of Equal Opportunity in working with Human Resources staff as well as directly training managers in departments doing most of the classified hiring.
  2. The Office of Equal Opportunity will provide training for Human Resource staff in recruitment and search procedures that increase the diversity of applicant pools and facilitate progress toward affirmative action goals.
  3. Outreach, in coordination with the University's Native American Program, to Native Americans in the immediate area surrounding the University.
  4. Augmented role of Human Resources staff in the selection of finalists for classified positions.
  5. Semi-annual reporting from Human Resources to the University Diversity Committee describing progress towards affirmative action goals.

## During Academic Year 1999-00

- The Executive Director of University Recruitment will develop a spousal accommodation plan that includes the development of linkages to other major employers in the greater Bangor area. This will recognize the importance of providing an inviting environment for families of new University employees.
- The Provost, the Director of Equal Opportunity, and the Executive Director for University Recruitment will evaluate the use of Visiting Libra Professorships and Opportunity Hire funds as mechanisms for furthering institutional goals, including increasing student, staff, and curricular diversity.
- With the recognition that faculty search committees are generally chosen from a limited constituency, the Deans' Council will discuss ways of making faculty search committees more diverse and/or more inclusive of individuals with expertise in and sensitivity to issues of diversity. This may include the use of trained faculty search advisors who have an understanding of this Diversity Action Plan and the University's Affirmative Action Plan.
- The University Diversity Committee will work with Human Resources to develop recruitment strategies that will increase the attractiveness of University classified positions to people of color and others who have not traditionally been applicants.

## Faculty and Staff Retention

*GOAL: The University of Maine will research retention rates for all categories of University employees; the retention rates for all groups of diverse employees will equal or surpass those of all employees in every category.*

### By 1 September 1999

- The Office of Institutional Studies will analyze and report retention rates for administrators, faculty, professionals, and classified staff, by gender and by minority status. (Note: so that future analysis may include Franco-American employees, the Office of Human Resources will

include a self designation category for Franco-Americans on the EEO form completed by new employees).

- The Provost will institute professional development opportunities for new faculty and professional staff, including providing professional development funds, and arranging seminar/colloquium series at which new faculty and professionals would have the opportunity to make presentations to their colleagues.

## Curriculum Development and Transformation

*GOAL: Diversity will be a valued part of all aspects of the University of Maine's curriculum.*

### By 1 March 1999

- The Provost will charge the Vice Provost for Undergraduate Education to appoint a committee to investigate the creation of a Diversity in the Curriculum Program that might be modeled after the Women in the Curriculum Program, and, if appropriate, to create a plan for such a program. The plan should address the administrative structure, scope, and administrative home of the program, as well as the mission of the program. Pending the outcome of the planning, the goal is to advertise nationally for a Director for the Diversity in the Curriculum Program to begin in the fall of 2000. An Interim Director could be appointed to serve during academic year 1999-2000. The Vice Provost will work closely with the Dean of the College of Liberal Arts and Sciences to coordinate the planning with the College's plans for an Ethnic Studies or Multicultural Studies Program.

### During Academic Year 1999-00

- The Faculty Senate and the Vice Provost for Undergraduate Education, in a review during Academic Year 1999-00 of the General Education Requirements, will consider the separation of the "cultural diversity and international perspectives" requirement and a new requirement that would call for courses in each of the areas. In addition, they will review the criteria and rationale for current courses designated as meeting the cultural diversity requirement.

