

Northern State University Diversity Activities Report

Reporting Structure – The Diversity Coordinator reports directly to the Vice President of Enrollment and Student Affairs. This staff member dedicates about 25% of his time and efforts to diversity programming initiatives. The remaining 75% of his time is focused on his duties/responsibilities as Jump Start Advisor and Assistant Director of Admissions.

Multicultural Student Activities Location/Staffing – The Diversity Coordinator’s office is located in a high-traffic, centralized area on the second floor of the Student Center. The Multicultural Student Affairs’ office area is located right across from the Diversity Coordinator’s Office. The MSA office area is an open, welcoming space where all NSU students have the ability to study, socialize, utilize the computer, play video games, or simply rest/relax in between classes throughout the day. In addition to the Diversity Coordinator, the MSA office area is staffed by a part-time student worker. The MSA student worker provides support to students who visit the MSA office area, and they also provide support for diversity programming initiatives.

Diversity Action Committee – The Diversity Coordinator was asked to develop a diversity committee as one of his first directives, when he was hired in the fall of 2017. The committee is made of students, staff, faculty, and administration from the institution. The committee members serve as advisors for the Diversity Coordinator in regards to initiatives involving diversity and inclusion on campus.

Academic Year 2018-2019 Activities

Student Programming/Events – NSU held the following diversity-related events during the 2018-2019 Academic Year:

- **National Aids Awareness Day** – Student workers from the MSA and the Campus Activities Board did tabling to share factual information regarding HIV/Aids. They also handed out Aids Awareness stickers to students who stopped by the table.
 - Date of event: 12/3/18
 - No cost
- **MLK Day of Service** – All NSU students were invited to volunteer a small portion of their time on MLK Day to provide service and support at a local non-profit facility adjacent to campus. Students helped to perform various manual tasks. All students who participated were given a free NSU “The Pack Gives Back” t-shirt.
 - Date of event: 1/21/19
 - 20 students/staff were in attendance
 - No cost
- **Native American Crazy Horse Memorial Scholarship Banquet** – This annual banquet was sponsored by the Multicultural Student Activities office. The purpose of the banquet is to celebrate and recognize those Native American students who received academic scholarships from the Crazy Horse Memorial Foundation. Student recipients, their parents/families/supporters, and NSU staff and faculty are also invited to participate in this event.
 - Date of event: 4/22/19
 - 60 students, staff, faculty, and family supporters were in attendance
 - Total cost of event was \$800
- **Native American Feathering Ceremony** – This annual ceremony is sponsored by the Multicultural Student Activities office. The ceremony recognized and celebrated our Native American students who are graduating from NSU. Graduating students, their parents/families/supporters, and NSU staff and faculty are also invited to participate in this event.
 - Date of event: 5/3/19
 - 60 students, staff, faculty, and family supporters were in attendance
 - Total cost of event was \$1,000

- **Chat ‘N Chews** – Focus group where all NSU and Presentation College students are welcome to dialogue about various topics that impact current student’s college experiences. NSU and PC staff serve as moderators during the focus groups. Food and refreshment are provided during the focus group sessions.
 - Dates of events: 3/26/19 & 4/17/19
 - About 20 students and staff members were in attendance
 - About \$200 was spent on food and refreshments

Faculty/Staff Programming – The following diversity related events were offered for staff and faculty during the 2018-2019 academic year:

- **Ally Training** – This training is delivered by three NSU faculty members. Ally training is designed to provide awareness and information about the LGBTQIA+ community on college campuses.
 - Date of event: 3/12/19
 - 15 faculty/staff were in attendance
 - No cost

Students, Faculty & Staff Programming – The following events and programming were geared towards NSU students, faculty, and staff:

- **Black History Month Event: The True Black History Museum** - A traveling Black History exhibit with artifacts dating from the late 1700's to the 21st century. The Museum was established to preserve the history of African-American people and to educate others of the many great contributions that African-Americans have made to mankind.
 - Date of event: 2/1/19
 - 160 students, staff, faculty, and community members were in attendance
 - Total cost of event was \$3,500
- **Women’s History Month Event: Women in Sports** – Key note speakers Paula Krueger, Women’s Head Basketball Coach, and Hillary Goff, Coordinator of Athletic Business Operation shared some of their personal experiences overcoming obstacles and challenges as female athletes, leaders, and professionals in a male-dominated industry.
 - Date of event: 3/21/19
 - 70 students, staff, faculty, and community members were in attendance
 - Total cost of event was \$200

