Division of Diversity and Community Engagement

Jennifer Maedgen
Senior Associate Vice President
NEW ACADEMIC ADMINISTRATORS WORKSHOP
August 18-19, 2014
Jennifer W. Maedgen, Ph.D.
Senior Associate Vice President
Division of Diversity and Community Engagement
maedgen@austin.utexas.edu; 512-232-2910

DDCE MISSION AND VISION

Mission Statement
• The Division of Diversity and Community Engagement advances socially just learning and working environments that foster a culture of excellence through diverse people, ideas, and perspectives. We engage in dynamic community-university partnerships designed to transform our lives.

Vision Statement
• The Division of Diversity and Community Engagement, as a national model, will strengthen the university’s academic and engagement mission by fostering a culture of excellence and social justice for the success of students, faculty, staff, alumni, and the community.

STRATEGIC GOALS

• Campus Culture: Advance efforts to create a more inclusive, accessible, and welcoming culture on campus.
  • Examples: Gender and Sexuality Center, Multicultural Engagement Center, Services for Students with Disabilities, Office of Institutional Equity, Campus Climate Response Team, Thematic Faculty Hires.

• Community Engagement: Cultivate mutually beneficial community-university partnerships that further the mission of the university to serve Texas and beyond with an emphasis on historically and currently underserved communities.
  • Examples: Community Engagement Center, Hogg Foundation for Mental Health, University Interscholastic League.
STRATEGIC GOALS

• **Pre-K-Graduate/Professional School Pipeline**: Create a successful pathway for first generation and underrepresented students as they progress from pre-K through graduate and professional school.
  - Examples: University of Texas Elementary School, University Charter School, Neighborhood Longhorns, University Outreach Centers, Longhorn Center for Academic Excellence.

• **Research**: Serve as a national model for the creation of knowledge and best practices for diversity and community engagement through innovative scholarship, teaching, policy development, programs, and services.
  - Examples: Intellectual Entrepreneurship, McNair Scholars Program, African American Males Research Initiative, Project Males.

STRATEGIES FOR IDENTIFYING AND RECRUITING FACULTY

STRATEGIES FOR SEARCHING AND RECRUITING FACULTY

- Search strategies should be guided by department’s and university’s strategic plan.

- Position description should state strategic priorities, so that potential candidates will be knowledgeable, be attracted to the department, and be cognizant of reasons for department’s interest.

- Criteria for selection should be agreed upon by department before the search begins.

- Every contact with applicants or potential applicant should be considered a key recruitment opportunity. Treat each person as if he/she will be the applicant to whom the position is offered.
STRATEGIES FOR IDENTIFYING AND RECRUITING FACULTY

• The charge and composition of the search committee are keys to successful recruiting.
  • Identify faculty who are committed to diversity and excellence.
  • Include women and people of color, but remember to take into account their added service load in assignments.

• The chair should coordinate with the search committee, coordinating roles and responsibilities. The process of the search, screen, interview, and offer should be clear to all applicants, especially finalists. All applicants should be aware of the departmental contact and this person should be available to applicants for questions.

STRATEGIES FOR IDENTIFYING AND RECRUITING FACULTY

• Be consistent in the treatment of applicants and document the entire search and process.
• Carefully plan the campus visit, using the many resources available to make applicants feel welcome.

  Additional Resources:
  • HRS: http://www.utexas.edu/hr/hrpro/
  • OIE: http://www.utexas.edu/equity/
  • EVPP: http://www.utexas.edu/provost/
  • Diverse Issues in Higher Education: http://www.diverseeducation.com/

CAMPUS CLIMATE

• Equity and Access Portfolio within the DDCE
  • Office of Institutional Equity
  • Services for Students with Disabilities
  • Americans with Disabilities Act Coordinator
OFFICE OF INSTITUTIONAL EQUITY

• Supports the establishment and maintenance of a nondiscriminatory work environment.
• Investigates claims of discrimination, harassment, and retaliation.
• In partnership with HRS, coordinates faculty and staff accommodations.
• Provides equity and diversity related training/consultation to campus community.
• Serves as liaison between University and external agencies, such as EEOC, TWC, and the Department of Labor.
• Contact: Katherine Antwi-Green, JD, Assistant Vice President. (512) 471-1849; katherine.antwi.green@austin.utexas.edu
• http://www.utexas.edu/equity

SERVICES FOR STUDENTS WITH DISABILITIES

• Based in the philosophy that all students receive equal access and opportunity.
• Determines eligibility and implements academic accommodations for students with disabilities.
• Consults with faculty about accessibility and use of accommodations in the classroom.
• Coordinates deaf and hard of hearing services for the campus.
• Provides alternative text and resources in Assistive Technology Lab.
• Provides outreach and training on disability and access issues to campus.
• Over 2400 students registered.
• Contact: Kelli Bradley, LMSW, Executive Director; (512) 471-6259; kelli.bradley@austin.utexas.edu
• http://ddce.utexas.edu/disability/

ACCESSIBILITY- STUDENT ACCOMMODATIONS

• Intent of accommodations is to “level the playing field,” not to provide an unfair advantage.
• Faculty with questions should consult with SSD.
• Challenges: graduate work, practicum experiences, space for testing.
• http://ddce.utexas.edu/disability/facultystaff/
ACCESSIBILITY – FACULTY AND STAFF ACCOMMODATIONS

• Coordinated by OIE.
• Employer must make reasonable accommodation. ADAAA stresses interactive process.
• Individual must be able to perform all the essential functions of the position with the accommodation. Not doing the work is not an accommodation.
• Cannot create undue hardship for employer.

ACCESSIBILITY - GENERAL

• Jennifer Maedgen is the ADAAA Coordinator, Section 504 Coordinator and Electronic Information Resource Coordinator
  • Assists with institutional accessibility issues in partnership with other offices on campus (e.g., PCMS, PTS, ITS).
• www.utexas.edu/diversity/about/adaaa.php
• Daniel Jacobs in University Libraries is heading up captioning initiative and developing processes to help units on campus caption videos and other form of media.

QUESTIONS?

• Contact Information: maedgen@austin.utexas.edu; 512 232-2910