- The University of Maine Center for Teaching Excellence, established to work with faculty members to improve the effectiveness of instruction at all levels within the University, will have as a priority faculty development in areas of support and understanding of diversity.
- The Provost will organize an ongoing discussion among minority students and faculty centered on the students perceptions of the classroom culture. These discussions will be integrated with the ongoing reporting and evaluation of the University Diversity Committee.
- Deans and departments will recognize in the faculty evaluation process faculty efforts involving diversity and when evaluating teaching, cultural differences in teaching styles should be a consideration.
- Using funds available from the Chancellor's Office, the Provost will engage the services of an external consultant to work with the Diversity Committee in evaluating the University's efforts to move toward a curriculum that is more inclusive of diverse contributions and views.
- Pending the outcome of the Vice Provost for Undergraduate Education's committee to plan a Diversity in the Curriculum Program, the Provost will establish a Diversity in the Curriculum program modeled on the successful Women in the Curriculum program, where grants are awarded to faculty and staff engaged in curriculum transformation, as well as resources allocated to increase library holdings, symposia and workshops, and institutes on teaching/learning about diversity.
- The Vice Provost for Undergraduate Education will review the effect of the four year graduation guarantee on the opportunity for students electing minors or outside concentrations. Students who register and adhere to the rules and conditions of the four-year guarantee program are assured that they will be able to complete a baccalaureate degree in four years or the tuition for the remaining courses required for the degree will be free. The concern is that students who participate in the guarantee program will not register for diversity courses because they will fear that registering for courses outside their major may lead them off course resulting in negating the guarantee.
- The Division of Continuing Education and the University/Community Relations subcommittee will produce a series of diversity workshops (perhaps available through ITV) aimed at assisting Maine citizens to understand the complexity and necessity of diversity.
- The University/Community Relations subcommittee will work to design a means to connect in a meaningful way faculty researchers interested in working with diverse communities and the community members themselves.

- The Director of Public Affairs, working with the University Events Committee, the University Diversity Committee and the Diversity Committee's Subcommittee on University/Community Relations, will explore and implement ways in which diversity events and opportunities can be shared with the University, the surrounding community, and across the state. Possibilities include a "diversity corner" in the Bangor Daily News, Maine Campus, and Maine Perspective highlighting faculty, staff, and students of color and others, developing a group of speakers dedicated to the issues of diversity who would go out and educate community and school groups, a magazine based on the issues of diversity, and a web site highlighting events, programs and activities on campus and in the local area that speak to diverse cultures.

**By 1 September 2000**

- The Provost, with input from Deans and the Faculty Senate, will develop broad University-wide evaluation criteria that include the University's commitment to diversity.

## **Student Recruitment**

*GOAL: the University of Maine will increase its percentages of students in each of the federally designated minorities, as part of its overall strategy of growing enrollment from approximately 9,000 to 12,000 students.*

**By 1 September 1999**

- Beginning immediately, but with a major emphasis in the Fall '99 recruiting season, the Office of Admissions will make a significant effort to engage those high schools and communities throughout the state of Maine that have significant populations of diverse students.
- The Office of Institutional Studies and the Executive Director of University Recruitment will identify the data to be used in the benchmarks for this goal.
- The Director of Admissions will develop a comprehensive plan to increase the viability of our minority recruiting. This plan should indicate specific mechanisms to develop relationships with religious,

community, and cultural organizations that include financial and developmental support. The plan should also investigate the use of non-quantitative measures in identifying and recruiting students as well as recruiting from high schools that historically do not produce many college-bound students.

- The Office of Admissions, the Office of Multicultural Student Affairs, and the Native American Programs will design and produce recruiting materials that highlight the opportunities for multicultural students at the University of Maine.
- The Dean of Enrollment Management, the Director of Admissions, and the Director of Student Financial Aid will work to identify financial aid opportunities that will be a positive influence in the University's diversity recruitment efforts. The President and the Vice President for University Advancement will identify funds that can be used to this end.
- The Dean of Enrollment Management will explore the feasibility of using a new summer "bridge" program, planned for piloting in the summer of 1999, as a diversity recruitment tool. Support for such use can be provided by the University's Onward Program, Upward Bound Program, the Multicultural Student Support Program, and Native American Programs, each of which is involved in similar tasks. A commitment will be made to provide active support for these students throughout their tenure at the University.
- The Vice Provost for Research and Graduate Studies will allocate additional funds to support graduate assistantships and other needed resources to provide for a more focused graduate student recruitment effort, that includes diversity recruitment as an emphasis.

## Student Retention

- *GOAL: The University of Maine will retain students of federally designated ethnic and racial minorities at a rate equal or greater than that of the general student population.*



### **By 1 June 1999**

- The Provost will petition the Chancellor's Office to include a self-designation of Franco-American students on the admissions application. This will allow retention data for these students to be collected and evaluated.
- The Offices of Enrollment Management and Campus Living will enhance the diversity component in all new student orientations.

