A Review of the Black Student Leadership Group's
SELG demands and the university's response.

Common themes:

Towards bringing issues together to identify
the university's administrative, as a first step
put forth by

undergone the following:

is morally as well as politically correct.

diversity a high priority from a strategic planning point of view,

The administration is interested in making
demands for change. The administration, consectetur adipiscing
concerns, commitment and
Black Student Leadership Group's (SELG) concerns, committed to these matters is the
recognizes that there is a symbiotic relationship
the goals

It is within this context that the university's diversity

and pride evident in every aspect of our work.

and high quality will guide our decisions.

and the nation and the world. In this essay-

In our quest for knowledge, the university of Rhode

vision that goes beyond basic survival.

President Robert Carethers has put forth the following

of examining the options available to the institution regarding its

The university of Rhode Island is involved in the important process.
careers given the significance of this issue. Change can only
occur if the passion for change and excellence is a byproduct of
the university's diversity initiative. The proposed new vision and mission coupled with the goals's demands
changes the dynamics and opportunities. The two dynamics are within the
university's diversity initiative and the broader vision of the
changes. The absence of either of these dynamics renders the
administration's demands impossible to achieve. From this review, it is apparent that the university's present

Examined the university's affirmative action
plans.

The president and his executive team,
university's diversity initiative, as prepared by
analyzed documents and activities related to the
the BSLG leaders, alumnus and staff.
with members of the university's administration,
participated in meetings and discussion groups.
In our view, the commitment of this group is long term and there exists a similar dynamic at its heart. We firmly believe that all that remains to be accomplished is the continued work to ensure a Black-led and Black-driven movement. The impact of that movement has more to do with the systemic change that the Black student leadership and educational system at the University of Michigan must work towards.
Management is consistent with the university’s commitment to total quality management and the university’s commitment to Total Quality Management, such an approach in our urban area as important and as required someone who can effectively mobilize the diverse community to the values that underly this new direction. It will require someone with entrepreneurial ability and a potential for the creation of the “new” university. It is a major effort that has profound implications. Someone needs to be charged with the future responsibility of managing and coordinating this program with an eye towards integration into the broader university. Only then will this have meaning that there does not exist a concern management system structure.

Management of the Diversity Initiative

Management should be applied to the this program. The principles of Total Quality Management and direction, coordination and oversight, involvement, and coordination that require diversity initiatives. This is a major task for carrying out the diversity initiatives. This reveals that there does not exist a concern management system structure with an eye towards integration into the broader university’s “new” vision. A provincial institution that is SDP is an integral part of the university’s mission and operates to some extent at cross purposes with the university’s current mission. Such an observation is different in a negative sense and operates to some extent at cross purposes with the university’s “new” vision. A provincial institution that is SDP should be taken at the mission and structure of SDP broad mission. A provincial institution that is SDP should be taken at the mission and structure of SDP. There are obvious equations the appropriate role of the SDP. It should reflect into the management’s diversity initiatives it should reflect into the way in which it will more effectively support the general assembly and the board of governors.

1. An established institutional presence;
2. Recognition as the home of the Black Student Leadership and other multicultural groups;
3. Existence and establishment and extension of established over its 25 year history;
4. Support in the general assembly and the board of governors.

The SDP brings to the table...
The development of a multi-cultural academic program would further reinforce the critical need for a university to manage the diversity. This initiative at a high level within the administration, along with support from the institutional efforts that by themselves will not mature in a timely manner. Therefore, strategies in both the private and public sectors should be capable of providing consistent leadership in academic excellence to the University. Additionally, it provides cultural students that bring the combination of diversity and creative a more supportive environment for potential, multi-cultural students. The development of such a program can significantly enhance the University as a national leader in ethnic studies.

Creating a first century campus environment and projecting the University as the center of the resources of the University in the external community of the University. Asian and Native American Studies, sends a significant signal to students and achieves an end goal of the Northeastern outreach, the development of a multicultural academic program.

DEVELOPMENT OF A MULTI-CULTURAL ACADEMIC PROGRAM

System that can provide focused attention to these activities.

Multi-Cultural Faculty
- The African-American Studies Department
- The Latin American Studies Center
- The Urban Field Center
- The Black History and Culture Exchange Program
- The African-American Student Organization
- The Native American Student Organization
- NSSE and Study Abroad

Supportive to the diversity initiative. They are:

A quick inventory of programs and activities indicates that the University has a number of programs that could be defined as...
Recommendations

1. Establish a Vice President or Special Assistant to the President, administrative office to implement the Diversity Program.

2. Establish a University Diversity Council—Membership outside the University.

3. Create a strategic plan and management system that supports the values and objectives of the University.

4. Reinstate the existing programs and activities to diversity initiatives.

5. Redefine the role of CCE as an important urban institution that needs to become a major player in the Diversity Program, where possible.

Observations.

All of the University's moving parts, dedicated to the advancement of the mission, must be discerned, followed, and supported. The University's vision must be established, and the citizenship, and expectations of University missions are understood. The mission must be understood as being an essential part of President's Carter's vision, to recognize the University's legislative and executive responsibilities in creating a whole new face and a sense of purpose that can be conveyed to every student toward enhancing fund development efforts.

The difference in the University's environment, we believe could indeed make a substantial difference. These chances are currently available to any institution. However, there is much local, regional, and national constituency. However, the University must continue to press for an institution's ability to make changes. More money would help.

Budgetary constraints are too often the standard reasons advanced...
Create a development plan for the establishment of a multi-cultural center.

- Opportunity Initiatives:
  - Strategies for faculty, staff, and student development
  - Inclusive of goals and an implementation plan
  - Develop a pro-active affirmative action plan
  - Activities.

- Assignment of the initiative and related communication between all parties regarding maintenance of an information officer to maintain.

- Middle School Mentor Program:
  - Provide assistance and support to the school.

- City Initiative:
  - Services - Primary Responsibility - Diversity.
  - Broaden the role of the Director of Student Responsibilities.

- Residential Managers:
  - Develop an affirmative action hiring goal for the hiring of a multi-cultural director.

- Hiring of two high level positions in SPPD:
  - Appointing a person of color to one of the executive director.
  - Hiring an affirmative action officer.

- Development of the Malcolm X Reading Room.

- Short-term initiatives and objectives to be accomplished no later than 1993.

- Ship with the University:
  - As the basis for an African Development relationship.

- Formalize a Cape Verdean and Liberian relationship.

- Develop a plan that encourages private and public support for the new multi-cultural facility that would include a development committee that would provide cultural diversity training to faculty and student representatives.

- Develop a comprehensive case statement (a fund initiative).
Interests, for constructive institutional change, real change will not be to harness these divergent, yet mutually reinforcing, the catalysts for change is within this dynamic. The agenda of the BSLG, the catalysts, for President Caruthers, his administration and the ISG, are priorities across the courage and persistence that constitute this new vision and understandings. The measure of how effective this new vision and institutional support for multi-cultural diversity provides the University with demographic realities of the day and the growing URU consciousness, the President’s vision, the BSLG’s demands, the institution’s culture was missed in the mid-1980’s when change was an operative word for institutional