

## **PLAN FOR EXCELLENCE III**

### ***Goal 6: Developing a Diverse and Global Perspective***

#### **Update on Progress 2006-2007**

Our region must take full advantage of our diverse populations. We will prepare all our students to function in a global economy and work and live in an increasingly internationalized environment. The university will encourage international students and academics to study, teach, and conduct research on campus in order to foster global understanding and international awareness. It will support programs that provide opportunities for students, faculty, and staff to participate in academic study abroad and other international experiences.

#### **Increase Efforts to Promote Study Abroad Opportunities**

2006-2007

Reviewed International Programs Task Force Recommendations and underwent an Administrative Program Review

Set a few interim goals at Summer 2006 Deans Retreat

Hired Director of International Programs (new position)

Contracted with Dr. Susan Tracz to conduct a survey study of university satisfaction with Extended Education and International Programs; internalized several of those recommendations and put all in the Administrative Review Report

Scheduled planning meeting with IP Director and AVP for Continuing and Global Education to prepare all documents for IP Retreat; Scheduled IP Retreat for April 30th

Began tracking of numbers of students sent abroad over past 5 years in year long, semester, short-term study or one on one exchanges with sister institutions. The most common trend for study abroad is growth in the semester and short-term faculty led programs. See next page for data.

Created a \$100,000 fund to provide scholarships for student study abroad, making international study possible for about 70 additional students who would not have been able to do so in 2006-2007

Began development of a plan for further increases in student study abroad with funding recommendations to be discussed at IP retreat

**Study Abroad Enrollment  
2001-2006**

<b>Type of Program</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>Total</b>
<b>Campus Program</b>						
London Semester	18	17	25	17	24	101
South Pacific Semester	29	N/A	N/A	N/A	N/A	29
Greek Semester					3	3
Japan Semester				2	2	4
<b>Short Term – Faculty Led</b>						
France			21			21
Guatemala			12	12		24
Ghana				11	5	16
Egypt			9	14		23
Mexico		15	12	12	15	54
Greece				11		11
Spain			13		5	18
Ireland			20	20		40
Scotland					22	22
Trinidad/Tobago					10	10
Thailand				12		12
Italy				24		24
Armenia				9		9
Turkey		16				16
South Africa			11	11		22
<b>One on One Exchanges</b>	3	2	2	1		8
Jonkoping Business	4	6		2	3	15
<b>CSU – IP Year</b>	2	6	4	5	4	21
<b>USAC Countries</b>	56	71	32	18	25	202
<b>Totals by Year</b>	<b>112</b>	<b>133</b>	<b>161</b>	<b>181</b>	<b>118</b>	<b>705</b>

Revitalized plans for the South Pacific Semester

Created “Conversation Partners” for international students with our students through the American English Institute

Developing a more user- and international-friendly website for International Programs with multilingual FAQs and points of contact, etc.

## **Increase Efforts to Promote Study Abroad Opportunities***/cont.*

2007-2008

Continue all of the above and refine targets and foci

Review IP Retreat Recommendations with Deans at summer 2007 retreat

Develop a marketing plan on study abroad for our students so that they can view the array of options open to them in a simple and attractive manner

## **Engaging More Faculty in International Experiences**

2006-2007

Launched International Committees in 5 of 8 schools and colleges

Encouraged Deans to provide seed funding for faculty to develop international programs and experiences and to present or participate in international professional conferences

Initiated an award event to recognize faculty participation in educational study tours, joint research, and advising through award ceremonies, newspaper articles, International Service Awards, and RTP processes

Launched a study of how many faculty go overseas annually on university business (to teach abroad, study abroad, work abroad, consult, partner, etc.) to establish a baseline for marking progress and to begin consider methods to expand these numbers. In the past year, we estimate a baseline of 114 faculty.

2007-2008

Encourage implementation of International Committees in other 3 colleges

Consider adding International Award to Provost's Awards Series

Continue Faculty Recognition programs through International Programs

Acknowledge international participation of all non-tenured faculty in RTP letters

Consider an International theme for the 2007-2008 Provost's Calendar

Continue count of faculty having overseas experiences and tracking progress, as well as reporting back to Deans and continuing encouragement for funding

## **Including Diverse and International Perspective in the Curriculum**

2006-2007

Developed a listing of all course offerings with international emphasis and shared with the Deans and the General Education Committee

Developed a template for an undergraduate Global Studies Certificate to be submitted in a few weeks

Began discussion of a Graduate Global Studies Certificate

2007-2008

Implement Undergraduate Global Studies Certificate

Develop template for Graduate Global Studies Certificate & submit

Begin consideration of Roadmaps for each major such that students will be able to see how they can incorporate an international study experience into their field of study and accomplish it in a timely manner

## **Collaborative Partnerships with International Institutions**

2006-2007

We estimate that we currently have 58 active partnerships with international universities and have received numerous recommendations to focus in certain areas of the globe. This will be subject of the IP Retreat on April 30<sup>th</sup>.

