

Diversity at UGA

News from the Office of Institutional Diversity at the University of Georgia

A message from Michelle Garfield Cook

This year the University of Georgia celebrated the 50th anniversary of desegregation by remembering the courage of those students who dared challenge the obstacles to the education that they desired. We also celebrated the progress that has been made over the past 50 years as we continue to strive for a campus that is welcoming and inclusive of all communities.



For 50 days beginning on January 9 and continuing through February 28, the campus came together to commemorate our shared past and reflect on where our institution stands today. Events were hosted by colleges and schools, academic departments, administrative units and student organizations; they included the participation of famous alumni, noted scholars, students, faculty, staff and community partners.

So many people took part in so many events that the commemoration truly was a campus-wide experience that suitably marked this important anniversary.

These activities reflected the best of who we are in terms of our community and commitment to creating a learning and work environment that is inclusive and diverse.

This newsletter highlights the laudable achievements of many members of our campus community. Our students continue to amaze and inspire us with their successes. In academics and civic involvement, they are incredible representatives of UGA. And we find that

Campus-wide events during spring semester marked 50th anniversary of UGA's desegregation

The University of Georgia marked the 50th anniversary of its desegregation with a series of events that began on Jan. 9 and continued through much of spring semester. The theme of the commemoration was “Celebrating Courage” – not only of the pioneering students who broke the color barrier, but of those who supported them and those who came after.

Charlayne Hunter-Gault, the family of the late **Hamilton Holmes**, and **Mary Frances Early** were among the honored guests who came to campus for the opening week of events, most of which were held despite a snowstorm that shut down classes for three days and forced some rescheduling.

Early, who in 1962 became the first African American to earn a UGA degree, returned to campus in February to be the keynote speaker at the annual Freedom Breakfast, which was postponed from January. Hunter-Gault returned in March for a conversation with students in the Grady College of Journalism and Mass Communication, from which she graduated in 1963.

More than 60 events – ranging from panel discussions to performances to re-enactments of historic events – were organized by students, faculty and staff in various departments and organizations across campus. (See photos on pages 4-5.)

“It was wonderful to see the enthusiasm and creativity that so many groups showed in planning ways to commemorate this significant anniversary,” said **Cheryl Dozier**, who co-chaired the planning committee with **Derrick Alridge**, director of the Institute for African American Studies.

Extensive media coverage of the 50th anniversary events, along with YouTube videos and podcasts, can be found on the 50th anniversary of desegregation web site: desegregation.uga.edu.

Anyone who wishes to contribute personal thoughts about the events is invited to do so for the “Reflections and Remembrances” section of the web site.



Diversity plan approved for dissemination

A diversity plan prepared by the Diversity Advisory Council has been approved by Provost **Jere Morehead** for dissemination to academic units that report to the provost. “I believe this plan will help the University of Georgia remain a community of vibrant, diverse and inclusive communities of faculty, staff and students who are reflective of and responsive to the diversity of the state of Georgia,” Morehead said.

The plan outlines five goals that relate to institutional climate; recruitment and retention of diverse students, faculty and staff; diversity-related research and program initiatives; and accountability.

Student News

Yonis follows 'American Dream'

Yasmin Yonis, who earned a Truman Scholarship last spring, is one of 10 national winners of the Merage Foundation's 2011 American Dream Fellowship. A senior from Lawrenceville with majors in international affairs and journalism, Yonis is the sixth consecutive student in UGA's Honors Program to receive this award since 2006, which provides up to \$20,000 over two years to academically outstanding undergraduates who are immigrants. Born in Somalia, Yonis and her family came to the U.S. when she was three as civil war refugees.



Mirza earns Goldwater Scholarship

Honors student **Amar Mirza**, a junior from Hiram pursuing a bachelor's degree in biochemistry and molecular biology, is one of three UGA recipients of the Barry M. Goldwater Scholarship. They are among a group of 275 national recipients of this award, which honors outstanding undergraduates in mathematics, the natural sciences or engineering. UGA students have earned this award almost every year since 1995.



Manns attends Clinton conference

Dyci Manns, a senior Spanish major from Atlanta, recently represented her non-profit group, MODEL26, at the 2011 Clinton Global Initiative University, the youth branch of former President Bill Clinton's foundation. The conference, held at the University of California, San Diego, included students and national youth organizations brainstorming new ways to make a difference. MODEL26 (www.model26.org) aims to develop students into global leaders.



