Diversity Initiative Grant Proposal Cover Sheet
Submitted January 17, 2006

Title of Project: Promoting Diversity through the Message of Dr. Algernon Black

Name of Project Lead: Larry Briggs, PhD

Name of affiliated department:
Graduate and Undergraduate Studies,
2005-06 EWU Student Research and Creative Works Symposium Planning Committee

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Names and Affiliations of Project Partners:

Other Symposium Planning Committee Members -
  ❖ Meryl Gersh, Physical Therapy
  ❖ Karen McKinney, McNair Scholars Program
  ❖ Cynthia Dukich, McNair Scholars Program
  ❖ Yves Nievergelt, Mathematics
  ❖ Grant Forsyth, Economics
  ❖ Jennelle Walker, Graduate Assistant, Symposium Coordinator
  ❖ Angela Johnson, Symposium Coordinator
  ❖ Ryan Mizner, Physical Therapy
  ❖ Brian Donahue, Graduate Studies
  ❖ Brian Spraggins, Community College Relations
  ❖ Ruth Galm, Grant & Research Development

Grant Category:
  ❖ Community Engagement

Priorities This Project Meets:
  ❖ Project is collaborative, interdisciplinary, and/or interdepartmental
  ❖ Project helps to further EWU’s mission and the EWU Board of Trustees Diversity Initiative Plan
  ❖ Project will have long-term impact and positive and lasting change
**Project Summary**

This project requests funding to promote and explore the meaning of a particularly relevant message originated by Dr. Algernon Black in Eastern’s 9th Annual Student Research and Creative Works Symposium. By using Dr. Black’s quote, *let each philosophy, each world-view bring forth its truth and beauty to a larger perspective, that people may grown in vision, stature, and dedication*, it is our goal to have the wisdom it evokes become a theme for the symposium and a catalyst for sharing and bringing diverse perspectives to this campus forum.

This message and information about Dr. Black, who was a Harvard graduate, a humanist leader, educator, radio commentator and writer, chair of the national committee against discrimination in housing, and a vice president of the NAACP, will be integrated in both the promotional materials and the symposium itself. This project is expected to increase diversity understanding and awareness using the Student Research and Creative Works Symposium, a venue where diversity is already represented by the wide variety of EWU students and faculty who participate across disciplines.

Dr. Black’s quote will be included on promotional materials for the symposium (e.g., posters, book of abstracts, T-shirts, book bags or portfolios) and both the quote and biographical information acknowledged, presented, and explained at various points during the days activities.
Detailed Proposal

Statement of Issue (Significance)
The 9th Annual Student Research & Creative Works Symposium to be held on May 17th, 2006, will again this year offer opportunities for graduate and undergraduate students. Students from across the campus will have an opportunity to present on their research in biology, anthropology, physical therapy, and social work, among many other social and physical science disciplines as well as creative works in music, art, writing and other areas. Based on last year’s participation, it is anticipated that over 130 EWU students will present and that nearly 2,000 persons will be in attendance over the course of the day.

For the eight years the symposium has been held, it has been a forum for presentations of research and creative works on diverse topics and subject matter that many times expresses a non-mainstream perspective. In last year’s symposium, this range of content was exemplified by presentations on the role of Americans on the status of malaria in Africa, commonalities between Dr. Martin Luther King and rap artist Tupac Shakur, and diverse student experiences and how they shape academic identity as well as a creative composition entitled the “9/11 String Quartet.” The symposium represents differing points of view both from a disciplinary perspective as well as from the perspectives of individuals and it has fostered constructive dialog on difficult or controversial issues within an atmosphere of respect among faculty and students.

Further, the symposium directly involves students from diverse cultural backgrounds as symposium presentations are required of the students in the EWU McNair Scholars Program, a federally funded program that prepares students, who are low income and the first generation in their families to go to college, to go to graduate school. There are currently 30 McNair Scholars of whom 25 persons are underrepresented minorities.

As noted above, the Student Research & Creative Works Symposium is a key campus event that on the basis of the numbers of persons who attend and range of content and types of presentations already embraces and promotes diversity. What has not been done before is to use this forum to directly address and celebrate the value and significance of diversity in the academy. It is the goal of this project to take this step and create a tradition and theme around diversity for the symposium.

To this end, we propose to promote, integrate, and adopt the philosophy of the following quote by Dr. Algernon D. Black in this year’s Student Research & Creative Works Symposium.

