

# THE SPECTRUM

★ INFORMATION FOR WOMEN, BY WOMEN ★

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## Cottey receives grant of \$78,500 to support diversity; first nationally-known consultant arrives on campus

By Barbora Batokova  
Editor

"Diversity benefits everyone" was the main message of Gladys Brown, Cottey's most recent leader-in-residence and a Lumina Project National Advisory Board member, when she met with the invited Cottey students, faculty and administration staff.

At the beginning of the year, Cottey College was granted \$78,500 from the Lumina Foundation for Education to support the development of a diversity initiative designed to provide leadership and support for the recruitment and enrollment of traditionally underrepresented students.

This initiative will assess the existing climate on Cottey's campus and in the community, formulate and publish a model for positive change and then ensure that Cottey is fully-prepared to meet the needs of a more diversified student population.

Brown, who is an author of several major publications on diversity issues and senior fellow with the National Association of Student Affairs Administrators, is the first Lumina project board member to visit Cottey College and speak to the community about diversity.

Brown flew from Washington D.C. to Kansas City on Feb. 18 and arrived on campus the next day.

The same day, starting at 5:30 p.m., the Center for Women's Leadership hosted a buffet dinner in honor of Brown and invited LEO (Leadership, Experience, Opportunity Program) members and leadership class students and faculty to share their questions and concerns about diversity.

The Lumina Leadership Team, which was created to manage the diversity project, was also invited to the event. The team consists of Cottey College President Judy R. Rogers, Dean of Academic Affairs Mary Emily Kitterman, Dean of Student Life Mari Anne Phillips, Director of the Center for Women's Leadership Kay Kuhlmann, Coordinator of Institutional Research Nancy Kerbs, Lumina Project Coordinator Melissa Earll and the liaison between the student Academic Advisory Board and the Lumina Leadership Team, Courtney Cowart.

One of the primary functions of the team is to bring experts to campus



Photo by Barbora Batokova

Gladys Brown, a nationally known counselor on diversity issues and a member of the Lumina Project National Advisory board arrived on campus to help Cottey assess the diversity of student body. Center for Women's Leadership organized a dinner buffet in Brown's honor on Feb. 19. After the refreshments, Brown gave a presentation on diversity and leadership.

and have them give workshops on the importance of diversity and how to recruit more diverse student body and faculty.

Among others, the buffet dinner was also attended by Assistant Dean of Faculty Melinda Rhodes, Assistant to the President Tricia Bobbett and Transfer and Career Counselor Susan Yoss. Kitterman also invited Assistant Vice President for Assessment and Institutional Research at Missouri Southern State University, Joplin, Dolores Honey.

Following the refreshments and a small introduction of Brown given by Kuhlmann, Brown shared some of her personal life stories, such as how she came about getting her law degree from University of Maryland.

The majority of the group then proceeded to the CWL's upstairs conference room, where Brown gave a presentation titled "Diversity and Leadership," connecting the two

fields. Brown avoided giving out the definition of "diversity," since there are so many, but, nevertheless, explained that diversity is not only connected to race, but also culture, ethnicity, class, sexual orientation, religion and age.

She stressed that "leaders are not born" and went on to explain the "must haves" of leaders.

First, she said, "leaders must have a vision, set goals and factor the ramifications of change." Once this is accomplished, it is necessary to "determine the degree of campus leader/member involvement in decision making, establish a routine for communication and manage the accountability of members."

Lastly, an evaluation process needs to be established to make sure the desired change has been accomplished.

The session continued with Brown explaining the importance of diversity. "There is an educational

benefit to diversity. Being in a diverse community benefits every student, faculty and staff in the community," said Brown.

Her message is supported by research conducted by Jeff McQuillan showing that students learning in a diverse environment learn more and better. They are more comfortable working with or supervising individuals that are different from themselves and they are more likely to move into integrated neighborhoods.

On Monday, Feb. 20, about 25 Cottey students, faculty and staff interested in the women's studies program joined Brown in discussion about multiculturalism and diversity, again held at CWL starting 4 p.m.

Many of the faculty and staff had already met with Brown, so the discussion moved into more specific areas. Brown asked all participants about their interest in women's studies and multiculturalism.

Rusalyn Andrews, professor of theater and speech, shared her story about how she had not been allowed to "enroll in an agricultural class because she was a girl." Ever since then, she said, she was very much aware of being a girl and what that meant.

Brown also partially clarified the confusion between the terms "diversity" and "multiculturalism." According to Brown, diversity primarily refers to race, whereas multiculturalism points to other differences such as class or religion. Nevertheless, she said, the terms are often used interchangeably.

