

# Ethnic Diversity Newsletter

Department of Ethnic Studies at Minnesota State University, Mankato

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<http://www.mnsu.edu/dept/ethnic/>

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## Realistic Conflict and the Tao/Dao of Harmony: From the Hanging in Mankato to the Fighting for Iraqi Oil<sup>1</sup>

Yueh-Ting Lee, Ph.D. Chair and Professor

Fighting violently over realistic material interests among human groups accounts for the majority of ethnic and cultural conflict yesterday, today and tomorrow. This is inconsistent with the Tao/Dao of human harmony. The questions are: What is *Tao* (in English) or *Dao* (in Chinese)? What is realistic conflict? What do realistic conflict and the Dao of harmony have to do with the hanging of Native Americans in Mankato in 1862 and the fighting for oil in Iraq today?

Originated by Laozi (or Lao Tsu) in ancient China 500 B. C., *Dao* means a road, a path, the way it is, the way of nature, the way of ultimate reality, the Rules/Laws of Nature. According to R. B. Blankney (1955), in the eyes of Chinese, *Dao* does not only refer to the way the whole world of nature operates, but also signifies the original undifferentiated Reality from which the universe is evolved. Similar to *Dao* is *De* which means humanistic behavior/virtues, character, influence, or moral force, involving human heart and inward rectitude (Blakney, 1955, p. 38). Simply put, Daoism and Laozi's philosophy focus on harmony (see Lee, 2003): a) being humanistic and harmonious with other humans; and, b) being harmonious with Mother Nature (natural environment).

The real question, then, is whether we are in harmony with other human beings and with the natural environment on this planet. In fact, human history is, to a large extent, a history of killing and fighting for material resources. In social sciences, realistic conflict theory holds that human conflict or war occurs due to competition for scarce resources (e.g., Lee, McCauley, Moghaddam, & Worchel, 2004; LeVine & Campbell, 1972). The Dakota War in the past is a classic example concerning ethnic and racial conflict. Other than historians or American Indians, very few people outside Minnesota, unfortunately, know about the Dakota Conflict in 1862 (Carley, 1976), which can be shown to be related to material interests. That is, whites from Europe invaded Native American's territory by taking over Dakota's land and driving them onto small reservations. Facing a harsh winter without food, Dakota Indians had to fight against those

white agents who failed to keep their word. But they lost the war as well as their land. As a result, a total of 38 Dakota men were hung. This is the largest mass execution in U.S. history (see the picture below).



Is such behavior consistent with the Dao of harmony? Was it humanistic to hang disenfranchised Native Americans after their land was taken away through colonial occupation?

If European Americans historically exerted genocide against Native Americans primarily for land (which is consistent with realistic conflict theory), what do we think about today's invasion into Iraq? Did we go to liberate Iraqi people, or to fight for material interests under the white American oligarchy? Is it consistent with the Dao of harmony and peace to destroy a country for one's own interests?



[http://f15.nycimc.org/gallery/ANTI-WAR-NYC-1-29-03/No\\_blood\\_x\\_oil](http://f15.nycimc.org/gallery/ANTI-WAR-NYC-1-29-03/No_blood_x_oil)

If, in this day and age, the world has become like a small village on this planet, human issues (e.g., interpersonal and intergroup/cultural relationship, ethnic conflict or ethnic cleansing, hate crimes, discrimination against females or minorities, violence against women) as well as ecological/environmental problems around the world (e.g., pollution, destruction of natural environment, excessive consumption of natural resources) are major concerns for all global citizens. As a philosophy in ancient China, *Daoism* focuses on "harmony" and therefore may become more and more understandable and appreciable in a global village, and may provide

<sup>1</sup> Correspondence regarding this essay may be directed to Dr. Lee in the Department of Ethnic Studies, 109 Morris Hall, Minnesota State University, Mankato, MN 56001 (leey@mnsu.edu).

us with some solutions to major world problems (Lee, 2003). Natural resources cannot continue to be over-exploited. For instance, oil is limited and will be gone soon. An ethnocentric and narcissistic military strategy may work temporarily. Will it work forever? Though it is easy to wipe out Native Americans in history and to defeat and occupy small countries like Afghanistan, Iraq or Iran today, what about the fighting for scarce resources between those big powers (e.g., WW III) tomorrow? If human groups kill each other (by nuclear weapons or other mass destruction weapons) and continue damaging the environment, and thus continue over-using or over-consuming resources provided by Mother Nature or Earth, can we human beings survive as a whole?