Let each philosophy, each world-view bring forth its truth and beauty to a larger perspective, that people may grown in vision, stature, and dedication.

It is our goal to have Dr. Black’s words and information on his life become a theme for the symposium and a catalyst for sharing and celebrating diverse perspectives in this major campus forum.

This quote was selected for this year’s theme because of both its poignant message and because it originated from a man who during his lifetime was committed to diversity tolerance and social
change. Dr. Black lived from 1900 to 1993. Biographical information indicates that he is most widely known as a humanist leader and for his association with the New York Society of Ethical Culture, which was part of a reformist social change movement “inspired by the ideal that the supreme aim of human life is working to create a more humane society” (http://www.aeu.org/).

Dr. Black was a 1923 graduate of Harvard College, he chaired committees both nationally and in New York against discrimination in housing and he served as vice president of the National Association for the Advancement of Colored People (NAACP) from 1950 to 1966. In 1946, he founded the Encampment for Citizenship summer youth program in New York where teenagers and young adults from a variety of backgrounds learned about the value of tolerance of diversity and the their social responsibility to be active participants in government (http://www.yesweb.org/).

The theme will be shared by including Dr. Black’s quote on the promotional materials for the symposium (posters, book of abstracts, T-shirts, book bags or portfolios) and by acknowledging, presenting, and explaining both the quote and biographical information at various points during the day’s activities.

**Project Objectives**

It is the goal of this project to directly address and celebrate the value and significance of diversity at EWU by creating a tradition and theme around diversity for the 9th Annual Student Research & Creative Works Symposium. To this end, this diversity grant project has the following objectives:

1. **To ensure that the project is collaborative, interdisciplinary, and/or interdepartmental.**
   **Outcomes:** continue to ensure broad representation on the Student Research & Creative Works Planning Committee as evidenced by committee membership; maintain opportunities for all EWU students from all disciplines to present on their research or their creative works; promote symposium activities and opportunities to be involved by attending and monitoring sessions, attending the keynote address, and providing assistance to presenters; and provide new diversity themes for the symposium each year.

2. **To further EWU’s mission and the EWU Board of Trustees Diversity Initiative Plan by directly promoting diversity in activities related to the symposium.**
   **Outcomes:** institutionalize diversity in the student symposium by directly committing to it in communications and activities of the symposium; continue to encourage and support student presentations and dialog on diverse themes and perspectives; and celebrate diversity in a forum that engages a large number of students and faculty.

3. **To have long-term impact and positive and lasting change.**
   **Outcomes:** explicitly acknowledge diversity and the sharing of diverse perspectives as one of the main intents of the symposium; and adopt the practice of having a diversity theme on an ongoing basis and as a formal activity of planning for the symposium.

**Project Design**

The project design involves the identification of a quote that is of relevance to diversity and the goals of the Student Research and Creative Works Symposium. Initial research on the quote, its
context, and the person who authored it was accomplished by reviewing Internet resources on diversity, looking for a message appropriate for the symposium, and vetting it for approval with the planning committee in December 2005.

Once the grant award is made, Jennelle Walker, a graduate assistant assigned to the project, will conduct further research to ensure that the quote and that the biographical information on Dr. Algernon Black are accurate. Jennelle will accomplish this by conducting further research online and by consulting works such as America: History and Life and other references located in the university library.

Once the information has been verified, the planning committee will ask university graphics to design the poster, T-shirts and other promotional materials that are to include the quote. Final approval of the format of these items will be the responsibility of the planning committee. Materials will be ordered during Winter Quarter and early Spring Quarter so that they will be ready to distribute as appropriate during the symposium preparations (i.e., the posters announcing the symposium will be produced first, followed by the T-shirts, and lastly by the book of abstracts and presentation schedule).

Finally, Dr. Briggs will prepare a statement on the quote, Dr. Black, and the significance of the symposium as a catalyst for diversity at EWU. This information will be presented at the symposium.

**Role and Expertise of Participants**
The persons responsible for this project are: Larry Briggs and Jennelle Walker. Larry Briggs is currently the Interim Dean of Graduate and Undergraduate Studies and is the head of the administrative unit responsible for organizing and administering this year’s student symposium. His specific role in this project includes grant administration, final approval of promotional materials and plans to present on Dr. Black at the symposium, presentation of the information and the reasons for including Dr. Black’s message as a symposium theme at the luncheon prior to the keynote address and again at the reception at the end of the day, and any reporting or other requirements needed to satisfy the obligations of the Diversity Grant Program.

