



ORGANIZATIONAL UNIT PROPOSAL FORM

DIRECTIONS: *Use this form when proposing a new organizational unit, center, institute, department, school, or college.*

DATE OF REQUEST: November 2016

Date of AAC Approval:

November 30, 2016

INSTITUTION: University of Nevada, Las Vegas

NAME OF PROPOSED UNIT: The Intersection: Academic Multicultural Resource Center

Date of Board Approval:

DATE OF IMPLEMENTATION: Upon approval

PART 1

A. Action requested

Approval is requested to create an academic multicultural resource center.

B. Brief description and purpose of proposed unit

In 2012, the University of Nevada, Las Vegas (UNLV) applied for and received the Minority Serving Institution (MSI) status with the U.S. Department of Education. This designation is given to eligible colleges and universities that meet certain indicators including, but not limited to, the diversity of the student body based on race or ethnicity and the overall number of students qualifying for federal educational financial assistance. UNLV meets the requirements as an Asian American, Native American, and Pacific Islander-Serving Institution (AANAPISI) and is an emerging Hispanic Serving Institution (HSI) (UNLV Office of Diversity Initiatives, 2015). These designations support the need for an academic multicultural resource center.

The purpose of The Intersection: Academic Multicultural Resource Center is to serve as a comprehensive and sustainable center for UNLV first generation college students, students of color, faculty and staff. Through targeted programming and partnerships with academic colleges, departments, community stakeholders and organizations, The Intersection is designed to cultivate success for first generation and students of color by serving as an intersecting campus resource that provides access, resources, and linkages to research, people, information, and services designed to cultivate success for first generation students and students of color attending UNLV.

C. Outline plans for the success of the proposed unit

Charge and Strategic Plan

Mission

The mission of The Intersection: Academic Multicultural Resource Center is to serve as a comprehensive and sustainable resource center for UNLV first generation students, students of color, and faculty and staff. Programs and initiatives will be designed that stimulate academic engagement,

promote intellectual development, and encourage best practices. The Intersection will seek to serve as a key partner in UNLV's efforts to retain and graduate first generation college students and students of color on both the graduate and undergraduate levels. Through sustained developmental programming and partnerships with academic colleges, departments, and community stakeholders and organizations, students are empowered, engaged and nurtured to succeed. The Intersection will serve as the intersecting campus resource that provides access and linkages to research, people, information, and services. It will provide a safe, healthy, physical space for students, faculty, and staff to gather, exchange ideas and information, and develop a shared sense of community at UNLV.

Personnel

The Intersection shall be managed by an Executive Director who shall report to the Senior Vice Provost or his/her designee.

The Intersection staff shall include a Resource Coordinator and Administrative Assistant. The staff shall be expanded to include student employees, graduate assistants, and paid/volunteer interns as necessary to carry out center programs, services, activities, and mission.

The primary responsibility of The Intersection staff shall be to foster a supportive university community that educates and provides resources for all members of the University community to enhance the academic, personal, and professional development of targeted student populations.

Governance

The responsibility for the day-to-day operation of The Intersection shall reside with the executive director and administrative staff. Advice and counsel shall be drawn upon through an advisory group comprised of the UNLV students, faculty, and staff as well as community stakeholders.

Advisory group/committee will be determined by the executive director in consultation with campus and community stakeholders and the Senior Vice Provost. The group/committee will meet regularly with the executive director to advise on center development and to provide guidance and direction in setting priorities, assessing results, and identifying new opportunities.

Operating and Financial Procedures

The Intersection shall adhere to all operating, personnel and financial procedures that apply to university departments and units.

The Intersection shall adhere to the university's standard grant application procedures and research policies (if/when applicable) when seeking extramural funding to support center programs and activities, including research.

The Intersection shall be governed by standard university budgetary and financial procedures; and it shall annually submit a budget for approval in accordance with the university's budgetary review process.

Review

The Intersection shall prepare an annual report describing its accomplishments and projects as related to its mission.

