

**Division of Student Affairs
2006-2007 Departmental Annual Reports
Related to
Promotion of the Development of International and Multicultural Competencies in
Students and Employees**

Office of the Vice President for Student Affairs

- **Division of Student Affairs New Faculty**
The division was successful in attracting a diverse group of new faculty in 2006-2007. Among the 14 new faculty members who were hired, there were five women (35.7%), three African-Americans (21.4%), one American Indian (7.1%), and one Latino/Hispanic (7.1%).

- **Intercultural Development Inventory**
The Intercultural Development Inventory was used this year to assess the intercultural sensitivity of the faculty and staff of the Division of Student Affairs. The instrument was administered to a group of 244 division employees and the results will be used to design and implement staff trainings to improve intercultural sensitivity and to build a professional work environment that is able to attract and retain a diverse workforce.

- **Workplace Harassment and Violence Prevention Training**
The Vice President for Student Affairs required Workplace Harassment and Violence Prevention Training sessions for all employees in the Division of Student of Affairs on a department by department basis. A plan has been established to provide the training to entering employees to the Division.

Campus Alcohol Abuse Prevention Center

- Staff from the Center attended the following events: a) Black and Hispanic Student Success In College (9/11/06) and b) University Life Roundtable (10/16/06).

- The director of the Center joined the Campus Climate Team in March 2007.

- The Center continues to seek out and hire a diverse staff and to recruit and select minorities for undergraduate research positions and internships. Last year we hired three international and two women graduate students and had four women undergraduate research assistants.

- We also worked with Multicultural Affairs to include questions on our bi-annual survey of student alcohol use concerning: a) the effects of alcohol misuse on campus culture, and b) special needs of minorities related to alcohol education. Although the survey has been delayed because of 4/16, the questions will be included when the survey is completed In November 2007. Minorities will also be over-sampled.

Career Services

- During the August staff retreat Kim Beisecker administered the Intercultural Development Inventory to all staff members. In January, she returned to interpret the results, individually and as a group, and offered ideas for improvement. Each staff member has been encouraged to explore new experiences for diversity enrichment.
- Most, but not all, staff members attended the Harassment Seminar that was offered at Virginia Tech.
- In September, Career Services partnered with the Hillel student group to co-sponsor dinner and a speaker—Debra Fine spoke on the “Fine Art of Small Talk.” Among the different examples of small talk included interviewing, meeting people in professional settings, and professional meals.
- Four job search-related sessions were presented to the Hypatia and Galileo theme housing communities. All students came to Career Services for a resume critique. Advertised, arranged transportation, and attended the Diversity Career Fair sponsored by the University of Virginia Career Services. This is an event where companies promote their employment opportunities to minority students.
- Purchased and made available a DVD presentation of Mark Rhoads, an attorney who works with immigration and employment issues, for international students. One staff member attended a program at University of Tennessee regarding the job search process for international students. This DVD was presented to 40 international students on campus.
- In collaboration with the Services for Students with Disabilities, Career Services offered three career and job search sessions.
- Made a presentation at the Department of Public Works Regional Conference on minority recruiting, May 2007.
- Made several job search-related workshops to the MAOP Program participants.
- Presented resume writing and interviewing workshops to the Council for the Advancement of Minority Engineering Organizations.
- Made a career development presentation and a dining etiquette workshop and meal to students participating in the CEED/STEP Bridge Program, summer 2006.

- Created a diversity activity for a diversity session presented to rising leaders enrolled in the Women’s Leadership and Mentorship Program.
- Incorporated a Diversity in the Workplace section into our Career Exploration Classes (seven sections; UNIV 2004).

Cook Counseling Center

- The Center addresses the issues of international and multicultural competencies at multiple levels. First, the Center approved the wording of a multicultural statement this year that represents a statement of philosophy as well as specific objectives. The statement follows:

“The staff of the Thomas E. Cook Counseling Center is guided in its professional activities by the ethics of our professions and by the Virginia Tech Principles of Community (<http://www.vt.edu/principles.php>). The Cook Counseling Center is committed to delivering professional services that respect and value our humanity, including differences and similarities of age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Prejudice and discrimination are inimical to the practice of counseling where the value of each human being is prized. Our professional guidelines call upon us to recognize prejudice and discrimination in all of its forms, to become aware of their effects on us as individuals and in our communities, and through awareness, learning, support and teaching, to overcome the limitations and restriction they place on each of us. In the promotion of a just and caring university (Diversity Commitment Division of Student Affairs), the staff of the Cook Counseling Center will seek to promote social justice in all of its activities, including counseling, supervision, education, training, outreach, and hiring practices.”

