



**MICHAEL TILFORD
CONFERENCE**
on Diversity and
Multiculturalism

**MOVING KANSAS
FORWARD:**

Teaching, Advising, and Supporting
Practices of Equity

October 22 & 23, 2018
FORT HAYS STATE UNIVERSITY



**FORT HAYS STATE
UNIVERSITY**

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About the Conference

In 1994, the Kansas Board of Regents Diversity and Multiculturalism Committee instituted an annual conference for diversity in higher education. The conference provides an opportunity for faculty, staff, and administrators at the Regents institutions to approach diversity in higher education by examining the challenges and opportunities in Kansas, including:

- Inspire awareness of multiple dimensions of diversity, related practices of inclusion, and the transformation of higher education in Kansas.
- Inspire awareness of multiple dimensions of diversity, related practices of inclusion, and the transformation of higher education in Kansas.
- Participate in workshops to learn about challenges and strategies for teaching diverse populations on Kansas campuses.
- Share your passion for teaching and interacting with students from all backgrounds.

In 1996, the conference was renamed to honor Dr. Michael Tilford (1936-1996), Wichita State University committee representative and noted advocate of diversity in Kansas higher education.



Dr. Michael Tilford

Photo courtesy of Special Collections and University Archives, Wichita State University Libraries

Monday, October 22

Venues: *FHSU Memorial Union Ballroom and Beach/Schmidt Auditorium*

5:30 - 6:30 pm

Conference Registration & Reception—FHSU Memorial Union Ballroom

Light Buffet Supper Served. FHSU graduate student pianist Helber Fernandes Ribeiro

6:00 pm

Greetings

Dr. Kate McGonigal, Fort Hays State University
Dean Paul Faber, Fort Hays State University
Fort Hays State University Provost Jeff Briggs

6:30 - 6:40 pm

Depart for Beach/Schmidt Auditorium in Sheridan Hall
Reserved Seating in Beach/Schmidt for Registered
Conference Participants

7:00 - 8:15 pm

Conference Keynote Speech—Beach/Schmidt Auditorium in Sheridan Hall

Fort Hays State University Provost Jeff Briggs

Fort Hays State University President Tisa Mason

Keynote Speaker: Multiple Emmy Award Winner
John Quiñones

Dr. Ananda Jayawardhana, Pittsburg State University

8:30 - 9:00 pm

Conclusion of evening's programming

Tuesday, October 23

Venues: *FHSU Memorial Union Ballroom and Beach/Schmidt Auditorium*

8:00 - 9:15 am

Registration and Breakfast

In the FHSU Memorial Union Ballroom

Welcome and Introductions

Dr. Kate McGonigal

Meet & Greet with John Quiñones



John Quiñones

Meet & Greet with John Quiñones

9:20 - 9:30 am

Tilford Conference Retrospective

Dr. Sheryl Lidzy, Emporia State University

9:45 - 10:50 am

Beach/Schmidt Auditorium, Sheridan Hall

Dr. Max Fridell, Kansas Board of Regents Representative

Featured Speaker: Dr. Mike Middleton

Dr. Ananda Jayawardhana, Pittsburg State University



Dr. Mike Middleton

Past Interim President of The University of Missouri and Lincoln University

11:00 - 12:00 pm

Break and Returning to Memorial Union for Workshops

11:10 - 12:00 pm

Workshops -- Memorial Union

Stouffer Lounge

Establishing a new major in Ethnic, Gender and Identity Studies

Ellen Hansen and Heidi Hamilton, Emporia State University

Black & Gold I

Changing Agricultural Demographics: Keys to Success in Diversity Programming & Recruitment

Tiffany Carter, Lonnie Hobbs, Jr., and Zelia Wiley, Kansas State University

Black & Gold II

Building Capacity for Institutional Diversity: A Framework for Higher Education

Mauricio Gómez Montoya and Precious Porras, University of Kansas

Pioneer Room

Creating an Office for First-Generation Student Services

Rebeca Paz, Kansas State University

Prairie Room

Beyond Buzzwords: Operationalizing Equity and Inclusion

Jennifer Hamer, University of Kansas

Trails Room

Equal Access through Universal Design

Muffy Walter, Kelly McClendon, and Cheryl Childers, Washburn University

Smoky Hill Room

Lessons Learned from Teaching a Course about Diversity

Patricia Dahl, Washburn University

Cody Commons

A Social Belonging Faculty Development Intervention

Tim Crowley and Andrew Feldstein, Fort Hays State University

Field Conference Room (Sheridan Hall)

