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SDES Diversity Training Plan

A subgroup of the SDES Strategic Planning team, the Diversity Workgroup, along with student representatives and the staff at the Office of Diversity Initiatives, developed the following training plan to assist SDES staff in implementing the diversity and cultural competencies components of the division's strategic plan. **Read more about the SDES Diversity Training plan and the kick-off event—Spring Diversity Learning Conference for all SDES staff on the back page.**

Learning Outcomes:

- Establish a common body of knowledge
- Operationalize the Creed – Community
- Build cross-cultural competencies

Ia

Paired Electives

Directors and Coordinators Only

Pair A – Leadership (6)

- Realizing the Potential of a Diverse Workforce
- The Illusion of Inclusion

Pair B – Prejudice Reduction (6)

- Stereotypes: Impacts on a Diverse and Inclusive Work Environment
- Intersection of Faith and Sexual Orientation

I

Basic Diversity Certification

(23) Hours of Coursework

- ABCs of Diversity (3) Hours
- Certificate Series (8) Hours
- Inclusive Communication (3) Hours
- Understanding Power and Privilege (3) Hours
- Choose 1 Pair of Electives from Ia or Ib (6) Hours

Total: 23 Hours

Ib

Paired Electives

Recommendations for General Staff

Pair A – Multiculturalism (6)

- Communicating Across Cultures
- Multicultural Conflict Resolution

Pair B – Social Justice (6)

- Understanding the Power of Internalized Oppression
- Interrupting Bigotry

Optional Diversity Certifications:

Can Choose Either Track

II

Specialist Track

(12) Hours of Coursework
in one of the following areas:

- Social Justice
- Prejudice Reduction
- Diversity Leadership
- Diversity in Academics (recommended for SLS/LEAD/Career Development course instructors)

Train the Trainer Track

(12) Hours of Coursework

- Training Methods (3)
- Process Observation (3)
- Co-Facilitation (3)
- Facilitation (3)

Total: 12 Hours

*Note: Can train ABCs and Certificate Series Only

Incentives

- I. Recognition and certificate awarded by President John C. Hitt at the annual Diversity Breakfast.
- II. Recognition in the Vice President's Excellence in SDES Diversity Initiatives Award program at the Bronze, Silver, or Gold levels. Awards will be given at the SDES Annual Breakfast.
- III. Eligible to compete for a mini grant to support a new diversity program initiative.
- IV. Eligible to compete for a funded travel abroad experience. (on return, individuals will participate in the development of elective courses with a global perspective)



Student Development

Online Grade Forgiveness Comes to UCF

The Registrar's Office (RO) has implemented the Grade Forgiveness process online for the Spring 2009. Since the Fall semester of 1981, undergraduate students have been able to repeat a course and have the repeated grade computed in their GPAs in place of the original grades.

Initiating this process formerly involved filling out a paper form and turning it in at the Registrar's Office. Dennis Dulniak, university registrar, says, "With this new system, students are able to use the service 24 hours a day without entering the Registrar's Office, reducing over 10,000 student visits a year."

Brian Boyd, associate university registrar, noted that in January 2008 alone the RO collected over 1,700 paper Grade Forgiveness forms. Boyd went on to state that the system will provide easier and more accurate reporting by the students, which, ultimately, will speed up the RO's own internal reporting processes.

Since the process went online January 7, online Grade Forgiveness requests (1,520) have been processed, along with paper forms (488). While paper forms will still be available for special situations, this online system will provide a safe and secure system to help students file their requests on time.

Event Connects Students to Rosen Organizations

Rosen College of Hospitality Management students had the opportunity to learn about the Rosen student organizations at Club Showcase held January 14.

Hospitality Association, Professional Convention Management Association, and the National Society of Minorities in Hospitality are examples of Rosen's student organizations. Clubs and organizations are learning environments and offer students ways to enrich their academic and professional development, strengthen leadership and life skills, and more.



Students signing up at Club Showcase

Students also enjoyed making candles and creating sand art, activities sponsored by Rosen Student Life. The Student Government Association Senate as well as the Rosen College Clinic came out as well. Freshman earned 500 LINK points that can be used at the LINK auction at the end of the semester.

UCF Commencement Celebrates Academic Achievement

Three Commencement ceremonies were held on December 15 and 16 to recognize and celebrate academic achievement of students completing their programs of study in Fall 2008 at the University of Central Florida.