PART II

A. Mission statement

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B. Goals and objectives

i. Teaching

To establish partnerships with academic departments and faculty to:

*Develop a summer academic academy to help acclimate entering first generation and students of color to academic life at UNLV (College of Liberal Arts)

*Provide service learning opportunities for students to engage in an academically rigorous, community-based, leadership and knowledge projects designed to help students learn about the experiences of different racial and ethnic groups (Department of Sociology/Service Learning Initiative for Community Engagement in Sociology)

*Coordinate specialized training for teaching faculty based on the prescribed UNLV Undergraduate Learning Outcomes (UULOs) generally, and specifically those UULOs that address Global/Multicultural Knowledge and Awareness and Citizenship and Ethics.

ii. Research

To provide and encourage opportunities to support faculty and students in their academic research pursuits.

iii. Service

To provide first generation students, students of color, and faculty with an academic forum to gather, exchange ideas and information, and develop a shared sense of community.

To develop a healthy, supportive network among diverse first generation and non-traditional UNLV students.

To facilitate the transition into college for first generation students and students of color through initiatives including the development of a comprehensive inventory of support resources, coordination of mentoring networks, and navigation assistance.

C. Major participants or collaborators

i. Internal to campus

Input from UNLV faculty and staff was solicited from students, faculty, staff, organizations, departments and units to assist in the foundational development of The Intersection, including its overall design, mission, and vision. Meetings with over 50 identified stakeholders took place during spring 2016. In May 2016, President Jessup and Provost Chase joined over 100 members of the UNLV collegiate community at the planning session where the initial priorities of The

Intersection were set based upon the initial findings obtained via the stakeholder meetings. Summer focus group meetings were held with students and faculty who indicated interest in serving on an advisory group and/or be further involved in programs and activities of The Intersection.

The following is a partial list of faculty and staff with whom stakeholder meetings were held and/or who attended the campus-wide planning meeting and focus groups.

Individuals:

Rachel Anderson; Professor, Boyd School of Law
Daniel Asera; Instructor, Mathematics Learning Center
Emmanuel Ayim; Asst. Professor, Kinesiology & Nutrition Science
Andrea Barefield; Office of Student Conduct
Jaci Batista; Professor, Civil & Environmental Engineering
Afsha Bawany; Director of Communications, Greenspun College of Urban Affairs
Terri Bernstein; Asst. Director, Academic Enrichment (CAEO)
Janna Bernstein; Coordinator, Residential Life
Jamie Bichelman; Publications Writer, Police Services
Richard Boland; Research Coordinator, Center for Business & Economic Research
Melissa Bowles-Terry; Head Librarian, Educational Initiatives (Library)
Bonnie Brucato; Coordinator, Career Services (Lee Business School Advising)
Elaine Bunker; Associate Director of Composition, Department of English
Valarie Burke; Executive Director, Graduate Student Services
Phil Burns; Director, Student Conduct
Betty Burston; Asst. Professor, Health Care Administration and Policy
Maria Casas; Asso. Professor, Department of History
Chih-Chien Chen; Asst. Professor, Hotel College
Christine Clark; Professor, Department of Teaching & Learning
Sebern Coleman; Recruitment Specialist, Graduate College
Jennifer Czajkowski; Academic Counselor, Center for Academic Enrichment & Outreach
Ramona Denby; Professor, School of Social Work
Danielle Donato; Academic Counselor, Center for Academic Enrichment & Outreach
Juanita Fain; Vice President, Student Affairs
John Farley; Professor, Department of Physics & Astronomy
Carolee Dodge-Francis; Assoc. Professor, Department of Environmental & Occupational Health
Raelynn Frazier; Director, Career Services
Sunny Gittens; Executive Director, Office of Civic Engagement & Diversity
Xan Goodman; Librarian, Health & Life Sciences
Whitley Hadley; Program Coordinator, Multicultural Programs (OCED)
Yodit Hagos; Academic Counselor, Center for Academic Enrichment & Outreach
Dan Hamilton; Dean, Boyd School of Law
Chris Heavey; Dean, College of Liberal Arts
Cristina Hernandez; Director, Women's Center
Joshua Jensen; Adm. Asst, Vice President for Student Affairs
Jennie Johnson; Director, Upward Bound (CAEO)
Gayle Juneau-Butler; Asst. Vice Provost, Retention, Progression & Completion
Jennifer Keene; Assoc. Dean, College of Liberal Arts
Kimberly Kendricks; Grant Writer, College of Sciences
Jennifer Kennedy; Advising Center Director, College of Engineering
Sylvia Lazos; Professor, Boyd School of Law
Cecilia Maldonado; Assoc. Vice Provost for Faculty Affairs
Brandon Manning; Asst. Professor, Interdisciplinary Studies