What is Race? Contemporary Perspectives on the Ontology of Race

Sammuel "Rob" Byer, Fort Hays State University

12:00 - 1:00 pm

Luncheon in the Memorial Union Ballroom

FHSU graduate student pianist Helber Fernandes Ribeiro

1:00 - 1:50 pm

Workshops -- Memorial Union

Stouffer Lounge

Invisible Walls: How Understanding Barriers to Student Success Leads to More Empathetic Advising Practices

Michael Chavez and Rosana Godinez, University of Kansas

Black & Gold I

Kansas Collaboration: Kansas Louis Stokes Alliance

Brenee King and Zelia Wiley Kansas State University

Black & Gold II

We are not in Kansas anymore: Case Studies in the Student Development of Self-Efficacy & Cultural Competency

Betsy Crawford and Elodie Jones, Fort Hays State University

Pioneer Room

Poster Session

Prairie Room

Academic & Cultural Challenges of New International Graduate Students

Eli Aba and Tatianna Goris, Pittsburg State University

Trails Room

The K-State Story: A Culturally Competent Campus through Intercultural Immersion Experiences

Aliah Mestrovich Seay and Madai Rivera, Kansas State University

Workshops Continued -- Memorial Union

Cavalry Room

If you can See It, You can Be it: Highlighting Perspectives and Challenges of Graduate Students of Color

Vivian Mosier, Kimberly Nguyen, & Gaelynn Wolf Bordonaro, Emporia State University

Smoky Hill Room

Integrating International Students into Internationalization

Helen Robson, Fort Hays State University

Cody Commons Room

The Impact of Advocacy Participation & Self-Awareness on the MC Counseling Competency of Graduate Students

Elliot Isom, Fort Hays State University

1:50 - 2:00 pm

Break & Afternoon Snacks

2:00 - 2:50 pm

Memorial Union Ballroom

Dr. Jerri Haynes, Fort Hays State University

Plenary Speaker: **Dr. Julie Middleton**, The University of Missouri

Interim Provost Jeff Briggs, Fort Hays State University



Dr. Julie Middleton

Plenary Speaker: The University of Missouri

2:50 - 3:00 pm -- BREAK

3:00 - 3:30 pm

Institutional Focus Group Breakout Sessions

Black & Gold I - Emporia State University

Black & Gold II - Kansas State University

*Stouffer Lounge - Fort Hays State University and Unaffiliated
Conference Guests*

Pioneer Room - Pittsburg State University

Smoky Hill Room - Washburn University

Cavalry Room - Wichita State University

Trails Room - Community Colleges

3:30 - 3:40 pm -- BREAK

3:40 - 4:00 pm -- Closing Session

Memorial Union Ballroom

Dr. Jennifer Hamer, University of Kansas

Interim Provost Jeff Briggs

Dr. Kate McGonigal

Workshop Descriptions

A Social Belonging Faculty Development Intervention

Tim Crowley and Andrew Feldstein, Fort Hays State University

An overview, brief demonstration, and discussion of results from a faculty development intervention launched in the Fall, 2018 semester based upon social belonging principles targeting the improvement of underrepresented student course failure rates in the top ten highest enrolled courses by the 2018 first-time full-time freshman cohort at Fort Hays State University.

Academic & Cultural Challenges of New International Graduate Students

Eli Aba and Tatiana Goris, Pittsburg State University

This presentation provides a brief overview of the systematic approach that is used by the faculty of the "Master of Science in Technology" (MST) program at Pittsburg State University to attempt to minimize the academic and cultural challenges that our new international graduate students generally bring with them when they arrive on the campus.

Beyond Buzzwords: Operationalizing Equity and Inclusion

Jennifer Hamer, University of Kansas

This session will introduce participants to the basics of managing a Vice Provost office for diversity, equity, and inclusion. This includes an outline of organizational structure, office priorities, and challenging structural barriers to equity. This highly interactive session will allow participants to address specific challenges through a case study approach.

Building Capacity for Institutional Diversity: A Framework for Higher Education

Mauricio Gómez Montoya and Precious Porras, University of Kansas

"Culture takes longer to change than climate." (Smith, 2015). Using Smith's book, *Diversity's Promise for Higher Education*, we will provide a framework for advancing institutional commitment to equity. Through the use of case studies and self-assessments, participants will identify challenges, and discuss strategies and best practices for their individual campuses.

