

BCC professor writes about equality

BUZZ LAMB
STAFF WRITER

As a practitioner of human resources in higher education, Dr. Edna Chun says she has been focusing her attention during the last few years on diversity and affirmative action. "In addition to being involved in human resources, I am very interested in equity and how it plays out in higher education. That is a very important principle for me," she said.

Apparently it was important enough to persuade Chun to write a book about it. As it turns out, the book she co-authored with Alvin Evans, Associate Vice-President for Human Resources at Kent State University received



Dr. Edna Chun.

an award from the premier U.S. association for human resources in higher education. Chun and Evans previously worked together at Kent State in 2000 - 2002.

On Nov. 29, 2007 Chun and Evans were honored by the College and University Professional Association (CUPA) with the presentation of the prestigious Kathryn G. Hansen Publication Award during a conference in Baltimore, Maryland. They have previously published several articles in the CUPA Journal and have presented sessions on the topics of diversity and inclusion.

"Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity in Higher Education" is the title of the award-winning book. Which, written from a practitioner's standpoint, offers new insights to the formal and informal barriers which inhibit the hiring, promotion and retention of women and minorities.

Chun said the equity portion of the book was especially important to her because she fits both those categories. "First, of course, I am a woman and secondly because of my Asian heritage I am part of a minority as well," she said.

"The higher up you go in an organization, the more isolated you become. In the United States, Asian-Americans comprise only 1.4 percent of people in administration."

Chun said they wanted to write this book because they were looking for answers. "We were looking for a way to change culture, a way to accomplish diversity. People (college

administrators) know they need to get there but they don't know how to do it," she said. Chun said they wanted to do something like a road map...getting people from where they are to where they need to be.

Chun said the two of them developed a diversity score card in the book for institutions to determine what level they have achieved. "During a book-signing at the conference, people would open the book to the page containing the scorecard and say 'that's just what I needed, something to give me a jump-start, something to work with... a tool I can use to measure performance,'" she said.

According to Chun, from a functional perspective the book discusses the current best practices in the field of diversity strategic-planning and assessment using examples drawn from public research universities. It also proposes a model for understanding the impact of subtle forms of discrimination, including emerging research on the physiological and psychological toll resulting from the effect of psycho-social stress on minorities and women.

"Understanding what needs to be attained is the antidote to all of this," she said. Chun said while doing their research for the book they found that most institutions of higher learning have a written plan of some kind, "but, when we called them up, as I did with everyone that is cited in the book, they would say 'I really don't know what came out of that plan. It looked good on paper, but it was not real,'" Chun said. "When the people cannot tell you what the outcomes were, it means that they are not getting to actualize those plans."

"Empowerment is a two-way street and retention is a big factor," she said. According to

"IN THE UNITED STATES, ASIAN-AMERICANS COMPRISE ONLY 1.4 PERCENT OF PEOPLE IN ADMINISTRATION."

Chun, the book is available in many colleges and public libraries throughout the country. It is part of a series published by CUPA directed toward human resource professionals. "There is still a lot of work to be done in this area," she said, indicating the pair might write another book.

Chun said she is experiencing new found fame since receiving the award. "I am now being highly sought after and being invited to participate (in interviews)," she said. "I feel honored to be here at BCC and I want to share this award with the college. It is my way of saying 'thank you'," she said. "It is not all about me, it's about the environment at BCC that supports me and I am very grateful for that."

Miami Boat Show features the Discover Boating Center

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More than 2,200 exhibitors will be showcasing powerboats, sailboats, engines, marine electronics and accessories for the 2008 boating season at the Miami Boat Show. According to Cathy Rick-Joule, vice-resident of southern shows with the National Marine Manufacturers Association (NMMA), consumers from all across the U.S. and as far away as Japan travel to Miami where the best buys of the season can be found.

This spectacular show kicks off its 67th five-day run right in our own back yard on Feb. 14 (Valentine's Day) at the Convention Center in Miami Beach. This year the show will again feature the Discover Boating Center, a resource hub located in Lobby C, which provides visitors with unbiased, brand-neutral advice about selecting, buying and maintaining a boat.

If you are good with a camera, the Miami Herald is sponsoring a Discover Boating Contest. First prize is an Adirondack Boat Pack valued at \$2,500 and a \$500 boat show shopping spree. Photo entries can be submitted online at www.miamiboatshow.com and the winners will be announced after 3 p.m. on Saturday, Feb. 16.



The previous Miami Boat Show.

PHOTOS BY BUZZ LAMB.

David Letterman has his Top 10 list and Discover Boating has a list of 10 great reasons to get involved in boating, as well:

- Spend quality time with family and friends-boating helps leave stress behind.
- Enjoy an affordable leisure activity-entry-level models sell for around \$10,000.
- Participate in fun activities-fishing, wake boarding, waterskiing or sightseeing.
- Closer than you think-most folks live within an hour drive of navigable water.
- Unlock a life-long passion-introduce children to an enjoyable lifelong activity.
- Go high tech on the high seas-gadgets galore to create the ultimate boating fun.
- Consider the tax break-a large boat can be classified as a second home.
- Create a home away from home-most boats abound with "creature comforts."
- Learn the ropes-take a boater's education course with the entire family.
- Make new friends- the best days in a boater's life are Saturday and Sunday.

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