#### References and Citations

- Blakney, R. B. (1955). *The way of life: Lao Tzu* (a new translation of the *Tao Te Ching*). New York: New American Library Inc.
- Carley, K. (1976). *The Sioux Uprising of 1862*. St Paul: Minnesota Historical Society.
- Lee, Y-T. (2003). Daoistic humanism in ancient China: Broadening personality and counseling theories in the 21<sup>st</sup> century. *Journal of Humanistic Psychology*, 43(1), 64-85.
- Lee, Y-T., McCauley, C., Moghaddam, F., & Worchel, S. (2004). *The Psychology of Ethnic and Cultural Conflict*. Westport, CT: Praeger Publishers.
- LeVine, R. A., & Campbell, D. T. (1972). *Ethnocentrism: Theories of conflict, ethnic attitudes and group behavior*. New York: Wiley.

## Ethnic Studies MS Graduate Program and New Graduate Diversity Certificate Program at Minnesota State University

### A New Graduate Diversity Certificate Program offered by the Department

#### What is it about?

The graduate diversity certificate program has a total of 18 credits and provides students with basic knowledge, values, and skills related to ethnic and culturally diverse groups. It prepares our students for effective functioning across the culturally diverse and global community. This program is designed to give students more options and opportunities of gaining cultural diversity knowledge, values and skills and to meet the diversity needs in the USA and around the world.

#### Who will receive certificates?

1. Students who have a BS degree in Ethnic Studies or have a baccalaureate degree in any field but minor in Ethnic Studies would like to continue taking courses in this program (i.e., acceleration program).
2. Students who are admitted to our MS graduate program in Ethnic and Multi-Cultural Studies (EMCS) would like additionally to receive a certificate from this graduate certificate program.
3. Those professionals or traditional/non-traditional students (e.g., in education, management, governmental/public settings, nursing, counseling or other service providing fields, etc.) who have a baccalaureate degree in any field and have basic knowledge in ethnic and cultural diversity (e.g., with a knowledge similar to ETHN 100 or 101 after a screening test) can enroll and take courses in this program. However it is suggested that students in this situation seek prior advisement and permission from the Department.

#### Where can we find more information about this certificate program?

For more information about this program, please visit the website at [www.intech.mnsu.edu/leey](http://www.intech.mnsu.edu/leey)

### Interaction between Faculty and Graduate Students in Fall, 2004

To welcome new faculty and graduate students in Fall, 2004, the Department of Ethnic Studies held a picnic in a Mankato park on Oct 11, 2004. Below is a picture of the social gathering involving department and program faculty and graduate students.



On December 3, we had a training and information meeting with graduate students. We are preparing our current cohort of graduate students to be leaders in the diversity arena. Students' enthusiasm and scholarly acumen encourage the faculty in the Department of Ethnic Studies that we are on the right track.



For more information about our graduate program, please visit: <http://www.mnsu.edu/dept/ethnic/programs.html>, and application materials can be downloaded at the website of the College of Graduate Studies and Research as follows: <http://www2.mnsu.edu/graduate/pstudents/applications.shtml>.

# Diversity Teaching, Learning, and Internship Experience

## What is diversity from the perspective of a faculty?

Kebba Darboe, Ph.D. Assistant Professor of Ethnic Studies

What is diversity? It is an inclusion process designed to foster an environment where talents and cultural differences of all people are respected and valued in a university or workplace situation. Ensuring diversity on the Minnesota State University, Mankato campus prepares all of us for the global environment, which is becoming more and more diverse.

Additionally, diversity is the **uniqueness that is built into every individual**. The greatest job skills that all students and employees can acquire today are “people skills” because an instructor or employer can teach the “nitty gritty” skills of the job but not how to work with, and for people. Therefore, diversity is about empowering people.