Changing Agricultural Demographics: Keys to Success in Diversity Programming & Recruitment

Tiffany Carter, Lonnie Hobbs, Jr., and Zelia Wiley, Kansas State University

K-State College of Agriculture Diversity Programs Office, only diversity programs office of its kind within the Big XII, is known nationwide for its success in diversity programming recruitment, and retention. Dr. Zelia Wiley will share direct examples of her success and best practices in diversity programming, recruitment, and retention.

Creating an Office for First-Generation Student Services

Rebeca Paz, Kansas State University

Kansas State University launched the Inaugural Office of First-generation Students with the goal to increase the recruitment, retention and graduation rates of first-generation students. This workshop will detail the implemented strategies, developed partnerships and collaborations in creating the office, current student demographics, and our vision for the future.

Equal Access through Universal Design

Muffy Walter, Kelly McClendon, and Cheryl Childers, Washburn University

You will gain awareness and practical applications of Universal Design. Presenters will offer real-life scenarios illustrating how Universal Design is essential in classrooms and student services at colleges and universities. Focus on discussion throughout the workshop will engage participants as they evaluate their own classrooms and campuses.

Establishing a new major in Ethnic, Gender and Identity Studies

Ellen Hansen and Heidi Hamilton, Emporia State University

Discussion of the process of establishing a new major at Emporia State University in Ethnic, Gender and Identity Studies in the Department of Interdisciplinary Studies. The major builds on the existing Ethnic and Gender Studies minor program, and ties into the university's Strategic Plan and its Diversity and Inclusion Plan

If you can See It, You can Be it: Highlighting Perspectives and Challenges of Graduate Students of Color

Vivian Mosier, Kimberly Nguyen, & Gaelynn Wolf Bordonaro, Emporia State University

Graduate students of color will introduce barriers experienced by developing professionals who have marginalized identities. They will challenge ways in which the fields of art therapy and clinical counseling promote social justice and human liberation. A zine project broached the conversation of how identity politics shaped students' experiences.

Integrating International Students into Internationalization

Helen Robson, Fort Hays State University

The workshop starts with practices that the U.S. higher education institutions adapt to support international student learning experiences and address the internationalization element in their strategic plans. Then, it discusses what roles international students play in the process of internationalization and how faculty and staff can support the process

Invisible Walls: How Understanding Barriers to Student Success Leads to More Empathetic Advising Practices

Michael Chavez and Rosana Godinez, University of Kansas

Academic, economic, and social barriers are not unique to students at the University of Kansas. This workshop is designed to share more about what the Undergraduate Advising Center at KU is doing to improve barriers and impact recognition through the efforts of our Social Justice Committee, large staff discussions, and in-depth developmental opportunities.

Kansas Collaboration: Kansas Louis Stokes Alliance

Michael Chavez and Brenee King and Zelia Wiley Kansas State University

The Kansas Louis Stokes Alliance for Minority Participation (KS-LSAMP) was established in September 2013. The alliance promotes recruitment and retention programs throughout Kansas in support of increasing the success of underrepresented minority students in STEM fields. The Kansas LSAMP institutions include: Kansas State University, Wichita State University, Barton, Dodge City, Garden City, Seward Co. Community Colleges, and Donnelly College. These institutions will work together to implement specialized activities to assist students at critical junctures in their educational journey.

Lessons Learned from Teaching a Course about Diversity

Patricia Dahl, Washburn University

What are the challenges involved in teaching a course about race, ethnicity, social class, gender, sexual orientation, or disabilities? How do we manage hot topics like racism or privilege? This workshop will share lessons learned, inclusive designs, and workable practices for teaching diversity topics in an academic setting.

The Impact of Advocacy Participation & Self-Awareness on the MC Counseling Competency of Graduate Students

Elliot Isom, Fort Hays State University

Although the literature purports that multicultural competency is necessary in effective counseling practice, how this complex construct is acquired in practice and training is difficult to assess (Chu-Lien Chao, 2012). Results from three research studies related to the acquisition of multicultural counseling competencies will be presented.

The K-State Story: A Culturally Competent Campus through Intercultural Immersion Experiences

Aliah Mestrovich Seay and Madai Rivera, Kansas State University

Kansas State University has embarked on the journey of transformative intercultural learning since 2015 by using intercultural learning techniques and the Intercultural Development Inventory (IDI) as a tool to strategically bring along administrators, faculty, staff and students together to create a more welcoming and inclusive environment for all.