Rimi Marwah; Director of Advising, College of Urban Affairs
Ann McDonough; Dean, Academic Success Center
Brett Meadors; Coordinator, Office of Student Conduct
Marta Meana; Dean, Honors College
Gerard Medlock; Coordinator, Center for Academic Enrichment & Outreach
Jose Melendrez; Director, School of Community Health Sciences
Daniel Mendoza; Academic Advisor, College of Education
Vanessa Nunez; Academic Advisor, College of Urban Affairs
Nadia Omar; Assoc. Director, Intercultural Program (OCED)
Orlando White; Housing & Residential Life
Roberto Orozco; Program Coordinator, Social Justice (OCED)
MaryAnn Overcamp-Martini; Assoc. Professor, School of Social Work
Hill Pichon; Asst. Director, Office of Information Technology
Laurel Pritchard; Asst. Director, Undergraduate Programs
Stefani Relles; Asst. Professor, Department of Educational Psychology & Higher Education
Anita Revilla; Chair/Assoc. Professor, Interdisciplinary Studies
Barb Roberts; Director of Recruitment Programs and Services
Keith Rogers; Deputy Director, Center for Academic Enrichment & Outreach
Cristian Salas; Academic Advisor/Counselor, Center for Academic Enrichment & Outreach
Marya Shegog; Asst. Professor, Department of Environmental & Occupational Health
Anna Smedley; Asst. Professor, Department of Sociology
Susie Smith; Director of Development, Intercollegiate Athletics
John Starkey; Academic Advisor, Lee College of Business
Gina M Sully; Director of UNLV Writing Center, Department of English
Mehran Tamadonfar; Professor, Department of Political Science
Izack Tenorio; Admissions Counselor, Admissions & Recruitment
Sharon Tettegah; Professor, College of Education
Melva Thompson-Robinson; Professor, Department of Environmental & Occupational Health
Jon Tucker; Director, Student Union & Event Services
Mary Valdez; Academic Advisor, Center for Academic Enrichment & Outreach
Kara Wada; Executive Director, Admissions & Enrollment Management (Graduate College)
Jason Wasden; Acting Asst. Dean, School of Dental Medicine
Doris Watson; Professor, College of Education
Cate Weeks; Director, Electronic & Print Publications
Donna Weiss; Business Manager, Lee Business School
Claytee White; Director, Oral History Research Center (Library)
Ivove White; Academic Counselor, Center for Academic Enrichment & Outreach
Anne White; Director, Learning Support (Academic Success Center)
Alcinia Whitters; Admin. Assistant, Media Relations
Mary-Ann Winkelmes; Coordinator, Instructional Development & Research

Units and Organizations:

1st Generation Club
Academic Success Center
Administrative Faculty Committee
Asian Pacific American Staff Alliance
Black Graduate Student Association
Classified Staff Council
Council of African American Professionals
CSUN
Graduate College
Instructional Development and Research Group

McNair Scholars
Office of Civic Engagement and Diversity
President's Advisory Committee
UNLV Holmes Scholar Project

Dr. Maria Casas, Associate Professor in the Department of History, currently serves as the UNLV liaison of The Intersection.

