

INTERCULTURAL RESOURCES SUMMARY

Faculty

ASSESSMENT INITIATIVES		
Name of Resource	Department/Program	Program Description
Equity Scorecard	<p style="text-align: center;">Intercultural Affairs Academic Affairs</p> <p style="text-align: center;">Dr. Abbie Robinson- Armstrong arobinso@lmu.edu</p> <p style="text-align: center;">Website: http://www.lmu.edu/Page46807.aspx</p>	<p>LMU launched the Equity Scorecard (ES) in September 2002. “The Equity Scorecard is an assessment tool designed to foster institutional change in higher education by helping to close the achievement gap for historically underrepresented students” (Bensimon, 2004, p. 44). The scorecard promotes the development of a university-wide consultative process tailored to the broad-based needs of the institution as well as to specific institutional units and strategic programs. This user-friendly assessment tool focuses attention on four dimensions necessary for institutional planning and decision making: (1) access (2) retention (3) educational excellence and (4) institutional viability. There are 11 LMU Equity Scorecards.</p>
Faculty Profile	<p style="text-align: center;">Intercultural Affairs Academic Affairs</p> <p style="text-align: center;">Dr. Abbie Robinson- Armstrong arobinso@lmu.edu</p> <p style="text-align: center;">Website: http://www.lmu.edu/Page46807.aspx</p>	<p>The Faculty Profile supports LMU’s goal to increase ethnic and gender diversity within the academy. The profile contains data that describes full-time faculty and students by college or school and ethnicity and gender.</p>

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INCLUSIVE CURRICULUM		
Name of Resource	Department/Program	Program Description
Upper Division Course Transformation Project	Intercultural Affairs Academic Affairs Dr. Abbie Robinson-Armstrong arobinso@lmu.edu Website: http://www.lmu.edu/page46806.aspx	<p>Course transformation is “the process of integrating new research trends on gender, ethnicity, class and other dimensions of human identity. The fundamental goal for transforming a course is to enhance the quality of education for students by integrating broad, diverse content and inclusive pedagogy into major courses in the curriculum” (Rosenfelt, D. S., Curriculum Transformation Project, University of Maryland at College Park, 1998, p. 5).</p> <p>This curriculum transformation project solicits proposals from full-time tenure track faculty who are interested in integrating substantive new scholarship on issues of diversity and inclusive pedagogy into upper division courses. The project is supported by a grant from the James Irvine Foundation. Individual faculty as well as disciplinary teams may submit a proposal to transform courses that fulfill requirements for departmental majors. Individuals are awarded \$4,000 grant to transform an individual course, and/or faculty teams are awarded \$12,000 to transform a set of related courses in their discipline.</p>

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INCLUSIVE PEDAGOGY		
Name of Resource	Department/Program	Program Description
Pedagogy Workshops	Intercultural Affairs Academic Affairs Dr. Abbie Robinson- Armstrong arobinso@lmu.edu Dr. Derenda King dking18@lmu.edu Website: http://www.lmu.edu/page46806.aspx	The goals for Pedagogy Workshops are threefold: (1) provide professional development linked to the mission of the university and interculturalism (2) provide pedagogical support for tenure-track faculty in their second year of teaching at LMU and (3) prepare faculty to teach in LMU's diverse classrooms. The goals are addressed through a series of four, two-hour workshops throughout the academic year. In addition, participants receive on-going support from senior faculty facilitators who serve as liaisons between the junior faculty, deans and department chairs. Facilitators also provide mentoring and consultation services to participants on a voluntary basis.