### **By 1 September 1999**

- The Dean of Students and Community Life will expand and formalize the network of trained advocates that provide support for students who wish to report or discuss bias-related incidents. This network of advocates will assist students through the process and compile general information about the number and types of incidents being reported.
- The Center for Students and Community Life will conduct an audit of extracurricular programs and organizations to ensure that they meet the needs of minority students.
- The Director of the Graduate School and the Executive Director of University Recruitment will establish a network of faculty mentors for graduate students, including students and faculty of color.

### **During Academic Year 1999-00**

- The Assistant Director of Residential Life will be responsible for promoting and supporting diversity in University residence halls. The Assistant Director will survey the residential climate for minority persons in residence halls and put in place a mechanism to address the results of the survey, develop and maintain on-going diversity training for all staff within Campus Living, advise and consult with the recruitment, selection, and training of all staff within Campus Living, and provide input and review of policies and programs to ensure the needs of all students are considered.

*GOAL: The University of Maine will be a community in which diversity is supported and all people are treated with respect and dignity.*

### By 1 September 1999

- The University/Community Relations subcommittee will present a model designed to encourage the acceptance and support of diversity in the communities surrounding the University. This will include dialogues with local merchants and vendors centered on addressing the needs of a diverse community. Similar discussions will be held with campus providers.
- College deans will provide for the inclusion of diversity education in all first-year student seminars. Additional resources for this effort will be provided for the offices contributing the educational programs as well as for diversity education for all seminar leaders. This will be coordinated with the newly formed Diversity in the Curriculum program.
- The Provost will increase funding for peer and faculty tutoring and mentoring programs focused on diverse populations.
- The President will establish a fund to support speakers representing diverse perspectives coming to the University.
- The Vice President for Student Affairs will provide a dedicated fund for concerts and movies reflecting our diverse University community.

### During Academic Year 1999-00

- The University Diversity Committee will ask the Office of Institutional Studies to conduct a study of the extra-curricular University climate with regards to diversity and inclusion. The study must include respondents representing all types of diversity within the University community. The University will engage a panel of outside experts to assess the diversity efforts and make recommendations for improvement. Using the outcomes of both the internal and external evaluations, the University Diversity Committee will develop measures to assess in an ongoing manner the extent to which the University is moving towards creating a community that respects and celebrates diversity. This study

should include, but not be limited to, an assessment of the following services and products provided on campus:

- library collections
  - housing and dining options
  - climate of residence halls, Greek houses, and off-campus living
  - the physical environment of University facilities
  - University publications
  - counseling center
- 
- The Office of Multicultural Student Affairs, working with the University/Community Relations subcommittee, will update the previously published Guide to Multicultural Resources at the University of Maine and expand it to include community resources. The University will make every effort to distribute this publication widely.
  - The University Diversity Committee and the University/Community Relations subcommittee will commission a factual history of the University of Maine that addresses the contributions of Maine's ethnic and racial communities that will be published and distributed on campus and across the state of Maine.
  - The University, under the leadership of the Provost and in conjunction with the University Diversity Committee, the Office of Equal Opportunity, the Center for Students and Community Life, and Campus Living, will establish an ongoing, comprehensive program of diversity training for administrators, chairs, faculty, professional staff, classified staff, student employees, members of the peer mediation program, and student leaders.

## DIVERSITY TASK FORCE AND DIVERSITY COMMITTEE DESCRIPTIONS

### Diversity Task Force

In June of 1998, the Vice President for Academic Affairs and Provost John Alexander appointed a Diversity Task Force, chaired by Director of the Honors Program and Associate Professor of Mathematics Dr. Charles Slavin. The Task Force was charged with reviewing past diversity reports and planning documents and drawing from these past documents to build UMaine's diversity plan. In addition, to the historical perspective, the Task Force was charged with providing multiple opportunities for input from students, faculty, and staff. To this end, there were numerous meetings arranged with relevant groups as well as open hearings to provide an opportunity for campus input. Due to time constraints, the Task Force was not able to develop a formal procedure for community input, but Task Force members understood it to be their charge to informally gather community input and to seek out and respect the community input from previous reports.

The Task Force was provided with the following documents to help Task Force members draw from the work of past committees and task forces.