ii. External to campus

Ms. Crystal Harry; Human Resource Analyst, City of Las Vegas

Ms. Hannah Brown; Las Vegas Community Activist

Dr. Lisa Morris Hibbler; Director, Department of Youth Development and Social Innovation, City of Las Vegas

Dr. Javarro Russell; Senior Research and Assessment Director, Educational Testing Service (ETS)

Dr. Brad C. Phillips; President and Chief Executive Officer, Institute for Evidence-Based Change (IEBC)

Ms. Hannah Brown, Las Vegas community activist, currently serves as the Community liaison of The Intersection.

D. Evidence of contact within and between affected academic units

Summer Academic Academy: Liberal Arts Dean, Dr. Christopher Heavy has agreed to work with The Intersection staff to develop Summer Academic Academy (boot camp) that will assist entering first generation and students of color to academic life at UNLV

Service Learning Initiative for Community Engagement in Sociology (SLICES): The Intersection is a client of the Service Learning Initiative taught by Sociology Assistant Professor Dr. Anna Smedley. During the 2016-17 academic year, SLICES students will research scholarship opportunities and procedures for first generation students and students of color; coordinate and facilitate sessions to further define from a student perspective success; identify mechanisms to increase and enhance a sense of student belonging in the UNLV educational process.

Student Consultant Group (SCG): Conversations are planned with Dr. Anna Smedley (SLICES) and Dr. Mary-Ann Winkelmes (Instructional Development and Research) to investigate the feasibility of establishing a Student Consultant Group. The SCG would be comprised of a trained staff of student consultants to focus, with UNLV teaching faculty, on inclusive learning and teaching practices.

Logo/Brand Design: Graphic Arts students enrolled in classes taught by Art Department faculty members Monica Maccaux and Mathew Planet, have been identified to create a logo/brand for The Intersection to help prepare them for real-world situations in this field of study.

Cultural Competency Training: A proposal prepared by the Educational Testing Service and Institute for Evidence-Based Change has been submitted to UNLV for review. This proposed specialized training for teaching faculty would incorporate the prescribed UNLV Undergraduate Learning Outcomes (UULOs) generally, and specifically those UULOs that address Global/Multicultural Knowledge and Awareness and Citizenship and Ethics. If approved, the 2-day training would be

coordinated with the assistance of Dr. Laurel Pritchard, Director of Undergraduate Programs and Dr. Mary-Ann Winklemes, Instructional Development and Research Coordinator.

E. Proposed physical location

UNLV Student Union, First Floor, Room 121

The location will be reconfigured to include gathering and meeting space for students, a reception area for the administrative assistant and office space for the executive director and resource coordinator.

It is anticipated that more space will be needed to accommodate daily student usage, planning meetings, lectures, workshops and mini conferences. Additional space will be needed for student employees, graduate assistants, additional full-time staff, interns and volunteers as programs, services, and activities of The Intersection become more formalized and apparent.

F. Proposed organizational structure (include organizational structure within the campus)

Dr. Harriet E. Barlow
Executive Director

Primary Duties: Reporting to the Senior Vice Provost, the Executive Director is responsible for overseeing the organizational development, direction, support services and programmatic initiatives designed to enhance the academic, personal, and professional development of targeted student populations. The Executive Director leads and assists assigned staff in the development and implementation of University services, activities, programs, site management, and projects relevant to the mission and vision of The Intersection and the University of Nevada, Las Vegas.

Mr. Patrick Naranjo
Resource Coordinator

Primary Duties: Reporting to the Executive Director, the Resource Coordinator is responsible for identifying and maintaining a comprehensive list/inventory of campus and community resources to assist first generation and students of color. The Resource Coordinator will develop a strategy, in consultation with the Executive Director, that connects students to campus and community resources in meaningful and sustained ways that give students access to a variety of resources that will help them reach their full potential. The Resource Coordinator serves as a point of contact and liaison between university academic and service units; assists in the creation and maintenance of an academically supportive environment; keeps abreast of information, programs, and services related to students' academic needs and concerns; and looks for creative and collaborative ways to address areas of concern.