Academic Year 2017-2018 Activities

Student Programming/Events – The events and programming geared towards the student body are as follows:

- **MLK Day of Service** – All NSU students were invited to volunteer a small portion of their time on MLK Day to provide service and support at a local non-profit facility adjacent to campus. Students helped to perform various manual tasks.
 - Date of event: 1/15/18
 - 20 students/staff were in attendance
 - No cost
- **Native American Crazy Horse Memorial Scholarship Banquet** – This banquet is sponsored by the Multicultural Student Affairs’ office. The purpose of the banquet is to celebrate and recognize those Native American students who received academic scholarships from the Crazy Horse Memorial Foundation. Student recipients, their parents/families/supporters, and NSU staff and faculty are also invited to participate in this event.
 - Date of event: 4/23/18
 - 60 students, staff, faculty, and family supporters were in attendance
 - Total cost of event was \$800

- **Native American Feathering Ceremony** – This ceremony is sponsored by the Multicultural Student Affairs’ office. The ceremony is intended to recognize and celebrate our Native American students who are graduating from NSU. Graduating students, their parents/families/supporters, and NSU staff and faculty are also invited to participate in this event.
 - Date of event: 5/4/18
 - 60 students, staff, faculty, and family supporters were in attendance
 - Total cost of event was \$1,000

Students, Faculty & Staff Programming – The events and programming geared towards the NSU students, faculty, and staff are as follows:

- **Soul Food in the Den** – Home-style, southern cuisine food options were made available to students, staff, and students during lunch hours.
 - Date of event: 2/13/18
 - About 60 or more students, staff, and faculty took part in this event
 - No cost
- **Black History Month Event: NSU Celebrates Black History** – Taste of the South, southern cuisine was provided to attendees. Traditional and contemporary African-American gospel music was performed by the NSU Chamber and Concert Choir. The guest speaker was Lawrence Diggs.
 - Date of event: 2/20/18
 - 50 students, staff, faculty, and community members were in attendance
 - Total cost of event was \$500

Academic Year 2016-2017 Activities

Due to administrative staff transition, no record of diversity-related activities for the 2016-2017 academic year exists.

Academic Year 2015-2016 Activities

Student Programming/Events – NSU held the following diversity-related events during the 2015-2016 Academic Year:

- **Window Display of Hispanic Heritage Month Posters -**
 - October 1-31, 2015
 - Multicultural Student Affairs (MSA) Office
- **Intro to Multicultural Affairs Mentors and Cultures -**
 - October 1, 2015
 - Jerde Lobby
 - 6 Attendees
- **Window Display of Native American Heritage Month Posters -**
 - November 1-30, 2015
 - MSA Office

- **Mash da Mic -**
 - November 5, 2015
 - Student Center
 - 10 Attendees
- **Staff assisted with LGBTQ Murder Mystery -**
 - November 13, 2015
 - Student Center
- **MLK Day of Service -** In honor of Dr. King's Commitment to service, NSU students have an opportunity to serve their community at one of three locations in Aberdeen.
 - January 18, 2016
 - Meals on Wheels, Salvation Army, Neuman Center
 - 35 Attendees
- **Movie Selma -**
 - January 18, 2016
 - Student Center
 - 10 Attendees
- **The Color of Friendship -**
 - February 23, 2016
 - Jerde Hall

Student, Faculty, and Staff Programming - The events and programming geared towards the NSU students, faculty, and staff were as follows:

- **Dia de los Muertos Program -**
 - October 26, 2015
 - Jerde Lobby
 - 30 Attendees
- **Staff assisted with Cultural Fest -**
 - November 6, 2015
 - Barnett Center
- **Native American Speaker Talon Ducheneaux -** Students were able to spend an evening listening to the inspirational music and words from this Cheyenne River/Crow Creek Sioux Tribe member as we celebrated Native American Heritage Month.
 - November 18, 2015
 - Student Center
 - 54 Attendees

- **Holiday Tradition Tree -**
 - December 2, 2015
 - Student Center
- **Around the World Tea Sampling -**
 - February 4, 2016
 - Jerde Lobby
 - 30 Attendees
- **Daughters of Africa -**
 - February 25, 2016
 - Krikac
 - 25-30 Attendees
- **Women's History Month -**
 - March 1-31, 2016
- **Crazy Horse Scholarship Banquet -**
 - April 13, 2016
- **Feathering Ceremony -**
 - April 29, 2016

Academic Year 2014-2015 Activities

Due to administrative staff transition, no record of diversity-related activities for the 2014-2015 academic year exists.

