



DOMINICAN
UNIVERSITY
of CALIFORNIA

50 Acacia Avenue
San Rafael, CA 94901

**PRIMARY OBJECTIVES OF THE JAMES IRVINE FOUNDATION'S
DIVERSITY AND LEARNING GRANT 2001
AT DOMINICAN UNIVERSITY OF CALIFORNIA**

Adopting Diversity as part of the University's Mission: Boldly link diversity with the Dominican mission and vision. To this end, include a focused exploration of diversity as part of the Dominican tradition at the Dominican Biennial Consortium Conference hosted by Dominican University of California in June 2001. Furthermore, create a Presidential Diversity Council whose first task will be to draft a Diversity Declaration.

The Creation of an Office for Campus Diversity: To ensure that the diversity initiative lives beyond specific granting periods, the University is creating an Office for Campus Diversity headed by a Director of Campus Diversity. In the first 2 years of the founding of the office, the new director will be responsible to supervise the implementation of the Diversity and Learning Grant's goals, objectives and strategies.

Development of a Diverse Scientific Community: The University continues its commitment to having its faculty, staff, student and trustee populations be reflective of our nation's demographics. Accordingly, four new science faculty members will be hired in the next two years; the majority of whom will be ALANA. It is hoped that at least one of these faculty members will have direct experience in developing women and ALANA scientists. These faculty members will be hired in a cohort to provide each other with the intellectual synergy and support to launch this new diversity objective. One of the faculty will direct this effort and chair the Natural Science and Mathematics Department. A key strategy of this objective is to continue Dominican's long standing tradition of producing women scientists by seeking to enhance and improve faculty expertise and curricula with the goal of supporting and encouraging women and ALANA (African-American, Latino, Asian and Native American) students to enter the fields of natural and physical sciences.

Faculty and Staff Development: Grants are available to faculty interested in making curricular changes to incorporate both pedagogical (teacher-centered) and androgical (learner-centered) strategies with regard to campus diversity. The grant provides funds for each School to begin transforming their curricula through scholarship projects or curriculum redesign projects. Furthermore, this objective provides funding to further institution-wide transformation regarding diversity through the education of faculty, staff, trustees, and alumni.

Pre-college Outreach and Preparation and Retention of First Generation College Students: To expand gains made in ALANA student representation and campus climate, the University seeks to form active partnerships with the Latino Film Festival of Marin, regional high schools and community colleges with the goal of increasing the number of ALANA students who enter college and complete their undergraduate and graduate degrees. One of the strategies in this objective includes hiring a First Generation College Counselor who would serve as a part of the campus support system for ALANA students.

Professional Assessment of the Grant's Outcomes: Assessment of all diversity-related strategies is essential. The University is eager to measure where it now stands in terms of this issue with every segment of its constituency, and where it will stand after the various objectives and strategies are implemented. In addition, the University will collaborate with the Irvine Assessment Team Evaluators to create effective assessment measures that can be used by other institutions.