Undergraduate researcher chosen for PBS Student Freedom Ride

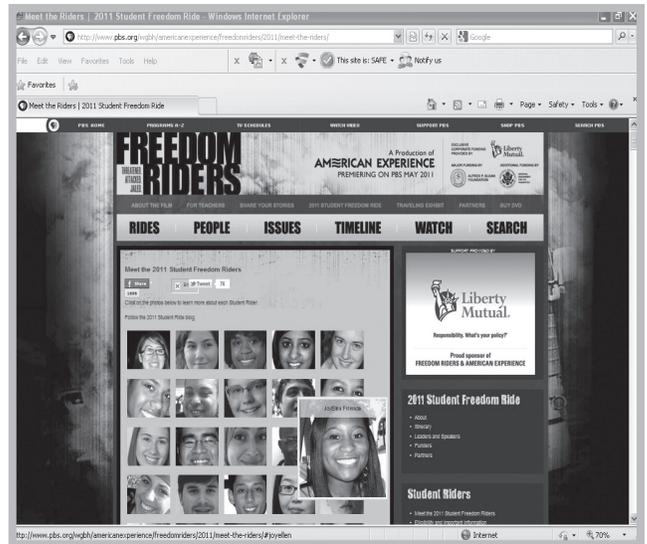
JoyEllen Freeman, a sophomore from Alpharetta in UGA's Honors Program, is one of 40 college students selected to participate in the 2011 Student Freedom Ride, a civil rights history bus tour sponsored by PBS's American Experience history series (www.pbs.org/wgbh/americanexperience/freedomriders/2011). Commemorating the 50th anniversary of the 1961 Freedom Rides, the May 6-16 trip kicked off in Washington, D.C. and covered eight Southern states.

Freeman and other students on the tour shared their experiences through blogs, online videos and social media. They visited historically significant sites and met some of the original Freedom Riders.

"Participating in the 2011 Student Freedom Ride is a chance for me to perpetuate a legacy and retell a story that changed America forever," said Freeman, who also is a UGA Foundation Fellow and pursuing bachelor's degrees in English and English education. The Freedom Ride provided a unique opportunity for Freeman to connect—on a personal level—with her research work in the apprentice program of UGA's Center for Undergraduate Research Opportunities. She has been working under the guidance of English professor **Barbara McCaskill**, co-director of the Civil Rights Digital Library (www.civilrights.uga.edu). Freeman has researched and written content for the online archive's companion web site that focuses on Georgia's civil rights movement.

During UGA's recent commemoration of the 50th anniversary of desegregation, Freeman met **Charlayne Hunter-Gault** and subsequently arranged to interview her for the online student-run *Mandala Journal* (mandala.uga.edu). Freeman lived this year in Myers Hall, where Hunter-Gault lived as a student. Freeman also wrote a reflection about the experience, which is posted online at desegregation.uga.edu/reflections.

The bus tour was being held in conjunction with PBS's May 16 broadcast premiere of Stanley Nelson's film, *Freedom Riders*, which is partially based on Ray Arsenault's book, *Freedom Riders: 1961 and the Struggle for Racial Justice*.



PBS web site includes participant bios and videos.

Student re-enactments of UGA's 1961 desegregation held on campus

As part of UGA's 50th anniversary of desegregation on campus this spring, students have participated in re-enactments that focused on events leading up to the January 1961 admittance of **Hamilton Holmes** and **Charlayne Hunter**. The School of Law held a re-enactment of the trial that led to UGA's integration, and a panel discussion featuring prominent legal minds from Georgia. See online video at: digitalcommons.law.uga.edu/lectures_pre_arch_lectures_other/46. **Barbara McCaskill's** English and African American Studies class studied events surrounding UGA's desegregation and then created characters for a "Reacting to the Past" game. Students were challenged to step outside their comfort zones—being asked to represent a race, gender or political position other than their own. Read full story online: www.uga.edu/columns.

Faculty & Staff News

Dozier appointed interim president of Savannah State

Cheryl Dozier, associate provost for institutional diversity at UGA since 2006, has been appointed to serve as interim president of Savannah State University.

