

**Office/Department:** Office of Access and Inclusion

**Director:** Arthur Dean

**Mission Statement:** To assist and lead in creating an inclusive environment for Faculty, Staff and Students.

**Functional areas included in this office/department:**

\*Student Leadership Programs

- Participate within the Professor in Residence's Program:

<https://www.jmu.edu/diversity/programs-and-events/pir.shtml>

- Meeting with various JMU student organizations supporting students through various social identities

\*Special Events

- Compass Awards Program: <https://www.jmu.edu/diversity/programs-and-events/compass-award.shtml>

- Diversity Conference: <https://www.jmu.edu/diversity/programs-and-events/diversity-conference-index.shtml>

- Innovative Diversity Efforts Award: <https://www.jmu.edu/diversity/programs-and-events/idea.shtml>

\* University Diversity Enhancement Efforts

- Participate on the Diversity Council (University Wide)
- Researching best practices for diversity implementation, programs and strategies for JMU
- Building relationships with organizations for increased recruitment efforts for diverse students.
- Assisting in the creation of collaborative efforts for diversity throughout JMU
- Assisting in Diversity trainings and workshops throughout campus
- Assisting with Grant Research and Writing for Diversity, Access and Inclusion

\* Publications

- Beacon Newsletter

\* Assessment

- Opportunity to develop or participate in programmatic assessment of the various departments and programs.

\* Task Force on Racial Equity: <https://www.jmu.edu/president/racial-equity/index.shtml>

- attendance of meetings
- review of information
- learning how inclusion efforts are incorporated from a University view

\* Departmental dialogues

- participation
- assessment

\* Recruitment, Selection and Hiring procedures

- opportunity to shadow
- information
- creation at JMU

\* Intergroup Dialogue

- Recruiting new facilitators
- Assessment for the program

**1. Students who participate in this experience will gain understanding of student affairs as a profession and the influence student affairs has on contemporary higher education through the following tasks and activities:**

- Participation in departmental staff meetings, committee meetings and professional development opportunities
- Assistance in the Office of Access and Inclusion special events and programs.
- Working on other special projects as identified throughout the semester by Office of Diversity Staff and departments.

**2. Students who participate in this experience will be exposed to the purposeful application of the following student development, career development, counseling and/or organizational theories:**

- Sue, Atkins, and Morten's: Racial and Cultural Identity Development theory
- Perry: Cognitive Development Theory
- Chickering: Psycho-social Development Theory
- Schlossberg: Student Transition Theory
- Levy-Warren: Separation Theory
- Rendon: Validation Theory
- Astins: Involvement Theory
- Jalomo and Rendon's book: *Transforming the First Year of College for Students of Color*

**3. Students who participate in this experience will be evaluated and provided on-going feedback in the following ways:**

- Weekly meetings with practicum supervisor
- End of the semester formal evaluation with practicum supervisor
- Participation in group discussions and weekly journals in conjunction with the PSYC 635 practicum course.

**4. Specific expectations of students assigned to this site include:**

- Abide by confidentiality agreement
- Establish and maintain regular office hours
- Attend required meetings and office events
- Ask for assistance when needed
- Complete assigned projects in a timely

**Contact Person**

Arthur Dean

Office of Access and Inclusion

Madison Hall 4026, MSC 7611

[Phone: 540/568-4506] [Fax: 540/568-7209] [E-mail: dean1at@jmu.edu]