Leadership

The venues have been workshops, conferences, committees, subcommittees, task forces, councils, town hall meetings, and brainstorming sessions. The issues vary from racism and sexism to satisfaction with the campus experience and climate. We’ve identified the problem, the perpetrators, and the victims again and again. We’ve complained, commiserated, been patient, cajoled, and prayed. We have documents which include plans guiding principles, actions steps, recommendations, strategies and priorities designed to address these issues and yet we continue to talk.

What we need now are administrators who are activists. Administrators who will lead. Administrators who follow through and are not afraid to give up or share power. Administrators who facilitate the work of others. Administrators who lead by example and are not afraid to be inclusive, take risks, acknowledge mistakes and accept the heat of the consequences.

This message is further articulated in an article written by Dr. Kimberly Barrett, associate vice chancellor for student development and diversity at the University of Wisconsin–Eau Claire entitled “Administration as Activism”:

“T he suit. The paper pusher. The gatekeeper. Few people go into administrative work to become one of these, nonetheless many of us end up living up to these management stereotypes. Sometimes this is the result of a deliberate effort to maintain a sense of control and prestige. More often than not it appears to be the belief that it is better to play it safe rather than take a chance at change and failure. Most times this is simply the way administration has been modeled for us, and we are following suit, doing what seems to have worked in the past. At first glance, it may seem odd, even antithetical, to view administration as activism. However, upon closer examination of how effective leaders approach their work, the relationship between effective management – particularly in higher education - and acting in pursuit of a goal larger than oneself becomes clear.

Most effective leaders have a passion and sense of direction that is contagious. They tell a story congruent with who they are, a story that is compelling not only because it is authentic but also because it has been informed by other members of the organization and promises something new that would benefit everyone. African-Americans have a long tradition of “lifting as we climb,” which influences us in both our personal and professional lives. There are many historical examples of university administrators who were motivated in their work by the desire to bring about positive social change...

The traditional climb up the professional ladder can be one of competitiveness and self-promotion. The tenure and promotion process at most institutions rewards individuals who excel at the solitary pursuit of publications and research. Although some usually minimal credit is given for good teaching, it too is usually done in isolation from colleagues. Yet, although these activities are at the center of the academic exercise, they don’t usually by themselves result in organizational or social change...”

Dr. Barrett concludes by stating:

“Most of all, I keep in mind the words of noted educator Paulo Freire: ‘Washing one’s hands of the conflict between powerful and the powerless means to side with the powerful not to be neutral.’ So take off the suit, put the paper in the recycle bin and open the gates wide. Who knows what positive change might wander in.”

This excerpt is taken from Black Issues in Higher Education, April 22, 2004.
Racial & Ethnic Disparities in Health Care: Closing the Gap-Part II

Last November, Cream City Medical Society and the UWM Department of Multicultural Affairs brought to Milwaukee the first solution-oriented one-day program on disparities in health care within racial and ethnic groups. On Saturday, November 6, at the UW-Milwaukee Zelazo Center for the Performing Arts from 8:30 a.m. to 3:00 p.m., Cream City Medical Society and the UWM Department of Multicultural Affairs are presenting Part II, which will also include a report on the current status of closing the gap.

Confirmed participants include:

- Dr. David Satcher, 16th Surgeon General and Director of the National Center for Primary Care at Morehouse School of Medicine, Atlanta, GA
- Dr. Elena V. Rios, President & CEO of the National Hispanic Medical Association and the Hispanic-Serving Health Professions Schools, Inc., D.C.
- Dr. James W. Collins, Jr., Medical Director of the Neonatal Intensive Care Unit at Children's Memorial Hospital, Chicago, IL
- Secretary Helene Nelson, State of Wisconsin Health & Family Service
- Bevan Baker, Commissioner of Health, Milwaukee Health Department

Co-sponsors include:

- Black Health Coalition
- UWM College of Health Sciences
- UWM Office of Partnerships and Innovation
- Pfizer Pharmaceuticals
- Center for Urban Population Health (collaborative venture of University of Wisconsin Medical School, UWM and Aurora Health Care)

Each presentation will guide the participants through strategies that will help eliminate the disparities so that we can all live in a healthier America.

For further information
Contact Victoria Pryor, Event Coordinator, (414) 229-3704 or pryor@uwm.edu

UWM Students receive AM SLC “Changemaker” Community Service Awards

Three UWM students will be honored at the first annual “Changemaker” Community Service awards ceremony. The ceremony will occur during the American Multicultural Student Leadership Conference on October 10, 2004 at UW-Madison. The “Changemaker” awards are presented to UW System students whose activism, advocacy, leadership, and work has contributed to systemic change that positively affects the campus and community and promotes social justice and equality. Each honoree will receive a $100 cash award, a certificate of appreciation, and a multicultural stole for his/her outstanding service to the communities. The UWM award recipients are:

- Nicole Stroobants (a senior majoring in community education) was nominated by LINKS Director Sharon Stricklin.
- Kayla Crawford (a senior majoring in psychology and nursing) was nominated by AOC Senior Academic Advisor Jim Johnstone.
- Jamie Patton (a senior majoring in dance/K-12 certification with a minor in Africology) was nominated by former PSOA Advisor Susanne Carter.

For further information about Scholars in the Round,
please contact Victoria Pryor at 229-3704 or e-mail: pryor@uwm.edu.

Scholars in the Round is a series of seminars designed to highlight research of Institute on Multicultural Relations faculty members.

FREE AND OPEN TO THE PUBLIC

Retention Models for Minority College Students
October 6, 2004
12:00 - 1:30 p.m.
UWM Union Room 181

This seminar on retention models is presented by Professor Festus Obiakor from the School of Education, Exceptional Education. Colleges and universities are consistently challenged to respond to individual and societal growth. In their responses, they have attempted to shift their paradigms and power on how they recruit, retain, and graduate students. For many minority students, the efforts have centered on acceptance and not on how to fully acclimatize them for survival and success. Dr. Obiakor presentation will focus on going beyond acceptance to building responsibility and productivity.

Hmong American Identities in Progress: Changing Lives and Enduring Values
November 10, 2004
12:00 - 1:30 p.m.
UWM Union Room 183

This presentation by Mary Louise Buley–Meissner and Vincent Her of the Hmong American Studies Initiative focuses on Hmong American identity as it has been shaped by history, culture and contemporary issues. In addition, they will identify major influences shaping the formation of cultural identity, and emphasizing both continuity and change. These influences include cultural origins in China, traditions and values of Laotian village life, the Vietnam War, resettlement in the US, expansion of educational opportunities, and new roles and responsibilities for women.