The discussion of diversity, multiculturalism and related topics, such as the enrollment of students at University of Michigan, famous for its diverse student body, could have gone on for hours, as everyone seemed very much engaged in the discussion. But, shortly before 6 p.m., Kuhlmann excused Brown, as she had another engagement that night.

During her stay, Brown also gave different presentations to members of the Academic Affairs, Student Life and Enrollment Management departments.

Tuesday, Feb. 20, Brown and the Lumina Leadership Team had dinner in the Centennial Room in Roney Dining Room, where they discussed the workshops and Brown gave them advice about what the team should do next and how to prepare for the future workshops that will be given by the members of the Lumina Project National Advisory Board.

The next member on campus will be Donna Shavlik, a member of the Cottey College Board of Trustees and former director of the Office of Women in Higher Education at the American Council on Education, who will arrive in April.

Caryn McTighe Musil, senior vice president of the Office of Diversity, Equity, and Global Initiatives for the American Association of Colleges and Universities, will be on campus during the summer.

In August, Laura Rendon, department chair of the Educational Leadership and Policy Studies at the College of Education, Iowa State University, will visit Cottey.

The last board member to visit is Melissa Chee, Cottey alumna and Phi Beta Kappa graduate of Stanford University.

### 'The Pink Panther' movie review



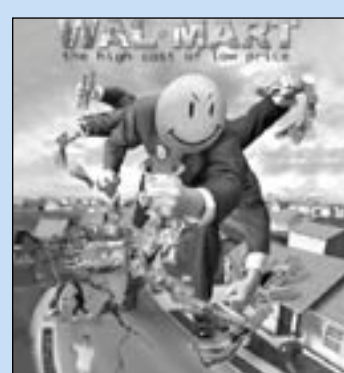
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PIG and SAVE sponsor two Wal-Mart movies

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## Renovation to make Neale Hall more accessible to students

By Kathleen Miller  
Copy Editor

"When I was a prospective student, the one thing that drew me most to Cottey was Neale Hall," said second-year student Jennifer Trombley. Although Trombley hadn't taken art classes in high school, the building and its contents overwhelmed her. "I just wanted to indulge in the whole thing. I've always been interested in art; art is my passion. I've never had that much art in one location," added Trombley.

Neale Hall, located on West Austin between Main Hall and P.E.O. was erected in 1922, making it the second oldest building still standing on campus, the oldest being Main Hall. Rosemary Hall, formerly between Neale and Main halls, was erected in 1903, but was torn down. Neale Hall was converted into its current space in 1972.

Although the building is better maintained than some of the same age, the space is beginning to show its age and some need for renovation. Neale, originally constructed as a gym, is large area of rough space used for painting, drawing, sculpting, pottery and photography.

According to Dr. Bruce Holman who has taught in the space for the last 21 years, though the big space is great for artists to be able to spread out, there are some aspects of the building that could stand updating and reorganizing.

In recent years, Neale has seen the addition of new fluorescent lighting and overhead fans to help cool the room during the muggy months of first semester. Although between Holman and Prof. Rand Smith, there is a list of things needing to be accomplished both up and downstairs in Neale Hall, the next renovation will be likely enlarging the current darkroom areas for photography students.

According to Holman the space is cramped. There are three separate darkrooms

in Neale, but students only use two for work, while the third is devoted to storage. "What we want to do is create a better work flow pattern. We want to create more open enlarging stations and keep the sink in the middle. It would not only be beneficial for photography students, but a usable form a teaching standpoint," said Holman.

The proposal currently in the works calls for the wall between darkrooms two and three to come down, extending the area six feet. Holman said that structurally the job is not terribly difficult, and it would double the current floor space. The renovated area would also include an effective light trap door and a new ceiling. The structure would use the current ventilation system and fans.

Presently, there is not a cost estimate for the project, but Holman and Trombley have worked on sketches and are preparing a construction request. The pair is also working directly with SGA on plans and soliciting student feedback.

Trombley was asked to become the Neale Hall Committee chair for SGA because members knew she has an interaction with art. The committee had been in place since the beginning of the year. "She is a great go-between and has really gotten some things done. She does what she needs to do to bring issues to people's attention. She's done a really awesome job," said SGA Parliamentarian Julie Daniels.

When Trombley first started talking with Holman about things that needed work in Neale, the darkrooms were her initial thought. Her second priority would be working on creating an official drawing room.

A drawing student as well as a photography student, Trombley feels that given the level of work being done by Cottey artists, the students should be working with live nudes. Cottey cannot have nudes at this time because there is no enclosed area in the large space. According to Trombley, the space would use the same ventilation that is

currently being used and walls wouldn't go completely to the ceiling. Other ideas, like the drawing room, will be saved and passed on to next year's SGA committee.