Jennelle Walker is a graduate assistant assigned to the Student Research and Creative Works Symposium. She is a 2003 graduate of EWU, a former McNair Scholar, and is currently enrolled in a master’s program in exercise science. Jennelle also was a graduate assistant to last year’s symposium and a co-lead on a grant funded through last year’s Diversity Initiative. Jennelle will be responsible for making sure that the quote and information on Dr. Black is accurate. She will help design and make recommendations for including the quote on symposium materials. Jennelle will also assist Larry in the grant reporting and other requirements at the end of the project.

The other participants in this project are the members of the Student Research and Creative Works Symposium Planning Committee for 2005-06. The membership represents faculty (Physical Therapy, Mathematics, Economics), students (Jennelle Walker), administration (Graduate Studies, Community College Relations, and Grant & Research Development) and the McNair Scholars Program.
Dissemination
The following dissemination methods will be used and deliverables provided:

- Include Dr. Black’s quote and biographical information and information on the symposium’s diversity theme on the Student Research and Creative Works Symposium website found at http://www.ewu.edu/x15629.xml.
- Include Dr. Black’s quote on promotional materials for the symposium (including, but not limited to, posters, book of abstracts, T-shirts, and book bags or portfolios.
- Acknowledge, present, and explain both the quote and the significance of Dr. Black’s biographical information at various points during the symposium’s activities (e.g., remarks before the keynote and at the culminating reception).
- Formally debrief on the project’s success with symposium planning committee members and include the debriefing in meeting notes.
- Submit by June 23, 2006 a one (1) page interim report on project progress to the university.
- Submit, at project completion, a final report to the university summarizing the project's achievements and outcomes.
- Develop a poster and prepare any other needed materials for the October 2006 Diversity Grant Showcase.
- Provide information on the project as requested for the EWU BOT Diversity Initiative web site.

Timetable
The timeline for this project is as follows:

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<tr>
<th>Period</th>
<th>Event</th>
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<tr>
<td>December 2005</td>
<td>Recommendation and approval to use Algernon Black quote as a diversity theme for the Student Research and Creative Works Symposium by planning committee.</td>
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<td>Winter Quarter 2006</td>
<td>Notification of grant award; announce award and provide a summary of the project on the symposium website.</td>
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<td>February 2006</td>
<td>Confirm accuracy of the quote and information on Dr. Black.</td>
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<td>February-April, 2006</td>
<td>Include quote and background information on Dr. Black on the Symposium website; design, produce, and order posters, T-shirts and other promotional materials.</td>
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<td>April 19, 2006 – May 10, 2006</td>
<td>Abstracts for symposium presentations due 4/19/06; produce the book of abstracts and program materials shortly after 4/19.</td>
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<tr>
<td>May 17, 2006</td>
<td>Student Research and Creative Works Symposium; integrate quote and background information on Dr. Black in symposium activities.</td>
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<tr>
<td>June 23, 2006</td>
<td>Submit 1 page interim report on project progress to the university.</td>
</tr>
<tr>
<td>September - October 2006</td>
<td>Submit final report and develop poster and prepare materials for the 2006 Diversity Grant Showcase</td>
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2 Page Curriculum Vita for Lawrence (Larry) Briggs
Please see the two pages after the budget page.
Detailed Budget and Rationale for Expenditures

Diversity Grant Budget Request

Programs and Posters $3,000
Promotional Items: T-shirts $1,700

Total Request $4,700

Requested funding includes partial funding for the production of 100 posters and 500-600 programs (i.e., published abstracts, and presentation schedule) and for the T-shirts. The T-shirts are provided to each of the student presenters as well as their faculty mentors and it is anticipated that approximately 240 will be needed. Washington state sales tax is included in the total amount.