- Secondly, the staff of the Center seeks to increase their competency in dealing with international students through on-going education and training. In the past year, Kim Beisecker, Director of the Cranwell International Center, conducted a two-part training with the staff on competencies in working with multicultural students.
- Third, the staff continues to work with students directly to assist with cultural transitions. Two members of the staff, Dr. Charlotte Amenkhienan and Dr. Ozge Gurel, led a discussion group for international students at the Cranwell International Center.
- Fourth, the professional staff conducts a bi-weekly training seminar on multicultural issues for the trainees. As part of this training, the Center invested in a series of training videos addressing therapeutic considerations with multicultural students.

Corps of Cadets

- Validated the Corps of Cadets execution of the Olmsted Foundation's Cadet Travel and Cultural Immersion Program since the inception of the program for Senior Military Colleges in 2005. The validation resulted in the Corps receiving an additional \$5000 for a total \$15,000 grant for cadets to travel in 2007. With an increased cadet interest in the program, three males and two females were chosen to travel to Buenos Aires, Argentina 14-28 May 2007 for an intense cultural immersion experience. The cadets completed the immersion program with activities in Buenos Aires including tours of several urban and rural areas, a visit to the Argentine Naval Academy, a community service project at an elder care facility, and a meeting with the US Embassy Deputy Chief of Mission.
- Engaged and submitted a post-event assessment of the 2007 Martin Luther King Day Observance workshop in January. Insights gained at the workshop were incorporated into Corps activity planning and consideration for future training development.
- Incorporated diversity-related issues in Cadet Leader School (a five class leader instruction program) coursework to enhance awareness and appropriate actions in dealing with current issues and situations within the Corps. The utilization of numerous case studies related to ethnicity and gender in Cadet Leader School scenarios were assessed by cadets as the most relevant component of the course.

Cranwell International Center

- Presented, "Working with International Students" at the annual DSA staff development gathering on September 21.
- Presented, "Global Diversity is the name. Soccer is the game." At the Scholarship of Diversity Conference in Blacksburg, VA.
- Provide on-going immigration services and referrals to students, spouses, and the community.

Dean of Students Office

- Oversight of SafeWatch. a community reporting system which allows anyone affiliated with the university to report bias-related events.
- Department shifted to a joint effort related to the Campus Climate Team, co-chairing this effort with Multicultural Programs & Services.
- Campus Climate Check-Up was conducted with departmental advising to a student planning committee.

- Department supported the formation of a student advisory group related to campus climate, the Alliance of Concerned Students.

Fraternity and Sorority Life

- Received approval for a new assistant director position solely responsible for the advisement of the National Pan-Hellenic Council and the United Council of Fraternities and Sororities.
- Hosted Meet the Greeks, an opportunity for unaffiliated students to learn more about NPHC and UCFS chapters.
- Welcomed Iota Phi Theta Fraternity, Inc. to NPHC, with extension plans for the final of the nine NPHC organizations, Alpha Kappa Alpha Sorority, Inc. in spring, 2008.
- Incorporated the Homecoming Step Show into the homecoming sponsored events with the College Alcohol Abuse Prevention Center.
- Co-sponsored the Gateway Block Show and Cookout with the Black Student Alliance, reaching out to underrepresented groups of potential Hokies.

Multicultural Programs and Services

- MPS co-sponsored the Undoing Racism workshop in June 2007 which involved students, faculty, and local community members in an examination of issues of race within society and its institutions.
- Development of the Alliance for Concerned Students promotes intercultural exchange driven and moderated by students.
- MPS selected student leaders to participate in the Monterrey Tech exchange program.

Residence Life

- Implemented Day of Diversity training during fall training and leadership workshop.
- Supervisors received a day of training to facilitate the training sessions for undergraduate staff.
- Worked with the Women's Center and Judicial Affairs to present on issues relating to violence against women for the Violence Against Women Act grant; presentation is leading to a pilot men's group in Pritchard Hall.

- New PYLONS programming model inspired thought processes related to diversity education and social programming, beyond just programming for the Brotherhood Pylon.
- Slusher Tower staff and students implemented a month-long programming series related to women's history.
- Collaborated with Multicultural Affairs on the development of MOSAIC, a new living-learning community focusing on diversity education and social justice issues.
- Planned for small German language interest living cluster.