To honor UCF's most recent degree candidates, over 11,000 guests including faculty, family and friends attended the three ceremonies. A total of 2,366 baccalaureate, master and doctoral degree candidates participated in Commencement and were recognized for their academic achievements.

"Organization of Commencement activities is managed by University Registrar Dennis Dulniak, Registrar Specialist Elsa Nieves-Roman and I," said Kathy Butler, assistant university registrar. Butler believes, however, that the "continued success of this event at the end of each term is largely due to the collaborative efforts and support from members



Fall Commencement photo featuring Miss UCF Audra Martin

of the Commencement Planning Group." This group is comprised of staff members from the President's Office, Constituent Relations,

UCF Arena, Barnes & Noble Bookstore, UCF Police Department, Parking & Transportation, College of Graduate Studies, Physical Plant, Dining Services, Student Disability Services, Environmental Health & Safety, Alumni Association, Facilities Planning, University Relations, Instructional Resources and the Registrar's Office.

"Numerous volunteers and faculty worked throughout each ceremony, and as a result of their assistance, we were able to present three well polished ceremonies for our graduates and guests to enjoy," said Butler. She also wanted to add a personal note: "To each Faculty Marshal, student on the President Leadership Council (PLC) and staff member from the Registrar's Office that volunteered his or her time to make this event a success, thank you for your spirit of service and commitment to UCF."

Intramural Sports Flag Football Teams Win Nationals



NIRSA FFB Women's Flag Football Champs

The UCF Men's and Women's Flag Football teams took home the first place trophy at the NIRSA (National-Intramural Recreational Sports Association) National Flag Football Tournament held on the campus of University of South Florida in December.

Tim Travis, Leanne Thompson and Craig Menkes were selected to officiate at the National Campus Championship Series National Flag Football tournament. Congratulations to these three officials who were also selected as All-American officials at their respective tournaments.



NIRSA FFB Men's Flag Football Champs

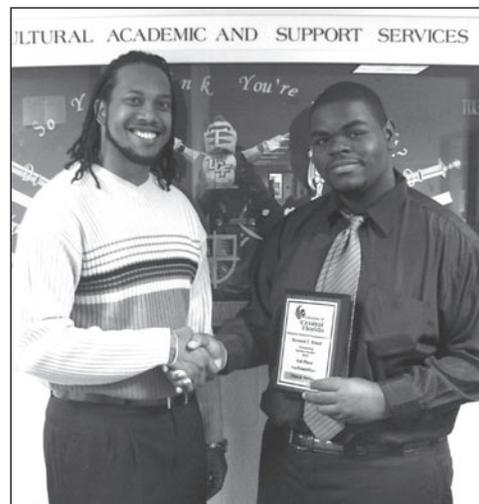
SOARing Knights Shine at UCF

The Multicultural Academic and Support Services office (MASS), is proud of the accomplishments of the 2008 SOAR (Seizing Opportunities for Achievement and Retention) program cohort this Fall semester. In addition to the 98 percent retention rate from Summer to Fall, the students are making a difference in the UCF community. Recently, SOAR participant Olnick Vertus was recognized by the Nicholson School of Communications in the 2008 Outstanding Student Speaker contest. Vertus placed third in the competition for his speech on educating and motivating his fellow UCF students regarding the importance of volunteering and giving to the Second Harvest Food Bank-Orlando. When asked why he chose this topic, Vertus said, "I was influenced by the devastating situation I witnessed on a trip to Haiti a few years ago. I know there are food shortages here in the United States as well, so

I decided to do something for the community I now live in." This recognition is not surprising to many in the MASS staff who have come to know Vertus.

"From the first time I met Olnick at the SOAR Awards Ceremony this summer, I was impressed," said Erik Range, coordinator of SOAR. "I was new to the position and still taking time to observe all of the students and he quickly stood out among the group. As entertainment for the student produced ceremony, Olnick led a group of peers in a motivational/inspirational skit which highlighted the temptations and distractions of college life; the underlying message was that through faith obstacles can be removed and overcome. A very powerful piece."

Wayne Jackson, director of MASS, added, "Most of Olnick's peers in the 2008 SOAR cohort look up to him. He is always available to assist them in math; and overall I would have



Left to right: Erik Range, MASS, and Olnick Vertus, student

to say he is well respected by his peers and professors. We are glad to share his success."

