



DAEMEN COLLEGE

A World of Opportunity

Office of the President

March 16, 2016

Daemen College
Faculty and Staff

Dear Colleagues:

I am writing with several updates. First, the Middle States Site Visit Team just presented the results of their evaluation, and they gave Daemen College a glowing evaluation. The College met all the necessary standards, and we will not be required to take any specific measures. The Commission will vote formally on our reaccreditation in June. I want to thank all of you who helped in this gargantuan year-long effort. Well done!

I would also like to share an important update regarding the College's efforts to increase diversity and inclusion. As you know, in late January, we opened an Office of Multicultural Affairs and Diversity under the Division of Student Affairs and its inaugural director, Alvin Roberts. Since the start of the spring semester, the office has been busy working with students, faculty and staff to set a course for a more open and inclusive campus experience. In doing so, we must also acknowledge the progress that has been made regarding these issues over the years—specifically, through the effort and dedication of many, under the work of the Equity Diversity and Inclusion Committee (EDIC) and the Diversity Action Committee (DAC). I am grateful for these efforts and thank all of those who have contributed to this work.

With the opening of our new Office of Multicultural Affairs and Diversity, we have an opportunity to address diversity and inclusion issues head on. We believe that the best way to do so is through one overarching committee. Based on recommendations of a task force that comprised the leadership of these committees and student groups, I am pleased to announce a new Council for Diversity and Inclusion (CDI). This council will replace all existing diversity committees and will be organized by Mr. Roberts. Each spring, nominations will be accepted for participation in this group with a 2-year commitment. The goal is that every year, half of the membership will come up for re-nomination which will keep the ideas fresh and the commitment strong. The committee will be chaired by a faculty member and a student, chosen from the

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newly appointed members. Nominations will be collected by the Office of Diversity and Multicultural Affairs and sent to me to make official appointments. There will also be a number of staff members who, by the nature of their work, will serve as standing members of the Council. I will reach out to them personally in the coming weeks.

Additionally, I am pleased to announce that these efforts will now include a Student Diversity Committee, which will be comprised of the leadership of all multicultural student groups on campus. That group will choose 3 members each year to serve on the Council.

This new structure will ensure that there are consistent avenues for all members of our community to voice any and all concerns regarding diversity and inclusion. We want to be proactive in our efforts as well as responsive to ever-changing needs. More importantly, I am charging this group with spearheading the efforts to develop a new diversity plan for the College through not only their collective wisdom, but through outreach to faculty, staff, and students. I cannot stress enough that these efforts do not happen in a vacuum and thank the entire campus community for their insight and commitment.

Finally, I hope you will join me in congratulating Bridget Niland, who just yesterday was presented with the Athena Young Professional Leadership Award. This is quite a distinction and a tribute to her strong leadership abilities.

Cordially,

A handwritten signature in blue ink that reads "Gary A. Olson". The signature is written in a cursive style with a blue ink color.

Gary A. Olson
President