Schiffert Health Center

Students:

- Immunization Clinics for international students
- Translation of select health information brochures into various languages
- Stairway Artwork Project

Employees: Diversity-Related Accomplishments as defined by the University's Diversity Accomplishments:

- Self-Education, Increasing Your Own Awareness.
 - Workplace Harassment and Violence Prevention.
 - Intercultural Development Inventory.
 - Participation in 2nd Annual Faculty/Staff Multicultural Luncheon & Diversity Discussions.
- Committee Leadership and/or University of Professional Service.
 - Special Housing Review Committee for students with disabilities.
 - Academic Relief Committee for Medical Disabilities.
 - Taskforce on Enhancing Language Competencies of VA Tech Faculty/Staff/Students.
- Mentoring, Counseling, or Advising Students and Student Organizations.
 - Participation in Safe Zone.
 - Wellness Peer Education Program.
 - Health Promotion Team.
 - Internships for Dietetic interns.
 - Select staff serving as liaisons to students injured in the April 16th shootings .
 - Wellness Resource Center.
 - Precepting nurse practitioner and physician assistant students.

- Incorporating diversity-related scholarship in courses, readings, programs, service learning activities, and your own research/scholarship.
 - International Students' Guide to Nutrition and American Grocery Stores
 - Orientation to Healthcare & Immunization Form Review sessions for international students.

- Special student, faculty, or staff recruitment initiatives.
 - Advertising plan emphasizes recruitment of underrepresented groups by targeting specific websites, journals and organizations.
 - Cold-calling efforts.

- Outreach and pipeline initiatives.
 - Schiffert Health Center Student Advisory Committee.
 - Hosting staff from other universities, at their request, to view SHC electronic records system, facilities and operations, and AAAHC standards.
 - Collaboration with VCOM for Medical Education and shared staffing.
 - Collaboration with Ferrum College Community Health Center – provided information for their proposed Walk-in Cold Clinic.
 - Virginia Sentinel Physician Influenza Surveillance System weekly reporting.

- Special efforts for individuals from underrepresented groups.
 - Health information brochures in Spanish.
 - Utilization of on-line programs for health-related issues with translations in multiple languages.

- Other diversity initiatives or accomplishments.
 - Schiffert Health Center Diversity Vision Statement

Services for Students with Disabilities

Students

- Campus Climate Committee
- “A Community Conversation of Students on Race”
- “Avoiding Sexual Harassment” by EO office
- Campus Climate Check-Up meetings
- SACS Town Hall meeting
- Foreign Language Teaching Seminar (taught by the Canadian Institute of English – included instruction in 10 different languages including American Sign Language)
- Providing interpreting services for Virginia Tech employees who are Deaf/Hard of Hearing at meetings and workshops

- Group academic coaching and counseling with students from diverse backgrounds that facilitates the formation of relationships based on respect and interests while acknowledging differences
- Advising and counseling students regarding the concept of “self advocacy” which aids students in becoming more attune to themselves, their needs, being able to educate others about disabilities and value the differences in others

Employees

SSD Diversity-Related Accomplishments as defined by the University’s Diversity Accomplishments

- Self-Education, Increasing Your Own Awareness.
 - Staff attended “Avoiding Sexual Harassment” by the EO Office
 - Staff attended Disability Awareness Week Events
 - Martin Luther King, Jr. Day – “Yolanda King”
 - “Universal Design”
 - “A Community Conversation of Students on Race”
 - Member –Advance VT
 - Member – Women’s Leadership and Mentoring Group
 - Attended MLK Celebration Breakfast
 - Attended talks about Asian students’ responses to April 16, 2007
- Committee Leadership and/or University of Professional Service.
 - Diversity Summit
 - Campus Climate Committee
 - Association on Higher Education and Disabilities (National and State Level – SSD staff are presenters and hold offices)
 - ADA Executive Committee
 - Campus Climate Check-Up
 - Special Housing Review Committee for students with disabilities
 - Academic Relief Committee for Learning Disabilities and AD/HD
 - Video remote interpreting with Sign Language Associates
 - Presentation to IDDL regarding accessibility for students and employees with disabilities
- Mentoring, Counseling, or Advising Students and Student Organizations.
 - Graduate student class research project – Using a Sensecam to capture barriers for students with disabilities
 - Providing interviews and presentations to Resident Hall Advisors, student projects/research papers and GTAs on disability issues
 - Participate in SafeZone
 - Advocate/mediate for students who report bias related incidents with professors or others due to a disability
 - Four staff members served as liaisons to students injured in the April 16th shootings