## Benefits of Working as a Joint Faculty

Luis Posas, Ph.D., Assistant Professor of Sociology and Ethnic Studies

Since 1999, I have been working as a joint faculty in Sociology and Ethnic Studies. I believe that the years of service in these roles not only made me a better professional but also contributed to my growth as a person. Although being a member of two departments is not that easy, I have managed to carve a niche to make it work. I have excellent personal and professional relationships with each member despite the fact that both are independent departments. Nevertheless, group work is among the most gratifying activities that I carry out in each department, usually consisting of committee work, departmental regular meetings, social events, and others. These activities allow me to know the direction of the departments at the same time that I find cooperative ways to work with my colleagues. Overall, I enjoy being a joint faculty.

## Internship Experience in Washington D.C.

Mohamed Sallam (Ethnic Studies Graduate Student)



In summer, 2004 I had the good fortune of doing my internship in our nation’s capital with a non-profit organization that advocates civil rights for Muslim Americans as well as tries to better the image of Islam in the American media. It was a wonderful experience to say the least. The Council on American Islamic Relations (C.A.I.R.) does great work, and I am thankful that I was able to be a part of what they do. During my internship I worked primarily with their research department on projects dealing with the Department of Motor Vehicles and the prison systems. Aside from the project that I worked on, C.A.I.R had arranged for all of the

interns to take weekly field trips to visit nearly all of the media outlets in the D.C. area (including; FOX news, CNN, NPR, and the Washington Post). These visits were very useful because we were able to see the inner workings of each of the outlets as well as giving us the opportunity to build relationships with the different outlets in hope to work with them in the future. C.A.I.R. also arranged for us to meet with different staffers on Capitol Hill with the same purpose of our visits to media outlets. On a couple of occasions we attended workshops facilitated by staffers on the ins and outs of the American political system. Over the summer I had the opportunity to do some really valuable things. C.A.I.R. really does have a wonderful internship program, and I encourage all students who are undergrads or grads, Muslim or not, to consider C.A.I.R.’s program or any internship in the D.C. area. For more information on C.A.I.R. please visit <http://www.cair-net.org>.

## Internships in Minnesota and abroad

We had several other undergraduate and graduate students who completed their internships in various ethnic and cultural communities and organizations. For example, Timothy Gardner did his internship among native people in Brazil where he learned about the practice of shamanism. Charissa Blue did her internship in the Office of the Chancellor at Minnesota State Universities and Colleges. Our undergraduate student, Nate Meyer did his internship with Representative Cy Thao in St Paul. As Nate said, “What was most beneficial was the cultural diversity I was able to experience both working at the capitol and living in the Twin Cities. Cy took me out for lunch when we had time and I got to experience traditional Hmong food and atmosphere. Lobbyists from all over the state, Native American reservations, African-american community leaders, Hmong community leaders, etc. were all over the capitol all the time.”



Other undergraduate students, such as Sandy Vue and Susan Nelson (see the picture above), who are Ethnic Studies majors have been doing internships at the Asian Pacific Cultural Center. As Sandy said, “I have learned the procedures of how to run a large non-profit organization project. I have learned that it can take many years to actually get your plans implemented, and to have a backup plan if your original plan does not pull through. Good networking in the community is a large plus for your project. I am glad to meet great and prominent community leaders from many different Asian ethnic groups.” All these are some examples of student internships in the Ethnic Studies Department.

