

**School of Journalism  
Faculty Meeting Minutes  
January 29, 2016**

Those in attendance were Julie Adam, Patrick Allen, Chris Bacon, Barbara Barnett, Genelle Belmas, Tim Bengtson, Kerry Benson, Peter Bobkowski, Ann Brill, John Broholm, Yvonne Chen, Jerry Crawford, Joseph Erba, Pam Fine, Mugur Geana, David Guth, Penny Hodge, Jim Jewell, Jammie Johnson, Heather Lawrenz, Tien Lee, Denise Linville, Frances Lyons, Chuck Marsh, Dan McCarthy, Lisa McLendon, Kerry Navinsky, Scott Reinardy, Nate Rodriguez, Janet Rose, Steve Rottinghaus, Hyunjin Seo, Susanne Shaw, Eric Thomas, Tom Volek, Hong Vu, Doug Ward and Mike Williams.

Updates on budget, reaccreditation (Brill) The accreditation team visit is scheduled for Oct. 30-Nov. 2. Lisa Loewen is making progress assembling reaccreditation documentation.

Updates from Career Center (Rottinghaus) Weekly reports provided to Dean; 121 student consultations during fall semester; students receiving LinkedIn training; 16 summer internships filled; Bobkowski facilitated online survey with great results; 18 of 30 slots have been filled for the March 2 Career Fair; possible addition of a career fair in the fall focused on internships.

School Plan for Diversity, Equity and Inclusion (Barnett) The WAW SJMC Diversity, Equity and Inclusion Plan was presented for discussion (attached). All agreed students are the priority. The importance of correctly wording goals and strategies and using tactics for details was stressed. Faculty and staff volunteered to revise the document as a group.

Catalog and degree requirement credit hour changes (Lyons) Discussion included consistency in grade requirements and policy for retaking courses J101, J300, J302 and J304. Specifically, the School's dismissal policy does not align with the current practice as it relates to grades in specific courses. After discussion, Genelle Belmas motioned to accept the catalog and degree requirement change to state that all four classes, J101, J300, J302 and J304, must be completed with at least a C grade and all four classes can be taken twice. The requirement will go into effect starting with Fall 2016 incoming students. Tim Bengtson seconded the motion and discussion followed. A vote was taken with all in favor, none opposed and no abstentions. The motion passed. | Discussion turned to increasing the minimum number of journalism credit hours from 40 to 42. After discussion, Mugur Geana motioned to raise the minimum number of journalism credit hours from 40 to 42 with the requirement going into effect starting with Fall 2016 incoming students. Tim Bengtson seconded the motion. With a vote of 17 for, 4 against and 4 abstentions, the motion passed.

In closing announcements, the grad committee announced effective immediately the GRE (Graduate Record Examination) is no longer required; Chris Bacon said the airing of 6 – 8 KU softball games will be completely student-run by KUJH-TV and KUJH-TV students will cover KU's first Quidditch match.

Meeting adjourned.

Save the Dates: Feb. 10, 148<sup>th</sup> birthday of William Allen White; Feb. 24, KSPA Regional Conference; Apr. 14, 3 p.m., WAW national citation awarded to Gwen Ifill and Scholarship and Awards Presentations

*Priorities for AY 2014-2015: Reaccreditation; Curriculum; Diversity; Engagement – professional, civic, interdisciplinary, academic; Marketing; Fundraising*

**William Allen White**  
**School of Journalism and Mass Communications**  
**Diversity, Equity and Inclusion Plan**

# **-- FOR DISCUSSION --**

## **Mission and Values**

The commitment to a diverse, collaborative and dynamic student-centered environment is a core value of the William Allen White School of Journalism and Mass Communications.

The School's Mission Statement declares that our students should "understand the value of a diverse society, a diverse work place and the importance of reflecting that diversity in mass media." The faculty, staff and students of the School should reflect and benefit from the richness that a diverse, equitable and inclusive society provides. Diversity in organizations means welcoming people of different cultures, races, genders, religions, nationalities, lifestyles, sexual orientation, and other attributes.

The School believes that a rigorous liberal arts and professional education for students benefits from the presence of women and minorities in the student population and faculty and staff in numbers that reflect their representation in the population as a whole.

## **Goal I: Increase the number of student, faculty and staff representing diversity.**

### **Strategy One: Recruiting and retaining women and minorities to regular full-time faculty and staff appointments.**

#### **Tactics:**

The School will include media whose target audiences are underrepresented populations in advertising for faculty and staff position.

The dean and faculty will intensify efforts to identify, contact directly and recruit women and minorities to make them aware of openings, to encourage them to apply and to make them feel welcome.

At least one-third of the finalists for all searches in the School, for the next three years, will be women and/or minorities.

A portion of the School's private resources will be used to recruit and to provide research support and other opportunities for women and minority faculty and staff.

School will provide leadership training and opportunities for underrepresented populations.

School committees shall include women and minorities.

## **Strategy Two: Recruiting and retaining women and underrepresented populations undergraduate and graduate students**

### **Tactics:**

The Coordinator of Recruitment and Retention seeks to recruit the best students of all races and pays special attention to diversifying the student body by and pays special attention to diversifying the student population, making all aware of opportunities in the School and the professions, and encouraging students to attend the University.

The School will continue to pay the tuition and fees for underrepresented high school students to attend the summer Kansas Journalism Workshop.

The recruiter, staff and faculty members will continue visiting high schools that represent a diverse population.

The School will continue to develop support systems for students of color, striving to make them feel welcome and provide help with financial support in the form of scholarships and grants.

The School will seek to increase the financial resources devoted to supporting the Multicultural Journalism Scholars Program to 14 members.

The School will continue to support students seeking to attend job fairs and other recruiting events.

## **Goal II: Incorporate diversity, equity and inclusion into curriculum**

### **Strategy One: Course offering will reflect the School's commitment to diversity, equity and inclusion**

#### **Tactics:**

The School requires a course in media diversity of all majors.

Topics course proposal will have a stated element of diversity.

### **Strategy Two: Syllabi will reflect the School's commitment to diversity, equity and inclusion**

#### **Tactics:**

**Goal III: The Climate will reflect the School's commitment to diversity, equity and inclusion**

**Strategy One: The School will sponsor programs to further cultural awareness.**

**Tactics:**

Use of resources, including financial support for campus programs, will prioritize based on inclusiveness

Nominations for the William Allen White citation will reflect a diverse pool of candidates

**Strategy Two: Diversity, Equity and inclusion will be reflected in the School's communication**

**Tactics:**

Publications will reflect the School's commitment to diversity, equity and inclusion.

Marketing and other strategic communications on behalf of the School will reflect diversity, equity and inclusiveness

**Goal IV: Engaged scholarship promoting diversity, equity and inclusion will be encouraged, supported and rewarded**

**Strategy One: Seek strategic partners for engaged scholarship focusing on diversity, equity and inclusion**

**Tactics:**

**Strategy Two: Recognize such engaged scholarship as a consideration in merit, promotion and tenure**

**Tactics:**