Transforming the Student Experience: Report of the Blue Ribbon Panel to Review the Student Experience at UMaine, April, 1998

DIVERSITY FOR THE TWENTY-FIRST CENTURY: A Strategy for the University of Maine System and a Call for Action, March, 1998

Report from the Equal Opportunity Advisory Committee on the Employment Partnership's Report on the Office of Equal Opportunity, March, 1998

BearWorks 1.1: An Action Plan, February, 1998

UNIVERSITY OF MAINE REPORT ON THE EQUAL OPPORTUNITY FUNCTION AND OFFICE, Submitted by THE EMPLOYMENT PARTNERSHIP, St. Louis, Missouri, June, 1997

Report to the Chancellor: ALANA/University Task Force, September, 1997

Diversity at the University of Maine: Progress and Challenges, A Ten Year Retrospective, Suzanne Estler, Director, Equal Opportunity, April, 1997

Academic Affairs Committee on Minority Recruitment and Retention of Faculty, Staff and Students, FINAL REPORT and MINORITY REPORT, October, 1995

Council on Pluralism Annual Report, August, 1992

Report of the Task Force on the STATUS OF WOMEN, Executive Summary,  
November, 1988

The Task Force membership, listed below, included representatives from ethnic and minority groups as well as individuals who brought current and historical perspectives to the work.

**Lavon Bartel**, Director, Cooperative Extension  
**Cindy Botett**, Undergraduate Student, in Kinesiology and Physical Education  
**Sean Frazier**, Assistant Director of Athletics, Diversity and Student Welfare  
**Saundra Gardner**, Associate Professor of Sociology and Chair of the  
Department of Sociology  
**Maxine Harrow**, Director of Educational Field Experiences and Certification  
**Barbara Howard**, Assistant Director, Continuing Education, and Lecturer  
**E. Onica King**, Assistant Director of Admissions  
**Mary Lawler**, Undergraduate Student in Business Administration  
**Gianna Marrs**, Associate Director of Student Aid  
**Raymond Pelletier**, Associate Professor of French and Associate Director of  
the Canadian American Center  
**Lanette Petrie**, Secretary, Employee Assistance Program  
**Dwight Rideout**, Assistant Vice President and Dean of Student Services  
**Tina Roberts**, Graduate Assistant, Women in the Curriculum/Women's  
Studies  
**Sherman Rosser**, Executive Director for University Recruitment  
**Evelyn Silver**, Director of Equal Opportunity  
**Denise Skonberg**, Assistant Professor of Food Science and Human Nutrition  
**Charlie Slavin**, Associate Professor of Mathematics and Director of the  
Honors Program  
**Maureen Smith**, Assistant Professor of Interdisciplinary Studies and Director  
of the Native American Studies Program  
**Cindy Stewart**, Coordinator of the Student Orientation Program and The  
Maine Hello  
**Devon Storman**, Executive Assistant to the Vice President for Academic  
Affairs and Provost  
**George Theriault**, Undergraduate Student in Mass Communication

As planned, following completion of the *draft* Diversity Action Plan, the Task Force on Diversity was disbanded.

## University Diversity Committee

To help meet its goal of clearly communicating its commitment to diversity, the University of Maine will appoint a standing University Diversity Committee that reports to the President. Responsibilities of the Committee will include: general oversight of UMaine's diversity efforts and the action statements of UMaine's Diversity Plan, representation for diverse constituencies across the University and the local community, the development of a well-articulated statement of philosophy, the production of an annual report measuring and evaluating diversity progress and identifying diversity initiatives across the University in relation to the goals and action items of the Diversity Plan.

The Diversity Committee will be chaired by the Vice President for Academic Affairs and Provost, and will be constructed with broad representation of 25 members consisting of the Director of Equal Opportunity, Executive Director of University Recruitment, Associate Dean of Multicultural Student Affairs, two representatives of the University of Maine's Ethnic Studies programs, Director of Athletics or designee, President of the Faculty Senate or designee, President of the Classified Employees Advisory Council or designee, President of the Professional Employees Advisory Council or designee, Chair of the Council on Women or designee, President of the Gay Lesbian Bisexual Concerns Committee or designee, President of the Association of Graduate Students or designee, President of Student Government or designee, a representative from the Deans' Council, three members of the faculty (two recommended by the Faculty Senate and one by the Provost), two undergraduate students, and five community members.