Events Honor Martin Luther King, Jr.

The MLK Remembrance Ceremony celebrated Martin Luther King, Jr.'s life on his birthday, January 15 with a series of events beginning at 1 p.m. A march of students began at Memory Mall traveled through the Student Union and ended at the Reflecting Pond. The ceremony continued with songs by the UCF Gospel Choir and a step show performed by the Disciples of Christ. All was silent as Paul Pierre-Louis, graduate student, recited MLK's speech, "I Have a Dream."



Students, faculty and staff joined the MLK march to the Reflecting Pond.

Following keynote speaker: Grammy-nominated poet, author, activist and educator Nikki Giovanni, spoke in the Student Union Pegasus Ballroom. She was witty, outspoken, funny and captured the audience's attention. Giovanni talked about MLK, Barack Obama, her mother's death and her published books. She talked to students on how to make things different, noting that education is not just about getting a better job but it's about a "better you."



Left to right: DeLaine Priest, associate vice president, asking Nikki Giovanni to sign her book.

UCF Cocoa and Palm Bay Host Inauguration Viewing

The attention of over 50 students and 10 faculty and staff members on the UCF Cocoa and Palm Bay Campuses was focused on viewing the inauguration of Barack Obama, the 44th President of the United States, at noon on January 20, 2009. The UCF Cocoa and Palm Bay Student Government Association (SGA) hosted the viewing in the Student Lounge areas. Additional viewing were facilitated by Regional Campuses Student Services in classrooms for overflow.

The event gave opportunity for reflection. UCF Cocoa faculty member Jessica Pardee stated, "Given our history of racial discrimination—which is still ongoing in America—the inauguration of President Obama reflects a significant shift in the tide of race relations, for the positive."

Undergraduate student Rose Topal wrote a poem entitled, "Witness," to mark the moment, which stated in an excerpt "As we, faces up, intent on a model of perseverance, watched, awestruck, internally celebrating the magnificence of the moment, silently, claiming the truth of the word, YES WE CAN." [complete poem has been placed on the last page of this newsletter.]

Reflecting on the moment, student and veteran Deanna Blake identified, "Watching the inauguration was a chance to see a part of history. It is a moment I would have missed if the SGA had not made it available for all students and staff to watch and share in the historic moment."

Welcome to SDES

- **James Robinette**, maintenance mechanic, Housing and Residence Life

SDES Awards and Recognition

• **Rebekah McCloud**, director UCF Upward Bound Program, was recently elected to the position of treasurer for the Florida Association of Educational Opportunity Program Personnel (FAEOPP) Inc. FAEOPP is the state association for Florida's TRIO Personnel. There are 75 TRIO programs at 41 post-secondary institutions and educational entities in Florida; UCF has two: the Upward Bound Program and the Ronald E. McNair Postbaccalaureate Achievement Program.

SDES Publications

- **Tim Fortney**, UCF Counseling Center; **Jill Levenson**, Lynn University; and **Juanita Baker**, Florida Institute of Technology; article, "Views of sexual abuse professionals about sex offender notification policies," will be published in the next issue of *International Journal of Offender Therapy and Comparative Criminology*.
- **Tim Fortney**, UCF Counseling Center, wrote an article, "A look in the mirror: Sexual abuse professionals perceptions about sexual offenders," that will be published in the upcoming issue of *Victims and Offenders*.

Student Union Opened 24-Hours During Exam Week

In the Fall of 2008, the UCF Student Union created "Study Union," a program that provided 24-hour access during final exam week. The Student Union (SU) provided over 40 tables around the union for additional study areas, and service providers offered discounts on food and coffee. Student Academic Resource Center (SARC) provided tutors and exam preparation and other tools to assist students to succeed. In addition, the Student Government Association provided free water, scantrons, pencils and RockStar energy beverages and sponsored a midnight breakfast for over 500 students on Monday night.

The Study Union success was measured by the following: the number of people using the building increased by 29 percent (80,187) and food sales for major vendors jumped 8-10 percent. Over 200 unlimited refill coffee mugs were sold. This Fall, SARC reached 1,948 students through Study Union's review sessions: 1,151 (Supplemental Instruction) and 797 (tutoring). This is a dramatic increase of 57 percent when compared to Fall 2007 (730 students: 330 student attended Supplemental Instruction and 400 students attended tutoring review sessions).