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INFRASTRUCTURE SUPPORT		
Name of Resource	Department/Program	Program Description
Departmental Chairs' Handbook	Bellarmine College of Liberal Arts (BCLA) Dr. Jennifer Abe jabekim@lmu.edu	Resource for chairs to provide guidance on college policies, processes and procedures in areas related to curriculum, students, faculty, budget and resources.
Departmental Chairs' Training	BCLA Dr. Jennifer Abe jabekim@lmu.edu	Annual workshop for departmental chairs (first workshop held in May 2007) to provide training to support chairs in their roles (i.e., conflict resolution, faculty review, etc.). In addition, ongoing training will be provided to support chairs as they address particular issues (budget, diversity issues, etc.).

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INTERCULTURAL OR DIVERSITY RESEARCH		
Name of Resource	Department/Program	Program Description
The Thomas and Dorothy Leavey Center for the Study of Los Angeles	Research & Graduate Studies Jennifer Magnabosco jmagnabo@lmu.edu 310-338-1819 Website: www.lmu.edu/csla	The Leavey Center for the Study of Los Angeles provides intercultural resources such as: 1) a resident follow-up survey on the LA Riots 15 th Year Anniversary that reports on the impact of the LA Riots, and the relationships between ethnic relations; community attitudes; government and community relations and activities; social class and immigration; quality of life; and demographics; and 2) the Research Collection Program, which promotes the study, documentation and understanding of the history and social development of Los Angeles through a substantial archive on such topics as post-World War II real estate and industrial developers; reformers and reform movements; public officials; and prominent Los Angeles families.

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MENTORING PROGRAM		
Name of Resource	Department/Program	Program Description
Pre-Tenure Mentoring Program	BCLA Dr. Jennifer Abe jabekim@lmu.edu	Assignment of all incoming tenure-track faculty to a mentor within the department. Expectation that department chairs will meet with all pre-tenure faculty to introduce departmental expectations and resources as they begin their career at LMU.

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ORGANIZATIONS/NETWORKS		
Name of Resource	Department/Program	Program Description
<p>Ethnic Minority and Gay/Straight Faculty/Staff Network</p>	<p>Intercultural Affairs Academic Affairs</p> <p>Dr. Abbie Robinson-Armstrong arobinso@lmu.edu</p> <p>Website: http://www.lmu.edu/Page46805.aspx</p>	<p>The Ethnic Minority and Gay/Straight Faculty/Staff Network is housed in the office of the vice president for Intercultural Affairs. Network executives include two representatives from the African-American, Latino/a and Asian-Pacific Islander faculty/staff associations, and the Gay/Straight Faculty-Staff Network. The network addresses issues of interculturalism as it pertains specifically to faculty and staff at critical points such as recruitment and retention, as well as other aspects relevant to their professional lives. For example, one of the associations or the gay/straight network may introduce new faculty and staff to members of their affinity group. University-wide acknowledgement of the network enables participating faculty and staff to claim “credit” for their service contributions in ways that may be more easily recognized by departments and other campus units.</p>

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PROMOTION AND TENURE RESOURCE		
Name of Resource	Department/Program	Program Description
Pre-Tenure Faculty Handbook	BCLA Dr. Jennifer Abe jabekim@lmu.edu	Year-by-year guide to expectations, deadlines and support offered to pre-tenure faculty to clarify expectations for tenure and promotion. Includes departmental standards for scholarship and class observation forms to promote greater transparency in expectations and to highlight resources available to support faculty going through the pre-tenure period.