“We are extremely fortunate to be able to call on Dr. Dozier’s strong leadership skills during this transition. Savannah State University has a great deal of momentum and I am confident that the institution will be in excellent hands under Dr. Dozier,” said USG Chief Academic Officer **Susan Herbst**, who announced the appointment in April.

Dozier previously served as assistant vice president of academic affairs for UGA academic programs offered at the Gwinnett University Center from 2002-2006. A tenured professor in UGA’s School of Social Work, she served as the director of UGA’s interdisciplinary Ghana Study Abroad Program from 2003-2010.

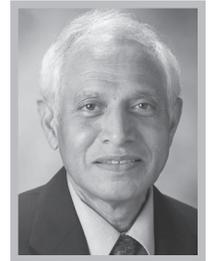
She also has served since 2007 as the lead co-principal investigator for the Peach State Louis Stokes Alliance for Minority Participation, a \$4.9 million National Science Foundation program with the goal of broadening participation of minority students in science, technology, engineering and mathematics. The partner institutions include Savannah State University, Fort Valley State University, Southern Polytechnic University, Georgia Perimeter College and UGA.

In addition, Dozier is a faculty researcher with the Foot Soldier Project for Civil Rights Studies and Research at UGA and recently co-chaired the 50th anniversary commemoration of UGA’s desegregation. She is an affiliate faculty member of UGA’s African Studies Institute and the Institute for African American Studies.



Nair named associate dean

Vasu Nair, who has served as department head for pharmaceutical and biomedical sciences in UGA’s College of Pharmacy for the past nine years, has been named the college’s first associate dean for research. The position was created to strengthen the college’s research portfolio with a focus on interdisciplinary research. Nair, who is also director of UGA’s Center for Drug Discovery, is a world-renowned researcher, holding a number of patents for antivirals used against infectious disease caused by DNA and RNA viruses.



Banks joins student union board

Willie L. Banks Jr., associate dean of students for the department of intercultural affairs in UGA’s division of student affairs, was elected to the board of trustees of the Association of College Unions International. Banks, who serves in an at-large post, took office in February at the annual conference in Chicago. The board is elected by ACUI members and is responsible for the association’s strategic and fiduciary direction.



Cook named interim associate provost for institutional diversity

Michelle Garfield Cook, who has held several administrative positions at UGA, will lead the Office of Institutional Diversity on an interim basis while a search is conducted to fill the position of associate provost for institutional diversity.

“Dr. Cook has been an outstanding academic administrator at the University of Georgia for many years and I am very appreciative of her willingness to take on the important responsibility of leading the Office of Institutional Diversity at this time,” said Provost **Jere Morehead** in announcing the interim appointment.

Morehead said a search and screening committee will be appointed by the beginning of fall semester to make recommendations to him for the next associate provost.

Cook currently serves as associate dean of the Franklin College of Arts and Sciences, where she has been primarily responsible for student academic affairs, and teaches in the history department and African American Studies. She also will serve as lead co-principal investigator for the Peach State Louis Stokes Alliance for Minority Participation during her interim appointment.

Dillard named Mary Frances Early Professor of Teacher Education

Ohio State University professor **Cynthia B. Dillard** has been named the first Mary Frances Early Professor of Teacher Education at UGA. She will join the faculty in January 2012 and her tenure home will be the department of elementary and social studies education. The Early Professorship was established with an endowment from the Georgia Power Foundation and honors the legacy of UGA’s first African-American graduate, who earned a master’s degree in music education in 1962.

“We are delighted that such an outstanding professor as Cynthia Dillard has accepted this prestigious professorship and will be bringing her leadership, her exceptional scholarly strengths and her deep commitment to teaching to our community,” said **Arthur Horne**, dean of the College of Education.

Geography professor wins award

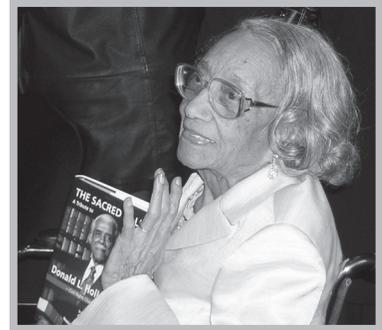
Marshall Shepherd, associate professor of geography in UGA’s Franklin College of Arts and Sciences, has won a national award from the American Meteorological Society for his contributions in promoting diversity in the atmospheric sciences. Shepherd, also an AMS Fellow, received the award in Seattle in January. Prior to joining UGA in 2006, he was employed by NASA’s Goddard Space Flight Center.