This structure was developed to involve various student and employee governing bodies in the diversity conversations. Committee members will be charged with developing mechanisms to inform their constituencies of the work of the Diversity Committee and to involve, whenever appropriate, their constituencies in that work. In addition to the voices of the campus community, the work of the committee will be informed by the appointment of five community members representing various ethnic and minority groups from within and across the state of Maine.

The initial membership of the University of Maine Diversity Committee is listed below.

**John Alexander**, Vice President for Academic Affairs and Provost  
**Evelyn Silver**, Director of Equal Opportunity  
**Sherman Rosser**, Executive Director of University Recruitment  
**Shannetta Mennenga**, Interim Assistant Dean of Multicultural Student Affairs  
**Maureen Smith**, Director of the Native American Studies Program  
**Kristin Langellier**, Professor of Communication and the Mark and Marsha Bailey Professor of Speech  
**Suzanne Tyler**, Director of Athletics  
**Nancy Lewis**, Social Science and Humanities Reference Librarian and Co-Chair University of Maine Council on Women  
**Joshua Farr**, Graduate Assistant, Campus Living, graduate student in Higher Education , and Co-Chair of the University of Maine Gay Lesbian Bisexual Concerns Committee  
**Mary Ellen Symanksi**, Associate Professor of Nursing and President of the University of Maine Faculty Senate  
**Ann Soule**, Secretary, College of Education and Human Development and President of the University of Maine Classified Employees Advisory Council  
**Pauleena MacDougall**, Associate Director of the University of Maine's Maine Folklife Center, and President of the University of Maine Professional Employees Advisory Council  
**Charlie Slavin**, Associate Professor of Mathematics and Director of the University of Maine Honors Program  
**Suneeti Nathani**, Assistant Professor of Communication Disorders,  
**Ann Schonberger**, Professor of Mathematics and Director of the University of Maine Women in the Curriculum and Women's Studies Program  
**Lyn McLaughlin**, President of Student Government and Undergraduate Student in History and Sociology  
**George Theriault**, Native American, undergraduate student  
**Undergraduate student** (appointment pending)  
**Charles Watson**, President of the Association of Graduate Students and Ph.D. candidate in Chemistry  
**Rebecca Eilers**, Professor of Psychology, Dean of the College of Liberal Arts and Sciences, representative of the Deans' Council.  
**Nancy Dymond**, Alumni of the University of Maine College of Education, public school teacher from Bangor, Maine  
**Lawrence Milder**, Rabbi, Congregation Beth El, Bangor, Maine.  
**Community member** (appointment pending)  
**Community member** (appointment pending)  
**Community member** (appointment pending)



## APPENDIX A

### AFFIRMATIVE ACTION PLAN GOALS

As provided by federal regulations, whenever there is underutilization\* in a job group, the University must establish, and make good faith efforts to achieve, hiring goals. Goals were identified for three of the four job groups within the Administrator group: Principal Administrators, Non-Academic Directors and Academic Directors. No goals were identified for Chairs, who are selected from among the tenured faculty. Affirmative action goals for administrators appear in Table 1.

Faculty members were first divided into tenure eligible and non-tenure eligible. The latter group is quite small and was not further divided by college or discipline. Tenure eligible faculty members were divided by the five academic colleges and the Cooperative Extension. Within three of the larger colleges, further groupings were defined by discipline. Within Cooperative Extension, two job groups were defined by work location. Affirmative action goals for the faculty (tenure eligible) appear in Table 2. Goals for non-tenure eligible faculty appear in Table 3.

Goals were identified for 18 of 27 job groups within the classified staff. These job groups were already formed from the classification system that defines position descriptions and salaries for classified staff. Affirmative action goals for classified staff appear in Table 4.

Each of the following tables includes the total number of employees working in a job group, the total number of women and of minorities who are currently working, and the affirmative action goals for women and for minorities. These goals are based on the utilization analysis described previously and indicate the number of additional women and minorities that have been established as goals in order to eliminate any current underutilization.

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\*Underutilization exists any time that the University's actual employment of women or minorities in a job group is less than their estimated availability in the relevant labor market.