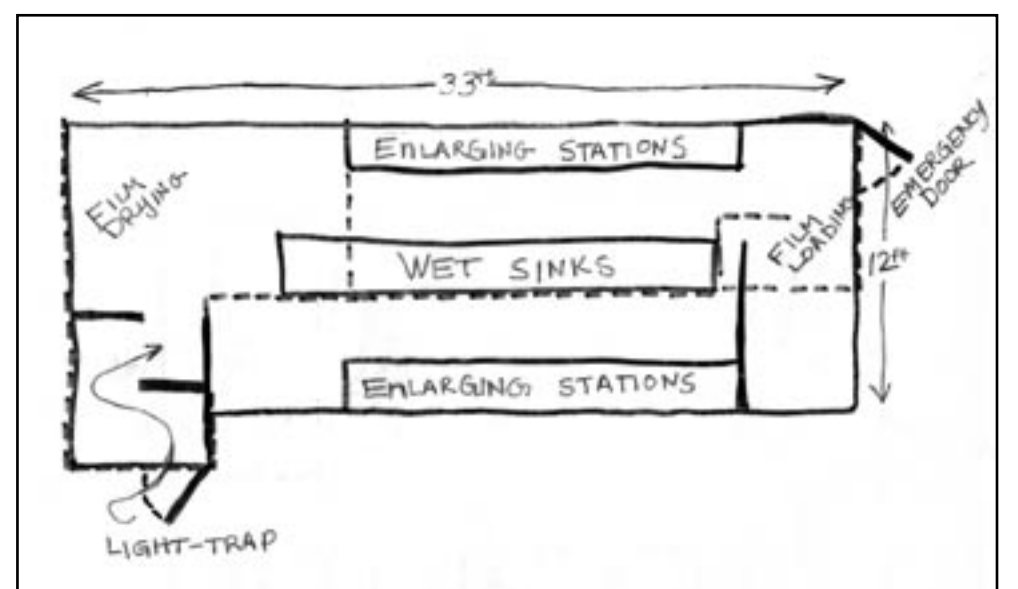
Trombley said that so far administration has been impressed with the fact that such hard work has gone into the plan. Holman has spoken with Mary Emily Kitterman, assistant dean of faculty, and Mari Anne Phillips, dean of student life, has spoken with the President, and so far all signs are looking good. "They (administration) are saying that it is a good idea but that it will take some time," said Trombley. "We've gotten over the biggest step, which is getting it in gear."

Since the project is still in the rough planning stages, it will probably take about a year to be completed, even though the actual construction will take a short time once the plans are finished. Physical Plant will have the final decision of whether to build it themselves or hire another company to handle the job. Trombley is hoping for completion during the summer of 2007.

Holman says that working with SGA has been interesting because it shines a new light on the facilities on campus. "I see the light of 23 years," said Holman, "instead of the immediate. I think it's a good thing to have as much of the campus community involved in projects as we can."

Even Holman, who feels personally connected to the space, brought up the possibility of eventually building a completely new facility somewhere on campus. Neale Hall will soon be put in the same position as the former Rosemary Hall: weighing if it's worth completely re-doing the existing space or starting over from scratch. Either way, Holman feels that the building needs to be taken care of to keep open the possibility of a new building and utilization of the current one for possible sentimental and administration purposes, possibly as a visitation center.

There are currently spaces in Neale



Holman and Trombley's sketch for the renovation of darkrooms two and three in Neale Hall. Trombley hopes the completion of the project will take place during the Summer of 2007. There are currently two working darkrooms available for photography students.

Hall that have had some face-lifting done, especially the lounge area in the basement. Holman said that better kept parts of the building are due to many people over the years, students and staff, who have contributed to it. The Physical Plant is also responsible for the successful upkeep of the building, said Holman.

"When you are at Neale, you are there for hours. I'll devote my time to it completely for a day whenever I can. Sometimes I go there to write in my journal. It's a chill environment," said Trombley.

The committee is thinking about setting up a mass cleaning party that would last over night to clean, paint the walls and clean the sinks. "We could just blare music all night in our dirty clothes and make it sparkle," said Trombley.

Trombley made the point that because art

takes time, photography students may work in the darkrooms for hours. The darkrooms should be in a condition that makes students feel comfortable, she added. Trombley also said that bringing the rooms up to par is not asking a lot. The state they are in right now puts the quality of the work area lower than many high school darkrooms, including Trombley's.

"Art is always going to be messy, but it can be organized, and you need a certain atmosphere. I would like to see Neale Hall go in the direction of another place to hang out. Neale is as much my home as my suite. I live there. I want to do this just to benefit the school and future Cottey students," said Trombley. "I think that it's quite obvious that Neale Hall is underutilized because the facility is not up to date. It's my brick that I don't have to pay for."