Ms. Cynthia Chavez
Administrative Assistant

Primary Duties: The Administrative Assistant manages The Intersection's lobby area and performs a variety of administrative tasks including managing phones and emails, scheduling appointments and planning meetings. In addition, the Administrative Assistant ensures completion of paperwork, handles special administrative projects, as well as overflow work from the Executive Director and Resource Coordinator.

G. Activities to be sponsored (e.g. courses, seminars, research, and outreach) – indicate if courses or seminars will be offered through the proposed unit. Please specify if they will be offered for academic credit and applicable to a degree program. Give estimated enrollment.

The following represents a partial list of key programmatic activities anticipated or being developed by The Intersection:

Electronic Initiatives:

- A website will be developed to provide important information about The Intersection programs and activities.
- An inventory, modelled after the College Board former CollegeKeys Compact Inventory, will identify university programs and services specifically designed to address the needs and challenges of first generation students, students of color, and low-income students. The inventory will be organized in the following manner: Preparation (Getting Ready); Admissions and Financial Aid (Getting In); and Achievement and Success (Getting Through).
- A database of internal and external diversity and intersectionality experts will be developed and made available via the website. The database will serve as a networking tool to explore potential research grant opportunities. In addition, graduate students, faculty, staff, and community-based researchers will be allowed to join the database to connect with those who share common interests.
- The Intersection programs, activities, and events of interest will be communicated via a periodic newsletter and social media presence.

Referral Consultation: The Intersection, serving as a point of contact for students and others with general questions or concerns, will connect them to the appropriate university department, resource, or support unit.

Mentoring: A mentoring program will be developed specifically for first year first generation students and students of color. An upperclass trained mentor will be paired with a first generation student and/or student of color who will assist their mentee manage and navigate through their first year college experience. Focus areas of the program will include, but not be limited to, academic success and financial responsibility.

Student Success: Working with the UNLV Academic Success Center, an initiative will be explored to provide academic support and assistance in developing and refining the academic success skills of first generation students and students of color.

Parent and Family Support and Outreach: This program will provide parents of first year students, first generation students, and students of color with programming, information and resources that will assist them in being an advocate, resource, and partner in their student's success. The program will help parents learn how to use UNLV programs and services to communicate, collaborate, and plan with their student to help them be successful.

Campus Development and Education: In collaboration with the academic departments and units, The Intersection will develop coordinate, facilitate, or participate in programmatic efforts (workshops, seminars, trainings, etc.) that facilitate diversity and inclusion through an academic lens.

Cultural Competence Group (CCG): Identify and train faculty members on how to incorporate cultural competence into course content regardless of discipline. Once trained, the CCG will provide training and assistance to faculty in developing student learning outcome assignment and assessments integrating cultural competence into the process.

Research and Faculty Support: The Intersection will provide support to students and faculty in their academic and professional pursuits through participation in approved research, assessments, and surveys of mutual benefit in areas to include, but not limited to, curricular development on race, ethnicity, immigration, gender, and sexuality, and other identity studies.

Career Exploration and Preparation: A career preparation program that will prepare students of color for life after graduation. The program will be designed in collaboration and consultation with Career Services to build a sense of community and enrich lives through opportunities and workshops that enable career development.

A Celebration of Achievement: An annual campus-wide ceremony that honors the academic achievements of undergraduate, graduate, and professional students of color.

H. Resource Analysis – source of funds necessary for the proposed change (enrollment-generated state funds, reallocation of existing funds, grants, other state funds)

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I. Projected Budget – identify portions of costs which will require state resources, grants, gifts and/or contracts

Budget expenses will be from existing resources.

Salaries	\$327,487
Operations	50,000
Total	\$377,487

Please attach any supporting documentation (i.e. support letters from community, industry).