The UCF Creed

Integrity, scholarship, community, creativity, and excellence are the core values that guide our conduct, performance and decisions.

SDES Spring Diversity Learning Conference March 12 and 13, 2009



Left to right: Debra Urban and DeLaine Priest

Debra Urban Named Employee of the Month for December

Congratulations to Debra Urban, executive administrative assistant, SDES, who was recognized as Employee of the Month for December 2008. Urban began at UCF working under DeLaine Priest as an office assistant in the Student Academic Resource Center in 2002 and was promoted to her current position in 2005. Urban's co-workers say:

"Ms. Urban is a team player, well respected by her colleagues and exhibits excellent interpersonal and communication skills. Her experience working with students can be categorized as outstanding. She is very innovative, creative, organized, and quick to understand the big picture and develop a plan of action. She has proven to be a person of exceptional work ethic and has the ability to remain proactive in the different facets of her various roles."

For more information about the USPS Employee of the Month process, call 407.823.0440.



UNIVERSITY OF CENTRAL FLORIDA

Stands for Opportunity

Diversity continued from front page:

The SDES Diversity Strategic Plan operationalizes SDES Strategic Initiative 3 of the 2005-2010 strategic plan: Embrace diversity and foster engagement in the global community. It presents a vision that challenges departments to build a foundation that leads to evidence-based diversity programs and activities recognized as "best practices" in the field. If you are wondering where to begin – look no further than the new SDES Diversity Training Plan. This step-by-step approach will enhance the work that has already begun and build your capacity to design effective diversity programs.

The Spring Diversity Learning Conference, March 12 and 13, 2009, will be an interactive exploration of the principles of diversity and inclusiveness and their application to foster a campus climate where all are valued, respected and treated equitably. Save the date. More information will follow.

SDES Reconsidered

Kerry Welch

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The 2008 Learning Guides began their experience in December '07 and completed their one year commitment in December '08. Many thanks to these staff members whose creativity and commitment proved vital to the success of the SDES Reconsidered initiative. SDES Reconsidered continues to evolve, and January marks a new year for changes and growth opportunities.

In 2009, SDES added a new group of Learning Guides: Lindi Smedberg (Fraternity and Sorority Life), Chad Morgan (Recreation and Wellness Center), Ivellise "Ivy" Gonzalez (University Testing Center), Ana Mack (Student Academic Resource Center), Fred Okumu (Information Technology) and Jessica Falco (Student Union). They join the following '08 Learning Guides who have committed to this role for another year: Suzi Halpin (Student Union), Christopher Quintero (SARC), Felix Daniels (Career Services) Jimmy Moore and Vivian Ortiz (Housing and Residence Life), Stacey Malaret (Student Leadership Development); and Karen Hofmann (Counseling Center).

Among other areas of discussion, we will be looking at strategies to achieve student learning outcomes, assessment tools, techniques and how Horizontal Teams can assist the division to function more effectively to meet the needs of UCF students.

Witness 1/20/2009

Rose M. Topal

He stood in black coat and faced a world, declaring: I am here, hear me.

Stating, with the tonality of kings, “We are keepers of a legacy...guided by principle...our common humanity will reveal itself.”

As we, faces up, intent on a model of perseverance, watched, awestruck, internally celebrating the magnificence of the moment, silently, claiming the truth of the words, YES WE CAN.

He spoke of self-accountability, and of our interdependence.

Daring “those who cling to power through corruption and deceit,” to acknowledge that they are “on the wrong side of history,” advising them as Gandhi did to “unclench the fist,” to receive the gift of our outstretched hand.

He pledged with his oath to adapt to the changing world and advised the same for those who have emerged on this side of history with stores of plenty. Empathetically he extended his hand to those not so fortunate while promising to work beside them as they sought to change the circumstances of their heritage.

He spoke of the “price and promise,” of citizenship, while reaffirming the words of Thomas Paine stating, “Let it be told to the future world...that in the depth of winter, when nothing but hope and virtue could survive...that the city and the country, alarmed at one common danger, came forth to meet it.”

Not only witness, not only American, not only words, but as leader of the lighthouse on the hill, he did not preach, he did not gloat, he simply spoke, and with those words, his-story truly became our-story.

We were witness.