1. **How is diversity a visible and active part of your unit?** The Office of Student Relations makes a significant effort to make the office hospitable to students of color. This is accomplished by having diversity represented visually on the staff, as well as by actively participating in activities sponsored by students of color on the campus. In addition, the vice provost meets individually with minority student leaders early in the year offering assistance in planning, programming and problem solving.

2. **How specifically is diversity integrated into your academic mission in regard to your curricula, your undergraduate and graduate students, your faculty and staff?** The mission of the Office of Student Relations is in part to create a hospitable campus environment for all students. When problems arise on the campus that are diversity-related, the Vice Provost for Student Relations works closely with the Vice President for Minority Affairs to help resolve conflict, prevent further conflict and seek ways to avoid future problems. Although this is not part of the curriculum, these opportunities result in wonderful "teachable moments" for students. The Office of Student Relations continues to be committed to the effort of seeing these opportunities and working to make the campus environment better for all.

3. **In what ways have you structured your unit so that diversity is institutionalized as part of your criteria for success?** The unit is committed to maintaining a diverse staff, continuing to reach out to minority student groups and associations and pro-actively, and assertively dealing with issues that affect campus climate for students of color.

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**Diversity-Related Initiatives:**

1. **Program Administration.** In the course of fulfilling his responsibilities, the administrator of the program (vice provost for student relations) serves as an advocate for minority programs and students. To that end he is an active member of the institution’s Diversity Council, co-chairing the Sub-Committee on Retention and Climate. As a part of this responsibility, the Office of Student Relations has conducted a series of focus groups that included all of the major student minority groups on campus. The finding from these focus group activities led to a series of recommendations that were included in the Council’s annual report.
During the year the vice provost also participated in the Safe Zone training program resulting in the office being designated a Safe Zone for Gay, Lesbian, Bi-sexual and Trans-gendered students.

Although the Office of Student Relations has only two FTE’s, one member of the staff is a person of color and serves, and serves as a model and resource for minority students who use the office services. Even with the limited opportunity we have to hire staff, we are committed to maintaining a diverse staff that can make all students on the campus feel welcome.

2. Academic Integrity Programs. The judicial process for the Academic Integrity Program is designed to treat all students fairly and equally. To that end all investigations and hearings are conducted in accordance with the University’s Code of Conduct. However, because a disproportionate number of students who are charged with academic violations are students who do not speak English as their primary language, the Office of Student Relations has made an effort to orient and educate international students about the institution’s academic guidelines and expectations, thus addressing this issue for many students before it becomes a problem. For many of these students it appears to be in part a cultural issue.

3. Parent/Family Resource and Referral Line. The Parent/Family Resource and Referral line is staffed by a person of color who is an excellent resource for callers wanting information about the institution’s diversity programs and assistance with concerns presented by family callers.

4. Student Relations/Problem Solving. The Student Relations Office administers the President Student Forum for the Office of the President. This includes assisting in the membership selection process, the identification of topic areas and providing administrative support for students pursuing action items. In keeping with the unit’s commitment to diversity, the membership of the President’s Students Forum is one of the most diverse student groups on campus. Consequently, diversity-related items have always risen to the top of the group’s agenda. Frequently this has resulted in assertive recommendation to the President regarding admissions practices and campus climate issues.

5. Fireside Conversations. Each year the Office of Student Relations in partnership with the Student Regent provides a forum for students of color to meet and interact informally with members of the Board of Regents. These conversation are beneficial for Regents, as well as minority students who have the opportunity to interact with those individuals who are most responsible for creating the institution’s policies.