Together, Move Diversity of NASSM Forward!

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Diversity Abstract 2010-147

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**75-minute symposium, roundtable, or workshop**

**Herring Gull**

The theories and research in diversity have been widely developed for academic institutions and applied to practice of organizational management (i.e., Slack, 2000). Research findings indicated that diversities of culture, social class, race, age, gender, physical and mental abilities, national origins, and sexual orientation do benefit creativity and productivity of the organizations not only in colorizing organizational culture and improving professional effectiveness, but also in generating higher commitment and team effort to achieving organizational missions (i.e., Cunningham, 2007; Pastore & Fink, 1999). While importance and improvement of diversity in academic related professional associations have been documented and studied (i.e., AAUP & Diversity, 2009), promoting diversity of NASSM has been voiced and pursued for more than a decade (Li & Burden, 2008). Not only has the effort of promotion been evidenced through the activities of the society, but also the continuity of improvement has been highly expected by the membership and Diversity Committee of NASSM as well (Grappendorf & Burden, 2009).

With a strong theoretical foundation and supportive research findings in organizational diversity, however, developing the strategic plan and implementing the tasks of promoting diversity of NASSM has become essential and critical for the Diversity Committee and leadership of NASSM. Therefore, the Diversity Committee of NASSM has designed and proposed this symposium combined with roundtable discussion for the purposes of: (a) reviewing importance of diversity in professional associations; (b) summarizing current efforts and improvement of diversity within the association including significant events and contributors; (c) comparing promotion and implementation of diversity applications in academic related associations; (d) gathering relevant inputs and suggestions for continuous endeavors of organizational diversity from the NASSM members; and (e) proposing necessary strategic plan for further actions.

The symposium would be organized as two parts within a 75-minute time period. The first part would be a set of presentations given by a panel of the Diversity Committee within a time period of the first 35-40 minutes. The panelists would present closely related topics in diversity of professional associations, particularly of NASSM that may include: (a) how important organizational diversity is in a professional society; (b) what we have done in NASSM; (c) what other academic associations have been doing; (d) what efforts should be given and included in the strategic plan; and (e) what we should collaborate for our missions. The second part of the symposium would be a roundtable discussion for the remaining time. The voluntary members of the Diversity Committee of NASSM would facilitate and moderate the discussion with different groups. Each group would be assigned a specific topic related to the diversity of NASSM and the discussion would be instructed within the frame of the topic. The comments and suggestions would be gathered, summarized, and presented by the facilitators.