Phase II – Track Development

Committee Members:

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Facilitators: Yvonne Howard and Brandy Quarles-Clark

- Based on expanding the original MEI program
- A six to eight month certificate program
- Eight tracks
- Internship
PHASE TWO IMPLEMENTATION:

• Surveyed supervisors to determine campus needs
• At request of HR, scaled down original project to four tracks
• Assembled available course materials
• Contacted potential CAP partners

PHASE TWO
IMPLEMENTATION CONTINUED:

CORE:

Consists of four fundamental workshops for a total of 8.5 hours

FOUR AVAILABLE TRACKS (approximately 11 hours of total coursework):

- Age Topics
- Community/Global Topics
- Disability Issues
- Management Issues
PHASE TWO
IMPLEMENTATION
CONTINUED:

CULTURAL
AWARENESS
PRACTICUM (CAP):

Hands-on, personalized capstone project (10 hours)

In the CAP project the MEI student could:

Participate in an awareness campaign, unity fair, diversity conference or a workshop, create a project, participate on a committee, or lend specific skills to a particular project.
RISKS

• STUDENT FEES AND PROHIBITIVE OFFICE BUDGETS

• HR TIME INVESTMENT TO SUPPLY NEEDED COURSES IN A TIMELY MANNER

• MEI STUDENT TIME INVESTMENT, ESPECIALLY IN CURRENT BUDGET CLIMATE
SOLUTIONS

• HR STRIVING TO KEEP COSTS DOWN, VARIOUS SCHOLARSHIPS

• EMPLOYING SUMMER INTERNS TO ASSIST HR

• EXTEND THE PROGRAM SCHEDULE 12-18 MONTHS.
EFFECTIVENESS MEASURES

• STUDENT SURVEY FOLLOWING COURSEWORK

• STUDENT SURVEY AFTER COMPLETION OF PROGRAM

• ANNUAL CHECK WITH STUDENTS TO SEE IF PARTICIPATION HAS AFFECTED OFFICE MORALE

• COMPARISON OF ANNUAL STATISTICS ON DISCRIMINATION CASES FILED ON CAMPUS
LESSONS WE LEARNED

1. THERE IS A SIGNIFICANT SUPERVISORY COMMUNITY WHO FEEL THE NEED FOR DIVERSITY TRAINING

2. FROM THE UNIVERSITY’S LEGAL STANDPOINT, THERE IS AN OBVIOUS NEED FOR SUPERVISORY TRAINING

3. THERE ARE MANY UCR LEADERS WHO ARE PASSIONATE ABOUT DIVERSITY “WELLNESS”