**TABLE 1**  
**GOALS FOR ADMINISTRATORS**

	<b>Total Employees</b>	<b>Total Women</b>	<b>Total Minorities</b>	<b>Goals for Women</b>	<b>Goals for Minorities</b>
Principal Administrators	15	3	0	2	2
Non-Academic Directors	32	13	0	1	4
Academic Directors	41	11	4	3	0
Department Chairs	35	7	1	0	0

# TABLE 2

## GOALS FOR TENURE ELIGIBLE FACULTY

	Total Employees	Total Women	Total Minorities	Goals for Women	Goals for Minorities
College of Education and Human Development	35	15	0	7	5
College of Engineering	49	3	1	3	10
College of Business, Public Policy and Health					
Business & Public Administration	21	10	0	0	3
Nursing and Social Work	14	14	0	0	2
College of Natural Sciences, Forestry and Agriculture					
' <u>Natural Sciences</u>	72	17	4	4	5
Biological Sciences					
Biochemistry, Microbiology & Molecular Biology					
Geological Sciences					
Plant, Soil, & Environmental Sciences					
School of Marine Sciences					
' <u>Forestry and Agriculture</u>	50	7	3	1	3
Cooperative Forestry Research					
Forest Management					
Resource Economics & Policy					
Biosystems Science & Engineering					
Food Science & Human Nutrition					
Wildlife Ecology					
Forest Ecosystem Science					

# TABLE 2 (Continued)

## GOALS FOR TENURE ELIGIBLE FACULTY

	Total Employees	Total Women	Total Minorities	Goals for Women	Goals for Minorities
<b>College of Liberal Arts &amp; Sciences</b>					
* <u>Humanities</u>	83	31	2	9	8
Art					
English					
History					
Intensive English Institute					
Modern Languages & Classics					
Philosophy					
School of Performing Art					
* <u>Social Sciences</u>	60	17	1	14	7
Anthropology					
Communication Sciences & Disorders					
Communication & Journalism					
Economics					
Political Science					
Psychology					
Sociology					
Special Studies					
* <u>Sciences</u>	46	6	6	5	5
Chemistry					
Computer Science					
Mathematics & Statistics					
Physics & Astronomy					
<b>Cooperative Extension</b>					
Campus Based	21	5	0	1	3
County Based	40	26	2	0	4

**TABLE 3**

**GOALS FOR NON-TENURE ELIGIBLE FACULTY**

	<b>Total Employees</b>	<b>Total Women</b>	<b>Total Minorities</b>	<b>Goals for Women</b>	<b>Goals for Minorities</b>
Non-tenure Eligible Faculty	39	18	0	0	7

**TABLE 4**  
**GOALS FOR CLASSIFIED STAFF**

	<b>Total Employees</b>	<b>Total Women</b>	<b>Total Minorities</b>	<b>Goals for Women</b>	<b>Goals for Minorities</b>
Clerical & Secretarial--Entry	19	19	0	0	1
Clerical & Secretary--Inter/Adv	163	156	3	0	3
Clerical & Secretarial III--Supervisory	201	198	2	0	2
Library Services	41	30	1	0	1
Data Processing & Analysis	5	4	0	0	0
Cashier & Sales	25	24	0	0	1
Accounting & Recordkeeping Services	21	21	1	0	0
Miscellaneous Clerical	16	6	0	0	0
Laboratory, Research & Eng'g. Techs.	40	24	0	0	1
Institutional Support Technicians & Paraprofessionals	24	16	0	0	0
Extension, Education & Child Care Svcs.	73	73	0	0	1
Health & Exercise Technicians	5	4	0	0	0
Printing Services	15	3	1	2	0
Steam Plant & Heating Systems Services	17	0	0	1	0
Skilled Trades I--Nonsupervisory	73	2	0	4	1
Skilled Trades II--Supervisory	12	0	0	1	0
Material & Equipment Services	18	1	0	2	0
Custodial & Grounds I--Nonsupervisory	137	20	3	21	1
Custodial & Grounds II--Nonsupervisory	15	13	1	0	0
Custodial & Grounds III--Supervisory	14	2	0	2	0
Recreational and Athletic & Maint. Svcs	10	2	0	3	0
Food Services I--Unskilled & Semiskilled	34	28	1	0	0
Food Services II--Skilled	39	11	2	5	0
Transportation Services	14	2	0	1	0
Farm Services	17	4	0	2	2
Police and Security	28	5	1	0	0