2007- 2008

Begin to focus on selected areas of the globe and update data.

## **Diversity Task Force**

- A campus Task Force consisting of students, faculty, and staff has been meeting since Fall 2006, under the leadership of Provost Echeverria and Vice President Oliaro, to develop recommendations for the President regarding initiatives that can be undertaken to address issues of diversity on our campus. The Task Force is finalizing its recommendations and it is expected that they will address 4 key issues for the campus:
  1. Improving the recruitment and retention of diverse faculty and staff.
  2. Improving the retention and graduation of historically underserved student populations.
  3. Improving the coordination and clarifying the roles among University groups addressing issues related to diversity. (This would include the Commission on Human Relations and Equity, the Central Valley Cultural Heritage Institute, the President's Commission on Disabilities, and the Student Success Task Force.)
  4. Developing initiatives to promote a positive campus climate. This would include providing recommendations, activities, policies and procedures that would encourage or contribute to a positive campus climate for all community members regardless of age, race, culture, sexual orientation, gender, or ethnicity.
  
- In the implementation of these recommendations, we will be recommending that the Diversity Task Force be responsible for implementation and develop a 3 to 5 year plan for fulfilling the recommendations that are adopted. Implementation would also require meeting with members of various campus task forces/committees engaged in diversity related issues to ensure mutual support and collaboration to eliminate redundancy and/or potentially conflicting purposes.
  
- A web presence will also be created to serve as a magnet for questions, issues and information related to diversity issues on the campus.
  
- Data will be carefully monitored on student retention and graduation rates, as well as faculty, staff, and administrative hiring and retention rate to monitor progress and achievement of the recommendations.

## **Celebrating Regional Arts and Culture through Innovative Centers and Institutes**

The Central Valley Cultural Heritage Institute hired a director this year to focus on establishing the institute as a significant presence in the Fresno community. So far this year the Cultural Heritage Institute has partnered with the Iranian Art and Culture Club of Fresno in bringing Iranian literature, dance and culture to Fresno State. The Institute has also engaged in “cultural site visits” to twelve local area organizations in an effort to gain an understanding of the organizations, develop relationships, and seek out ways of partnering or collaborating on issues or projects of mutual interest. The institute will continue to visit cultural sites on a monthly basis as it works. The institute is also currently involved in a grant writing process to identify additional funds to develop more collaborative efforts between the campus and Fresno area communities on this issue

## **Develop Strategies and Offer Learning Experiences to Assist Students to Become Culturally Competent**

The Cultural Heritage Institute coordinates “Welcoming Diversity: A Prejudice Reduction Workshop” conducted by the campus National Coalition Building Institute (NCBI) Team. NCBI is a project of the President’s Commission on Human Relations and Equity. Over the past year, the team has conducted full-day or “mini” workshops to over 400 students. Additionally, the team has continued to conduct a panel series entitled “Building Bridges Tackling Fears”. So far this year, the series has addressed difficult issues such as homophobia, anti-Semitism, Islamophobia and more. Other topics scheduled for this year include labelism and “Should the “N” Word be Abolished?”

Another campus strategy –originating in the Kremen School of Education - is Cineculture. This is a successful weekly film series that focuses on international films followed by a discussion led by the filmmaker or an individual with knowledge of the issues presented in the film. This has been a collaborative event that has had as many as 300 campus and community members in attendance.

## **Give Students an Opportunity to Apply their Cultural Competence to Regional Issues**

The NCBI Team consists of students, faculty and staff. Students are trained by the NCBI International Office to conduct the “Welcoming Diversity Workshops” and to work with controversial issues. When conducted the workshops, the team endeavors to pair a faculty or staff member with a student as co-facilitators of the workshop.