- One staff member served as a liaison to a family (from Viet Nam) of a deceased student from the April 16th shootings
- Incorporating diversity-related scholarship in courses, readings, programs, service learning activities, and your own research/scholarship.
 - Academic Coaching and Counseling – techniques, communication styles, diversity issues and working with groups and individuals from diverse backgrounds with disabilities
- Special student, faculty, or staff recruitment initiatives.
 - Attended Culture of Engineering lecture on “Increasing Women and Minorities in Engineering”
 - Served on Universal Design of Instruction Faculty research group which researched test construction for individuals with learning difficulties
 - Conducted workshops for faculty that included educating the impact of diversity on learning – awarded a grant through the Multicultural Office for this.
- Outreach and pipeline initiatives.
 - Meet with student in the six week summer engineering program for entering freshmen to discuss accommodations for summer and for freshman year.
 - Presentation to VT-STEM on College Bound
 - Office participation in College Bound (transition issues, legal, study skills, etc.)
 - Real World Day for middle school students with disabilities
 - Consultation on C-Print captioning policies – St. Petersburg College, FL
 - Consultation regarding interpreting scheduling policies and student agreement contracts for disruptive students with disabilities – Radford University
 - Consultation regarding sign language interpreting services – Montgomery Co. Public Schools
- Special efforts for individuals from underrepresented groups.
 - SSD office assists student with special needs and their families with campus and community information for appropriate resources and referrals both on and off campus
 - Provided intense academic support through academic coaching for an international female doctoral student for preparation for her prelims
 - Formed and facilitated two semester-long coaching groups for undergraduate women with disabilities (one of these groups was designed for freshmen women in the sciences)

- Provided sign language interpreting for Virginia Tech employees so that they are able to participate in employee workshops and training
- Other diversity initiatives or accomplishments.
 - Two staff members were chosen as ADA Access Honor Roll recipients (nominated by students)

Student Activities

- Budgeting and Accounting Support:
 - Outlined fair and equitable funding strategies to be used with all student organizations regardless of demographic make-up of membership.
 - Budget Board members heard request from many organizations that program directly for or about multicultural and international issues or represent our international and multicultural student body. Trained board members to ask questions to understand the mission and purpose of the organization and how the program/event proposed had a benefit to the campus community.
 - Continued to provide accounting support for major multicultural programming groups.
- Programming and Co-Sponsorships
 - Continuously work with Multicultural Programs and Services (MPS) to strengthen existing programs/services and create new initiatives to reach our underrepresented groups.
 - 40 students in the Leadership Tech Emerging Leaders (freshman) program attended 80 multicultural events and activities.
 - The curriculum for the Leadership Tech Engaging Leaders (sophomore/junior) program (35 students) included international and multicultural issues through two primary means:
 - Theme teams were formed around International Leadership and Social Justice involving 11 students.
 - The Leadership Tech Engaging Leaders program explored multiculturalism through the program's book and group discussion.
 - Multicultural competencies in Leadership Tech (110 students) are also fostered through the small learning groups comprised of students of different cultural backgrounds. Students in these groups have the opportunity to hear other's views on a range of issues related to personal development and leadership.
 - Leadership seminars/presentations were offered on Multiculturalism and Leadership, International Competencies and Leadership, and Gender and Leadership. Attendance at all three was 45 students.
 - Virginia Tech Union's co-sponsorship of several acts with multicultural organizations on campus:
 - Speaker: Dr. Ruth with Virginia Tech Hillel

- Concert: “The Roots” with Virginia Tech Black Student Alliance
- Speaker: Anthony Rapp with Virginia Tech LGBTQA
- Student Government established a diversity board
 - Pushed through legislation for a diversity requirement in the Core Curriculum
 - Constructed a study on campus climate issues on campus
 - Assisted in 2 campus climate check ups

University Unions

- The Student Employee Leadership Foundation offered workshops and educational sessions on diversity and multicultural communication.
- University Unions continued to support and incorporate the Multicultural Programs & Services Department in Squires.
- University Unions Staff members served on the Campus Climate Committee and the department actively participated in the Safe Watch program through reporting incidents and publicizing the program.
- Staff members participated in a cultural competencies exercise.
- University Unions provided production and technical assistance needed to make the International Festival a successful event in the Commonwealth ballroom.
- The Graduate Life Center supports international and multicultural graduate students and groups by creating and maintaining an environment that fosters discussions and programming by graduate students.
- The Graduate Life Center/UUSA operations staff consists of 75 percent international students, creating a diverse working atmosphere for the 18 graduate students serving as staff members. This multicultural staff plays an important role in supporting an inclusive environment in the Graduate Life Center.
- The Graduate Life Center was host to a variety of multicultural events such as: the Diwali Festival held by the Indian Student Association; the annual New Year Festival held by the Association of Chinese Students and Scholars; and the Ebony Affair held by the Black Graduate Student Organization.
- All four University Unions facilities serve as Safe Zones.
- Perspective Gallery hosted an exhibit, by Robert Graham, a Virginia Tech professor, was co-sponsored with the Black Caucus in celebration of Black History Month.