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RECRUITMENT INITIATIVES		
Name of Resource	Department/Program	Program Description
General Recruitment Sources for Women & Minority Faculty	Human Resources Rebecca Chandler rhandler@lmu.edu 310-338-5118	Human Resources provides a variety of recruitment resources (i.e., publications and Web sites) for women and minority faculty.
Hiring Summit	BCLA Dr. Curtiss Takada crooks@lmu.edu	Meeting of all department chairs to review college-wide data on faculty search processes and outcomes (i.e., composition of search committees, analysis of job announcements, examination of candidate pools and faculty hired) every three years to increase emphasis on mission and diversity in hiring processes.
Recruiting Faculty for Mission	Intercultural Affairs Academic Affairs in collaboration with Mission and Ministry Dr. Abbie Robinson- Armstrong arobinso@lmu.edu Robert Caro, S. J. rcaro@lmu.edu Website: http://www.lmu.edu/Page46805.aspx	This is a three-part program, jointly administered by the vice president for Intercultural Affairs and the vice president for Mission and Ministry. Part one, <i>Recruiting and Hiring Faculty for Mission</i> , introduces faculty search committees to the following topics: History of LMU, Reflections on LMU's Catholic Identity, the Catholic Intellectual Tradition, Ethnic Diversity and Religious Identity in U.S. Catholic Universities, Benefits of Faculty Diversity, and the definition of hiring faculty for mission. The term hiring faculty for mission is defined inclusively as hiring candidates who are supportive of and will contribute to LMU's distinctive mission as a Catholic university, will enhance ethnic diversity, and will contribute to gender equity. Part two, <i>Moving Away from Traditional Recruitment Strategies</i> , focuses on best practices and proactive strategies for recruiting faculty for mission, relevant institutional policies and legal and ethical principles. Part three, <i>Evaluation of the Search Committee</i> , is a survey designed to collect data that describe the nature of faculty searches. The survey serves as the accountability piece for the search process. It evaluates the search process, not the committee.

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RETENTION INITIATIVES		
Name of Resource	Department/Program	Program Description
Bellarmino Forum	BCLA Dr. Jennifer Abe jabekim@lmu.edu	Annual multidisciplinary program on a topic of global significance held over a week-long period in the college. Faculty-initiated focus includes development of program which is inclusive of diverse perspectives and experiences.
Lunches with the Dean	BCLA Lori Bowman Lbowman2@lmu.edu	Annual series of open-ended lunch conversations between faculty and dean each spring semester to promote collegiality, open communication and community.
Faculty Parent Group (work-life issues)	BCLA Theological Studies Dr. Kristen Heyer kheyer@lmu.edu	Faculty-driven support group for faculty who face the challenge of balancing faculty responsibilities with raising children. Promotes faculty peer support.
Dean's Listening Sessions	BCLA Lori Bowman Lbowman2@lmu.edu	Each fall semester, the dean hosts 9-10 sessions with faculty, staff and students to listen to diverse perspectives on thematic topics (e.g., teaching race, culture and ethnicity in the college; perspectives of asst/associate/full professors on college strategic plan/direction).
Faculty Retention Toolkit	Intercultural Affairs Academic Affairs Dr. Derenda King dking18@lmu.edu Website: http://www.lmu.edu/Page46805.aspx	Faculty retention is critical to the health and welfare of LMU. The Faculty Retention Toolkit contains strategies that impact the retention of pre-tenure and post-tenure faculty. While the strategies in the toolkit can have a positive impact on the retention of all faculty, they are particularly useful in retaining women and faculty-of-color.

Faculty

WEB SITES		
Name of Resource	Department/Program	Program Description
<p>Project for Learning Abroad, Training & Outreach (PLATO) Diversity Outreach for Study Abroad</p>	<p>Center for Global Education</p> <p style="text-align: center;">Dr. Gary Rhodes grhodes@lmu.edu 338-7451</p> <p style="text-align: center;">Website: http://www.allabroad.us</p>	<p>The Center for Global Education has developed diversity outreach and on-line training resources for study abroad.</p> <p>The following on-line resources are available to students, faculty and staff at LMU and any other U.S. college or university:</p> <ul style="list-style-type: none"> • Allabroad.us: This Web resource provides students, faculty and staff with feedback from on-line mentors about study abroad, with an emphasis on support for students from diverse backgrounds (including content in Spanish for parents). Content helps with budgeting, housing, health and safety issues as well as additional resources within group-specific advice, with information in four subcategories—Advice for African Americans, Advice for Asian/ Pacific Americans, Advice for Hispanic/ Latino Americans and Advice for Native Americans.