CELEBRATING *Courage*

50TH ANNIVERSARY OF DESEGREGATION AT UGA

Media coverage of 50th anniversary events, along with YouTube videos and podcasts, can be found on the 50th anniversary of desegregation web site: desegregation.uga.edu.



Louise Hollowell, widow of Donald Hollowell, attended several events. (Sharron Hannon)



President Michael F. Adams, Charlayne Hunter-Gault, Hamilton Holmes Jr. and Mary Frances Early at the opening reception at the Georgia Center. (Dot Paul)



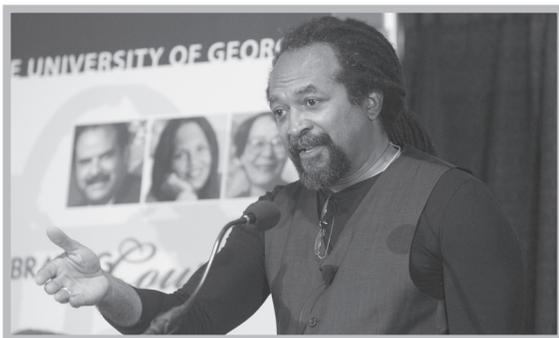
Charlayne Hunter-Gault visited Myers Hall, where she lived as a student, during an ABC Nightly News interview. (Dot Paul)



Cheryl Dozier and Derrick Alridge look on as Charlayne Hunter-Gault signs an agreement to donate her papers to the UGA Libraries. (Jill Severn)



Poet, author and activist Sonia Sanchez was a featured speaker during opening week activities. (Peter Frey)



Reginald McKnight, who holds the Hamilton Holmes chair in the Franklin College of Arts and Sciences, also spoke at the event with Sonia Sanchez. (Peter Frey)



Several book signings allowed students and others a chance to meet featured guests. (Peter Frey)



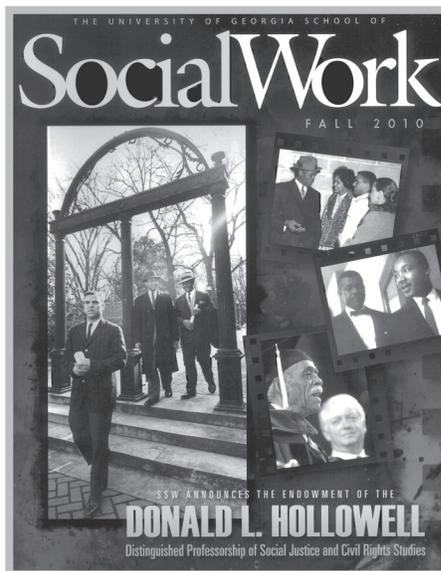
Mary Frances Early and Cheryl Dozier at the annual Freedom Breakfast. (Kent Hannon)



President Michael F. Adams with Student Government Association President Josh Delaney, who was honored at the Freedom Breakfast. (Kent Hannon)



Mary Frances Early participated in a community event at J.J. Harris Elementary School. (Michael Childs)



The School of Social Work announced the endowment of the Donald Hollowell Distinguished Professorship.



Members of the Black Law Students Association organized and participated in a re-enactment of the Holmes v. Danner case that led to UGA's desegregation. (Dorothy Kozlowski)



Charlayne Hunter-Gault discussed her memoir *In My Place* with students at the Grady College in March. (Paul Efland)

Alumni News

West works with stem cells to create better models

Rarely do new assistant professors show up for their first week of work, hold a press conference and find their name and photo plastered in international news reports. But **Franklin West** (PhD '08), an animal and dairy science faculty member in UGA's College of Agricultural and Environmental Sciences, did.

West, who earned a Ph.D. in stem cell biology, worked at UGA for more than a year in the Regenerative Bioscience Center lab of world-renowned scientist **Steve Stice**. The duo developed a new way to create pigs with pluripotent cells that allows them to sidestep the controversial cloning process. It was a breakthrough Stice had searched two decades for. West found the key.