We are not in Kansas anymore: Case Studies in the Student Development of Self-Efficacy & Cultural Competency

Betsy Crawford and Elodie Jones, Fort Hays State University

The US has identified that 9.4% of K-12 students are English Language Learners. Universities provide students opportunities outside of the classroom setting to enhance their knowledge of diversity. This session will share the results of a study abroad program in Costa Rica in which students engaged in personal/academic experiences.

What is Race? Contemporary Perspectives on the Ontology of Race

Sammuel "Rob" Byer, Fort Hays State University

This session will focus on four different views in the ontology of race: classical racial realism, racial skepticism, racial constructivism, and racial population naturalism. Reviewing these positions will aid faculty in understanding the background ontological commitments of their views. In addition, this section will examine the purpose of race-language.

CHOOSE: Serving Mix Generation Identity Students (Poster Session)

Robert Page, Metropolitan Community College

Learn to be allies to multiracial students and communities, while serving exploring the historical, social and current context of the multiracial population, allowing for communication about the recognition of multiracial issues as opposed to ethnocentric values. We will acquire a better understanding that racial identity is a social construct, is changing, and will affect our campuses positively.

Veterans as a Population: Correcting Misconceptions & Increasing Awareness (Poster Session)

Christopher Stone, Emporia State University; & Jennifer Stone, Wichita State University

Former military members (veterans) often leave the service and transition directly into higher education. Although they make up approximately 10% of the population, this group is often misunderstood. This workshop seeks to identify and correct common misconceptions as well as provide strategies for individuals who may encounter veterans on campus.

The Other Half: Meeting Women Composers through Flute Music (Poster Session)

Denissa Rivas de Munguía, Pittsburg State University

This lecture recital places the spotlight on women composers, their music, and the way they overcome social, cultural, and academic restraints to create art music. This presentation aims to expose audiences to music by women composers and to exhort teachers and everyone to learn and teach about these musical artists.

Promoting sense of belonging of international students in American campuses: A focus on creating inclusive campus community (Poster Session)

Catherine Ayantoye, Emporia State University

We will first share evidence-based strategies used in promoting a sense of belonging for international students, whose presence in American higher education institutions brings diversity and promotes global relationships to campuses. Then focus on small groups brainstorming and exchanging ideas creating awareness for both faculty and students to develop departmental policies.

The Fuse: An Unscripted Movement (Poster Session)

Bobby Berry and Ricki Ellison, Wichita State University

The Fuse will spark conversations among faculty, staff, and students on how to bridge the gap between the community by way of educational, social and diverse engagement.

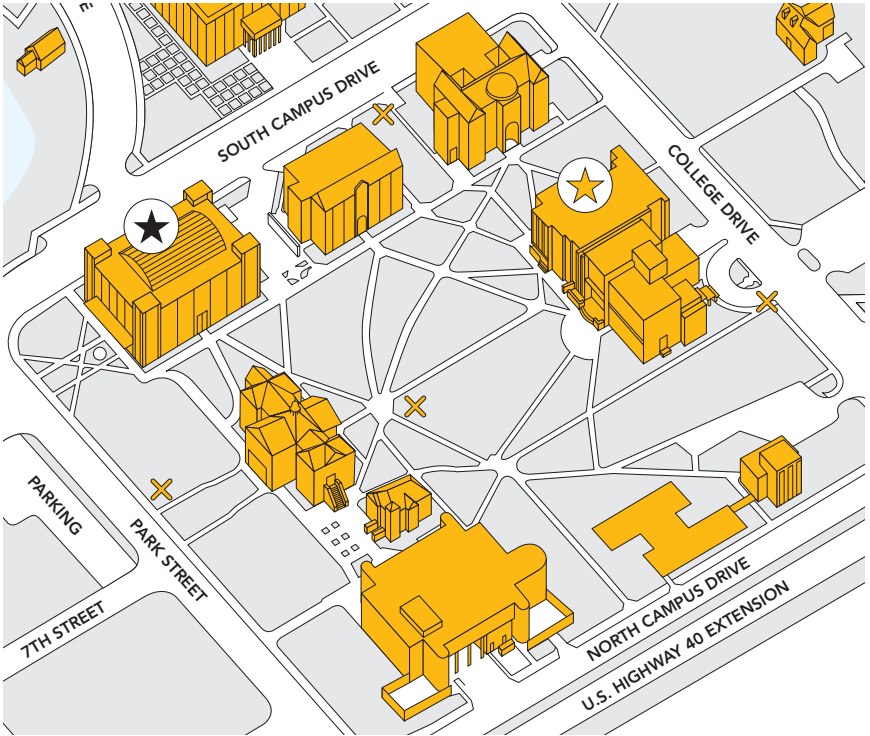
Flipping the Script: A Fresh Look at the Issue of Faculty Retention & Gender-Based Bullying and Sexism in the Workplace (Poster Session)