Northern State University

HLC Assurance Argument- Report Excerpts Regarding Diversity

Below please find information provided to the Higher Learning Commission (HLC) in the form of two excerpts directly related to diversity that were included in NSU's HLC assurance argument report, dated 2/16/17.

1.C - Core Component 1.C

The institution understands the relationship between its mission and the diversity of society.

1. The institution addresses its role in a multicultural society.
2. The institution's processes and activities reflect attention to human diversity as appropriate within its mission and for the constituencies it serves.

Argument

1.C.1. The institution addresses its role in a multicultural society.

As stated in its current [Strategic Plan](#), NSU aims to create a vibrant community through teamwork, cooperation, and mutual respect in an environment that is diverse in knowledge, culture, and worldview.

In the 2015 Strategic Plan, strategic priorities [2](#) and [4](#) document the university's dedication to understanding and engaging a global world.

The university demonstrates this dedication in part through the [Office of Multicultural Student Affairs](#), which promotes "a rich cultural community that brings together people from diverse backgrounds in a mutually respectful environment."

The institution further promotes the importance of a multicultural community through active recruitment of international students and promotion of [faculty-led travel and study abroad](#) opportunities.

The goal of NSU's [Center of Excellence in International Business and Entrepreneurship](#) is to create a nationally recognized program in International Business. The Center provides students with the scholarship and theoretical foundations to become international business leaders through its academic programs including the international business major or minor and the entrepreneurship minor and exposure to entrepreneurs and business men and women through regional conferences, experiences, and opportunities.

1.C.2. The institution's processes and activities reflect attention to human diversity as appropriate within its mission and for the constituencies it serves.

NSU has various policies, offices, and employee positions designed to create an atmosphere in which students of a wide variety of background can feel at home on our campus.

- The Office of Multicultural Student Affairs provides mentoring, advising, tutoring and programming services.
 - o They assist students in applying for several available [Multicultural Scholarships](#) offered at NSU.

- o In addition, they support several [cultural and ethnic clubs](#), including the Black Student Union, the Chinese Student Association, the Korean Student Association, the Native American Student Association and the International Student Club.
- The Office of [International Programs](#) coordinates all international activities such as
 - o Recruiting and integration of international students
 - o Supporting faculty-led travel abroad for students
 - o Managing study abroad agreements
 - o Organization of NSU's Culturefest
 - o Managing NSU's Academic English Program
 - o Recruiting host families for international students
- The [Office of Disability Services](#)
- The [Veterans' and Active Military Services](#) Office
- The [Center of Excellence in International Business and Entrepreneurship](#) coordinates the Annual International Business Conference. In 2014, 11 international faculty from eight different countries participated. The CEIBE provides opportunities for students and faculty to present their ideas and research at the International Business Conference, Global Entrepreneurship Week or the many other events.
- Many cultural events and fairs are hosted throughout the academic year, including
 - o [Culturefest](#)
 - o [Chinese Moon Festival](#)
 - o Korean Harvest Festival
 - o [Flavaz of NSU](#)
 - o [Woori Language Club](#) (teaching Korean to students and members of the Aberdeen community and region).
- Noted speakers have been invited to NSU, including [Talon Bazille Ducheneaux](#), a Native American hip-hop performer and motivational speaker from Cheyenne River-Crow Creek Sioux Tribe and Myra Dahlgaypaw, a human rights activist and former refugee from Burma.
- In Spring 2016, Miles Allard and LaDonna Brave Bull Allard spoke at NSU's annual [Storytelling Event](#).
- During Native American Heritage Month, Mr. Dave Archambault II, [Standing Rock](#) Tribal Chairman, came to speak about American Indian advocacy as related to treaty lands and environmental resources in the Dakota's and the controversial Dakota Access Pipeline.