## Ethnic Studies Student Organization (ESSO)

ESSO is an organization of students from MSU, Mankato who believe in the rights of all individuals. ESSO is NOT only for Ethnic Studies students, but is an all-encompassing group who accepts members from anywhere. Our group is very diverse and we are always welcoming to new members. Organization officers include John Wilcox (student president), Christopher Tran (vice

president), Ahmad Sufyan (Secretary), and Charles Elton (Treasurer). This organization assisted in various projects and initiatives of other students organizations. If you have any questions or would like to attend a meeting, please e-mail ESSO at [john.wilcox@mnsu.edu](mailto:john.wilcox@mnsu.edu) or [c.tran@mnsu.edu](mailto:c.tran@mnsu.edu)

## Ronald E. McNair Program

Minnesota State University, Mankato is in the middle of implementing the Ronald E. McNair Post-baccalaureate Achievement Program on campus. Ms. Michelle Washington who is a new director of this program replaces Dr. Joann Quinones, a previous faculty member of the Department of Ethnic Studies. Dr. Lee is also a faculty

mentor for students in this program and has been supervising research projects by McNair Scholars (i.e., Sandy Vue, Susan Nelson, and Mohammed Omar). For more information, please call 507-389-6903 or email [mcnair@mnsu.edu](mailto:mcnair@mnsu.edu).



## Professional Events and Research Activities

(July-December, 2004)

### Cross-Cultural/Ethnic Scholarship in the Department

**Allen, W.** (2004) Maria Pearson -- a.k.a., 'Running Moccasins': A life spent living, teaching and bridging between tradition and modernity, thereby reconciling the dead with the living. *Journal of Iowa Archaeology Society*, (forthcoming).

**Allen, W.** (2004). *The Tragedy of the Commons Revisited*. Paper presented at an invited session at the Association for Politics and the Life Sciences meeting, September 2-5, IL, Chicago.

**Allen, W.** (2004) was invited to serve on the Editorial Board for an online journal that focuses on *Darwinian Approaches to Ethnic Studies* by MAX PLANCK SOCIETY, Human Ethology & LUDWIG BOLTZMANN INSTITUTE for Urban Ethology, Vienna.

**Darboe, K.** (2003). New immigrants in Minnesota: Somali immigration and assimilation. *Journal of Developing Societies*, 19(4): 473-508 (36) de Sitter Publications, Canada.

**Darboe, K.** (2004). *Labor Market and Earnings Discrimination within the Context of Globalization in Africa*. Paper presented at the 27<sup>th</sup> annual Global Strategic Studies Conference, October 15-16, 2004, University of Nebraska at Omaha, Nebraska.

Yue, X. D., **Lee, Y-T.**, & Bender, M. (2004). *Perception of the Most Creative People by Undergraduates from China, Germany and the USA*. Paper presented at the 28<sup>th</sup> International Congress of Psychology (ICP2004) by the International Union of Psychological Science (IUPsyS) on August 8-13, Beijing, China.

McCauley, C., **Lee, Y-T.** & Maoz, I. (2004). *Psychological Issues in Ethno-national Violence*. Paper presented at the 28<sup>th</sup> International Congress of Psychology (ICP2004) by the International Union of Psychological Science (IUPsyS) on August 8-13, Beijing, China.

McCauley, C. R. & **Lee, Y-T. Lee** (2004). Getting past the pictures in our heads: The psychology of stereotyping. *PsycCRITIQUES* (an E-journal of American Psychological Association), 49 (11), 1-6.

**Lee, Y-T.** (August, 2004) was a Convener and Chair of the symposium entitled *Personality, Person Perception and Judgment* for the 28<sup>th</sup> International Congress of Psychology (ICP2004) by the International Union of Psychological Science (IUPsyS) in Beijing, China.

**Lee, Y-T.** (August, 2004) was Convener and Co-Chair of the symposium entitled *Social Identity and Global Ethnic Conflict* (with Prof. V. Ottati) for the 28<sup>th</sup> International Congress of Psychology (ICP2004) by the International Union of Psychological Science (IUPsyS) in Beijing, China.

Slocum, F. & **Lee, Y-T.** (2004). Racism, racial stereotypes, and American politics. In J. L. Chin (ed.), *The psychology of prejudice and discrimination* (Vol. 1, pp. 61-93). Westport, CT: Praeger.

**Savundra, E.** (2004). *The philosophy of form and the human person*. Colombo, United Printek, Sri Lanka.

**Savundra, E.** (2004). *A war diary from Jaffna: An eye witness account*. Wisdom Publication, Sri Lanka.

## Asian American Symposium organized by Prof. H. H. Phan

This year, Prof. Hanh Huy Phan, a faculty member of the Department organized a wonderful program which was well received on campus on Oct. 19 and 20. Many faculty and graduate students from the Department of Ethnic Studies and from other Departments delivered their research on Asian and Asian Americans during the symposium.