Browyn Conrad, Pittsburg State University

We will take a fresh look at campus climate and the transformation of workplace culture as factors in the recruitment and retention of qualified women faculty. First we will share research on the status of women in higher education and then engage with a tool that "flips the script" on the problem of gender-based bullying and sexism in the workplace

Fort Hays State University General Map

600 Park Street, Hays, KS

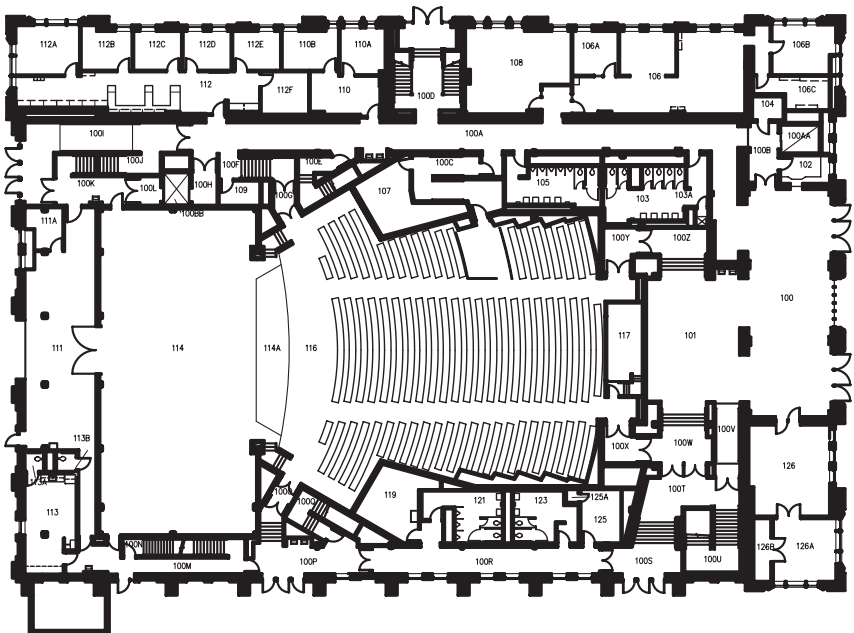


Sheridan Hall



Memorial Union

SHERIDAN HALL



Fort Hays State University Memorial Union

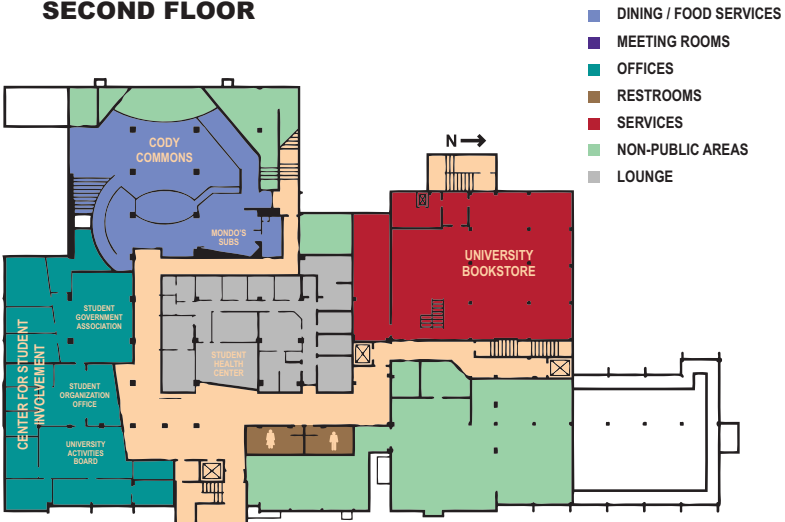
700 College Drive, Hays, KS



**FHSU MEMORIAL UNION
GROUND LEVEL**



**FHSU MEMORIAL UNION
SECOND FLOOR**



**FHSU MEMORIAL UNION
LOWER LEVEL**

2018 Michael Tilford Conference On Site Committee Fort Hays State University



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Chair



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Dr. Teresa Clouch



Dr. Conchita
Espino-Bravo



Dr. Jerri Haynes



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