Other Sources of Funding
The total cost of the symposium is over $32,000. The Office of Academic Affairs provides $22,300 for part-time hourly and graduate student assistance, supplies including programs and signage, poster materials and other supplies for student presenters, and the keynote speaker honorarium. Additional funding for the symposium is secured annually from the following sources:
  - TIAA-CREF for the luncheon ($2,000)
  - McNair Scholars Program for materials ($1,300)
  - Office of Grant & Research Development for materials ($1,000)
  - EWU Donors for student awards ($500)

The administrative and faculty members of the Student Research and Creative Works Symposium donate their time for the planning and implementation of activities. Students and staff that serve as room monitors, assist in the reception area, and provide technical assistance during the sessions also contribute countless hours to the day’s event.
EDUCATION:

Ph. D., American History, the Maxwell School of Citizenship and Public Administration, Syracuse University, 1995
Dissertation: "For the Welfare of Wage Earners": Immigration Policy and the Labor Department, 1913-1921.

M.A., American History, St. Bonaventure University, 1983
B.A., summa cum laude, Social Studies/History, State University College at Cortland, 1980

ADMINISTRATIVE EXPERIENCE:

Interim Dean, Graduate and Undergraduate Studies, Eastern Washington University, June 2005 to present
Report to the Provost in support of the achievement of University strategic goals; Provide immediate supervision of the following offices and staff: General Undergraduate Academic Advising, Graduate Studies Office, Grant and Research Development, McNair Scholars Program, Academic Support Center (a TRIO funded program), Honors Program, Undergraduate Studies (Assistant Dean for Undergraduate Studies, Director of Community College Relations, and administrative staff), and faculty member for Integrative Studies. Serve as a member of the President's Cabinet and Dean's Council. Oversee development and administration of undergraduate and graduate academic policies. Support development and review of quality academic programs. Serve as liaison and representative for various internal and external initiatives, including collaboration with area universities and colleges.

Associate Dean for Graduate Studies, Eastern Washington University, March 2003 to May 2005
Responsibilities include: Manage the Graduate Studies Office staff, administer graduate student recruitment, admissions, degree candidacy, and graduation. Assist the Graduate Dean with graduate program assessment and review, management of off-campus graduate cohort programs, and development and implementation of academic policies. Oversee academic appeals, probation and dismissal. Determine eligibility and coordinate offers for over $1,300,000 annually in graduate tuition and fee waivers. Coordinate and edit the graduate catalog. Provide general advising to students and faculty on graduate policies. Lead strategic planning for the office and in collaboration with the units reporting to the Graduate Dean. Serve on numerous university committees and projects as assigned by the Graduate Dean and Provost.

Associate Vice President for Graduate Studies, Eastern Washington University, September 2000-March 2003
Responsibilities included those stated above, as well as special assignments from the Provost to assist with review of the academic college plans, proposals on remediation
courses for Mathematics and English, and external consultant reports on academic reorganization and enrollment management at Eastern.

**Director, Graduate Program Office, Eastern Washington University, September 1997 to September 2000**
Responsibilities included: Manage office functions, hire and redefine office staff positions to better meet rapid growth in graduate enrollment, evaluate prospective domestic and international students for admission, review degree candidates, and degree completion. Oversee program compliance with Graduate Affairs Policy, graduate assistantships, and recruitment efforts.

RECENT EWU COMMITTEE and UNIVERSITY SERVICE:

**Internal:**
- Academic Strategic Planning, committee member 2003-2004
- Advisor, Graduate Student Association, 2001-2005
- Advisory Committee, TALONS (Banner Implementation), 2005 to present
- Advisory Team, Quality Service Initiative, 1997 to 2003
- Commencement Committee, 1997 to present
- Convener, Graduate Academic Appeals Board, 1997 to 2005
- Convener, University Medals and Awards Committee, 2005 to present
- Enrollment Management Task Force, co-chair, 2005 to present
- Graduate Affairs Council, ex officio, 1997 to present
- Program Review Committee, ex officio, 2005 to present
- Scholarship Review Committee, 2000 to 2004
- Search Committees: Executive Director of DEO, 2003; Director of Summer Sessions, 2005
- Steering Committee, Preparation for Accreditation Review, Northwest Commission on Colleges and Universities, 2003 to present
- Steering Committee, Student Information System Selection, 2003 to 2005
- Strategic Planning Committee, Program Profile Work Group co-chair, 2004-2005
- Student Research and Creative Works Symposium, 2001 to present
- Tuition and Fee Waiver Committee, 1999 to present
- Undergraduate Affairs Council, 2005 to present

**External:**
- Inter-institutional Council on Academic Program Planning (ICAPP)
- Joint Access Oversight Group (JAOG)

TEACHING EXPERIENCE:


**Adjunct Instructor, History Department, Eastern Washington University, 1996-2001**