The announcement took the stem-cell science world by storm and resulted in worldwide acclaim. The discovery first led them to create better pig models for human medical models.

"Pigs are much more like humans physiologically than mice or other animals used in labs," said West. "Our pigs make the perfect model to study organ and tissue transplant, isolets for better diabetes treatments and treatments for degenerative diseases like Parkinson's, because their cells are pluripotent (able to turn into any cell in the human body)."

After being the subject of a major feature story about the pig discovery in the September 2010 issue of *Georgia Trend Magazine*, West was named one of the magazine's "40 Under 40"—a list that highlights the best and brightest young Georgians.

West has worked with Stice for seven years, first as a researcher with the Stice-owned stem-cell technology Aruna Biomedical before joining his lab. West is now setting up his own UGA lab where he continues his work making germ cells from stem cells, testing new ways to use neural cells from the pigs to help stroke and Parkinson's victims.

Read more in the fall 2010 issue of *Southscapes* magazine, published by UGA's College of Agricultural and Environmental Sciences: www.caes.uga.edu/alumni/news/southscapes/fall10/research.html.



West (left) and Stice stand with their promising pigs.

Early, Park among those honored by UGA's Alumni Association

Desegregation pioneer **Mary Frances Early** (MMEd '62, EdS '71) and Korea expert **Han Park** were among those recognized for their service and contributions by UGA's Alumni Association during its annual awards luncheon in mid-April. Early, who received the Alumni Merit Award, was the first African American to graduate from UGA. She spent 37 years in the Atlanta Public School system and several more as an adjunct professor at Morehouse and Spelman colleges. She retired from Clark Atlanta University in 2005 where she served as music department chair for eight years.

Park, who received the Faculty Service Award, is professor of public and international affairs and director of UGA's Center for the Study of Global Issues. During his 40 years at UGA, he has been instrumental in brokering peace talks, facilitating humanitarian aid and leading collaborative efforts in agriculture and science between North Korea and Western nations. In 2010 Morehouse College awarded him its Gandhi, King, Ikeda Community Builder's Prize for his contributions to promoting peace.

Nguyen receives Terry alumni award

Mai-Lise Nguyen (BBA '05) received the Outstanding Young Alumni Award from UGA's Terry College of Business at its 2011 Alumni Awards and Gala. As group manager in the healthcare practice at Weber Shandwick, a leading global public relations agency, she has extensive healthcare communications experience, including FDA approvals, advisory committees and health awareness campaigns.



Esguerra prepares museum exhibit

Clarissa Esguerra (MS '05), who serves as curatorial assistant for the Los Angeles County Museum of Art, spent the last three years putting together "Fashioning Fashion: European Dress in Detail, 1700-1915," an exhibit that ran from October to March. In preparing for the exhibit, she



cataloged each of more than 1,000 items donated to the museum. To view pieces from the exhibit, see: www.lacma.org/art/ExhibFashioningFashion.aspx.

Newby-Goodman named Top VIII

Marcia Newby-Goodman (BSA '10), who was a member of three NCAA championship gymnastics teams at UGA, was named a 2011 recipient of the NCAA Top VIII Award, presented annually to eight outstanding student-athletes by the NCAA Honors Committee for athletic success, academic achievement and community service. A three-time Academic All-American, she was named 2010 Arthur Ashe Jr. Female Sports Scholar of the Year by *Diverse Magazine*.



Campus News

Cook, CONTINUED FROM PAGE 1

these contributions do not end after graduation. Our alumni represent their alma mater well, as they are recognized for excellence in a variety of areas and endeavors. Faculty and staff awards and appointments reflect our commitment to service and research. In all, these achievements are a testament to what has been accomplished at this university over the past 50 years.

Where do we go from here? In our celebration of past success we must be sure to look forward and set new goals that bring us closer to where we want to be as an institution.

Therefore it is particularly appropriate that the diversity plan has been completed and will be disseminated this year. It provides a framework for our continued efforts to foster campus-wide diversity and inclusion. The diversity plan is a product of efforts by a sizable committee composed of faculty, staff and student representatives.

The plan is both realistic and ambitious. It is realistic in that it outlines clearly defined goals that are grounded in our institutional mission. It is ambitious in that it encourages us all to envision and strive towards a community where diversity is valued and our differences are our strength.