Another example of how students are applying the NCBI skills to regional issues occurred this year when the NCBI team was contracted by the local chapter of the Women’s International League of Peace and Freedom (WILPF) to lead a discussion group on the book “Uprooting Racism” by Paul Kivel. The 5 team members (2 students, 2 faculty and 1 staff) conducted large group and small group processes which facilitated 45 diverse women in their exploration of the dynamics of race and class in the Fresno area. WILPF is committed to continuing this work with other issues and has asked the Cultural Heritage Institute to partner with them in this process.

## **International Student Enrollment**

- Spring 07 International Student Enrollment 592(net gain of 18) Spring 06 International Student Enrollment 574.
- Fall 07 International Student applications are running 22% ahead of applications for Fall 06 at comparable time. All of the increase is at the graduate level.

Strategies that have contributed to increased international student applications for Fall 07:

1. International Admissions has utilized Hobsons EMT, flash email software, to send out emails to prospects and have pointed them to their website. This has contributed to the increase of applications.
2. Lucia Hammar did embassy visits in early January to strengthen relationships with our sponsoring countries. We expect to see a few more sponsored students in the future and some of the Provost funds for recruitment were utilized in this endeavor.
3. International Admissions actively encouraged international applicants for the spring semester to apply for the Graduate Augmentations (Provost Scholarships). Nearly half of the awards went to international students.
4. During the embassy visit program, Lucia also participated in a conference on the Bologna 3 Year Degree Program. We are considering a pilot program with a College or School.
5. The recently formed International Advisory Board has provided some excellent insights into utilizing faculty in recruitment as they travel abroad to participate in conferences.
6. An International Regional Recruiter plan – to identify a Fresno state representative in key foreign “feeder” countries - has been delayed for a year. Preliminary planning has taken place at the Advisory Board level but handling the increase in applications with one fewer admissions tech has necessitating delaying this project. It is anticipated that identification of such recruiters will take place during the summer months. It is our hope that the balance of the Provost Funds committed to this project will roll over to 07-08 budget.

### *Reaching Out*

ISSP staff participated with Outreach in Fall Transfer Day visits to several community colleges (DeAnza, Foothill, San Joaquin Delta, Modesto, Merced). Two visits were made to Washington, D.C. to targeted embassies and organizations that sponsor students, one in early November (admissions staff and the new sponsored student advisor) and one in January (the new director). Discussions with staff at the Saudi Arabian and Turkish embassies and with staff at AmidEast were particularly useful in highlighting challenges and opportunities.

ISSP staff participated in conferences on 3-year-degree programs, on recruitment, and on working effectively with students from India leading to improved retention. Recruiting funds were helpful in making possible the two embassy visits and conference attendance.

Closer to home, the Mexican Consul in Fresno met with the director to brainstorm about the realities of recruiting in Mexico.

### *Leveraging Our Faculty*

The director has met twice with a new Fresno State faculty from China who will be visiting several key universities there this summer and can help recruit. The director met with one of a delegation of Fresno faculty from the Kremen School of Education and Human Development before the group left for a March visit to China to brief her on the kinds of collaborations that would be sustainable. The education professor took recruiting material to give to appropriate Chinese colleagues.

### *More Campus Collaboration*

Nearly half of the graduate augmentation scholarships awarded in Spring 2007 went to new international students thanks to the quality of those applicants but also to promotion efforts from ISSP. Collaboration has begun between ISSP and the newly-hired International Programs Director with discussion on exchanges and special short-term programs. Serious discussions with recruitment fair professionals and the ISSP Advisory Committee are informing plans about which fairs and locations will likely yield substantial results, should we decide to participate.

### *Future Plans*

Leveraging international alums to help recruit is targeted for summer 07, slightly delayed from earlier planning due to ISSP staff vacancies and the very recent formation of the useful ISSP Advisory Committee. An ISSP staff person has been invited to offer a half-day pre-conference workshop at the national NAFSA in May on advising students from Japan which leads to better retention.

## **Campus Climate**

- Diversity Task Force recommendation include reviewing and redefining the role of the campus Commission and Human Relations and Equity. It is felt that the campus needs to dedicate resources to provide ongoing monitoring of issues, policies, activities and incidents which either promote or detract from our effort to make the campus a welcoming community for all individuals, regardless of the differences they bring to the campus. The members of Diversity Task Force leadership will coordinate with the Commission on Human Relationship and Equity leadership to identify appropriate roles, responsibilities, and functions for each organization to achieve this goal.
- Upon resolution of the above, a campus environmental scan should be conducted to identify those elements of the campus which detract from the welcoming and supportive campus climate which we are dedicated to provide to all students, faculty, and staff.