- NSU's ESL Program [hosted 45 students and teachers from Mexico](#) in November 2014, and 25 students and teachers from Mexico in October 2016, as part of [Proyecta](#) 100,000, a scholarship program sponsored by the Mexican government.
- NSU partners with Molded Fiber Glass of SD, to [teach ESL classes](#) on-site to its non-native English speaking employees and also with Aberdeen Development Corporation to offer ESL classes to community members.
- Student Involvement and Leadership hosts several student organizations that speak to human diversity:
 - o [Lesbian, Gay, Bisexual, Transgender, Queer, and Allies](#)
 - o Veterans' Organization
 - o Women's Club
- Since 2014, NSU has added a [Director of Student Involvement and Leadership, a Native American Advisor](#), and a Director of Student Rights and Responsibilities.
- The [NSU TRIO program](#) offers academic support by providing [spring](#) and [fall](#) workshops for qualifying students from low-income, minority, and first-generation backgrounds.

In addition, NSU has explicit policies that reinforce and support the institution's commitment to ethnic, intellectual, and other diversities:

- NSU and the Board of Regents have specific policies regarding [harassment](#) and [civil rights](#).
- Intellectual diversity and student rights are clearly stated on [course syllabi](#).
- [Student Title IX rights and grievance procedures](#) are clearly explained in the Student Handbook.

Criterion 3.B.4. The education offered by the institution recognizes the human and cultural diversity of the world in which students live and work.

NSU's programs actively encourage students to experience the human and cultural diversity of the world in a variety of ways both integral to program curricula and through extracurricular experiences.

The Center of Excellence in International Business and Entrepreneurship

The CEIBE offers a BS and minor in international business major, as well as a minor in entrepreneurship. It also offers opportunities for students and faculty to present their ideas and research at

- the International Business Conference
- Global Entrepreneurship Week
- CEIBE Pitch Competition
- Cultural Dinner – 2015 theme, Dinner in Vietnam; 2016 theme, Dinner in China

Office of International Studies

NSU's Office of International Programs offers programs at 48 different universities in 18 different countries in which students are encouraged to participate regardless of major. In addition, shorter-term, faculty-led travel abroad opportunities are offered regularly.

Curricular Offerings

- NSU offers majors in German, International Business, and Spanish; and minors in American Indian Studies, French, German, Geography, Gerontology, International Business, International Studies, Religious Studies, and Spanish. NSU also offers a certificate in Teaching English as a Second Language.
- General Education Requirements include a course in human values, and globalization. Lists of these course options can be found in the university [Catalog](#).
- The English major requires three semesters of a foreign language.
- The School of Business offers BDSM 463: Diversity in Management.
- All B.S.Ed. programs emphasize [classroom diversity](#) throughout their teacher preparation programs.

Co-curricular Programs

In addition to the degrees and classes NSU offers, NSU also has programs and organizations that expose students to diversity. A more detailed discussion of these programs can be found in 1.C.1 and 1.C.2.

Northern State University Diversity Activities Report - Glossary

Diversity Coordinator: A staff member responsible primarily for admissions duties and South Dakota Jump Start student success advising who also dedicates 25 percent of his time to diversity programming initiatives.

Multicultural Student Affairs Office (MSA): This office is a welcoming space for students to study or socialize as well as the hub for campus diversity programming initiatives.

Diversity Action Committee (DAC): A committee made up of students, staff, faculty and administration that advises the Diversity Coordinator on matters of campus diversity and inclusion.

LGBTQIA+: An acronym that stands for lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual; the term is meant to be inclusive of all identities of the queer community.

HLC (Higher Learning Commission): Northern State University's regional accrediting organization.

The Center of Excellence in International Business and Entrepreneurship (CEIBE): A center housed at Northern that provides students the foundation to become international business leaders through academic programs, conferences and other experiences.

ESL: English as a Second Language

TRIO programs: Federal student support programs geared toward students from disadvantaged backgrounds. Northern's two TRIO programs are Upward Bound, which helps first-generation and low-income high school students prepare for, enroll in and graduate from college; and Student Support Services, which provides academic advising, tutoring, financial literacy training, and other services.

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