I am honored and challenged to step into the role of leading the Office of Institutional Diversity at this time as we work toward implementing the diversity plan. Inspired and motivated by a rich legacy of courage, we are ready to move into a new future. There is an African Proverb that reminds us, "Tomorrow belongs to the people who prepare for it today."

Implementing the diversity plan will require all our best efforts as a university community. But as was demonstrated during the 50th anniversary of desegregation, we have the ability to come together to remember the past and work towards a shared vision of the future.

NCBI@UGA hold campus workshops to build inclusive environment

The National Coalition Building Institute (NCBI) at UGA celebrated its one year anniversary on campus this spring. The organization aims to promote awareness and increase campus community members' capacity to address difficult issues of diversity. NCBI@UGA is an affiliate of the National Coalition Building Institute, a non-profit leadership training organization founded in 1984 to work with colleges, universities and local agencies to build inclusive environments and eliminate prejudice.

The NCBI@UGA campus team, led by **Shay Davis Little** and **Talmadge C. Guy**, consists of 25 faculty, students and staff trained as facilitators to provide diversity workshops that focus on increasing cultural competence, promoting collaboration and partnerships, and building effects of relationships within and across group identities.

During the 50th anniversary celebration of the desegregation of UGA, the team conducted a workshop for more than 50 participants representing a cross-section of the UGA community. The NCBI welcoming diversity/prejudice reduction workshop is an interactive, participatory program designed to promote awareness and increased sensitivity to the many similarities and differences among individuals and groups in society. NCBI@UGA is sponsored by the Office of Institutional Diversity.

For more information, contact OID at 706-583-8195 or email diverse@uga.edu.

Graduate School wins award for excellence in admissions practices

UGA's Graduate School received the 2010-2011 Award for Excellence and Innovation in Graduate Admissions from the Council of Historically Black Graduate Schools and the Educational Testing Service. The Graduate School was recognized for its data-based Recruitment through Graduation initiative that grew out of the innovative practices developed during the Ph.D. Completion Project, a research project funded by the Council of Graduate Schools to understand why graduate students did not finish their advanced degrees.

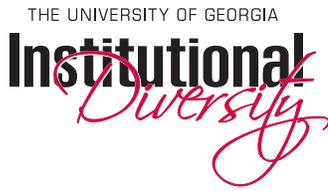
Practices now include using a variety of technologies to connect students, departments and the Graduate School such as Connect, a Web-based database, and Facebook. The Graduate School also provides funding, professional development opportunities, social networks and academic and personal advising. The Graduate School received \$2,500 to fund additional innovative practices for recruitment, admissions or retention efforts.

Giving to the Office of Institutional Diversity

A contribution to the Office of Institutional Diversity (OID) will foster the financial support of a wide variety of initiatives to address diversity at UGA. OID provides and supports programming, such as recruitment and retention efforts, diversity scholarship funding, pre-collegiate learning opportunities, and faculty and student mentoring events. **If you would like to discuss ways to give, please contact our office at 706-583-8195; we will work with you to ensure your charitable giving needs are met.** To find out more about giving to OID, visit our website at uga.edu/diversity/about/giving_to_diversity/.

Checks should be made payable to the UGA Foundation and on the "for" or "memo" line designated for OID. Please mail checks to:

UGA Office of Institutional Diversity
c/o Business Manager
119 Holmes/Hunter Academic Building
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The University of Georgia is committed to principles of equal opportunity and affirmative action.

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Institutional Diversity

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Celebrating Courage

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CELEBRATING *Courage*

50TH ANNIVERSARY OF DESEGREGATION AT UGA

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Events

Eighth Annual Georgia Daze Programs

Georgia Daze, an annual event introduced in 2004, will bring minority students who have already been accepted for the 2011 fall term to the University of Georgia Athens campus for a taste of life as a Bulldog. Held twice each spring, potential freshmen participate in activities that will

FEATURED PROGRAMS

Peach State LSAMP

The UGA Louis Stokes Alliance for Minority Participation (UGA-LSAMP) is a National Science Foundation-funded program designed to actively recruit, retain, and graduate under-represented minority students in STEM disciplines: Science Technology Engineering Mathematics Our program provides avenues to academically and socially ...