- Dr. Atrayee Ghosh Roy delivered a presentation on *Outsourcing: US and Global Economic Impact*.
- Dr. Anne Lacsamana presented a topic on *The Warm Body Export: Globalization and the Filipino Diaspora.*

- Ms. Hannah Miyamoto, J.D discussed an issue about *comparing the W.W.II Internment of Japanese Americans to the U.S. Response to Islamist Terrorism*.
- Dr. Peng Tao lectured on *East and West: Changing Each Others' Images*.

The Hmong Students Association and many other Asian American students and Ethnic Studies Students also got involved in this symposium. Dr. Geoffrey Maruyama who is assistant vice president for multicultural and academic affairs at the University of Minnesota gave a keynote speech on *Asian Americans in Post-secondary Education: Successes and Challenges*.

## Accomplishments of ES Program Faculty

### **Maria Asplund, Ph.D. (Assistant Professor of Educational Studies)**

Asplund, M. (2004). *A model for implementing the culturally relevant pedagogy in teacher education: Pre-service teachers working with English language learners*. Paper presented at the National Reading Conference in December.

### **Atrayee Ghosh-Roy, Ph.D. (Assistant Professor of Economics)**

Ghosh Roy, A. (2004). wrote a review of C. Fred Bergsten and C. Randall's book titled, *Global Economic Leadership and the Group of Seven*, and it has been published in the *Indian Journal of Economics and Business* in June.

### **Saleheen Khan, Ph.D. (Assistant Professor of Economics)**

Khan, S. (2004). Contagious Asian crisis: Bank lending and capital inflows. *Journal of Economic Integration*, (forthcoming).

### **David Laverny-Rafter, Ph.D. (Professor of Urban Studies)**

Laverny-Rafter, D. (2004). "*Transportation Planning in Minneapolis Metropolitan Area*." An address delivered at a professional seminar for visiting Mayors and Deputy Mayors from the People's Republic of China on October 16, University of Minnesota, Minneapolis.

### **Jackie Lewis, Ph.D. (Associate Professor of Student Counseling)**

Lewis, J., Firven, W. & Coursol, D. (October, 2004). *Developing University-Community Partnerships: Bringing Diversity into the Classroom*. Paper

presented at a conference of North Central Association of Counselor Education and Supervision, St. Louis, MO.

Lewis, J. Olson, M. & Erwin, W. (2004). *Promoting Diversity Through University-Community Partnerships: Strategies and Challenges*. Paper presented at a conference of North Central Association of Counselor Education and Supervision, St. Louis, MO.

### **Vinai, Norasakkunkit, Ph.D. (Assistant Professor of Psychology)**

Norasakkunkit, V (2004). *Cultural Constructions of Emotional Distress and Well-Being*. Paper presented at the Mind, Culture, and Evolution Conference in July, Vancouver, British Columbia.

### **Fred Slocum, Ph.D. (Associate Professor of Political Science)**

Slocum, F. (2004), Immigration and Voting. In *the Contemporary Encyclopedia of American Immigration*. Greenwood Publishing Group (in press).

Slocum, F. (2004) The 'New South' Thesis Revisited: The Continuing Importance of Race in Southern Politics. In Jose da Cruz, Becky da Cruz and Andrew Dowdle (eds.), *American Politics: Transformation and Change*. Pearson Educational Publishing.

## Support and Sponsorship of Ethnic and Cross-Cultural Events/Activities

1. On September 17, 18, 19, and 20, Wayne Allen and many of our ES faculty and students who did voluntary services for the Pow Wow participated in the 32<sup>nd</sup> Annual Traditional Wacipi honoring the 38 Dakota in Mankato, Minnesota. Allen presented, "*The Tipi Time Machine: Traditional Earth-based Tools and Teaching Third Graders*," at the Annual Mankato Powwow Education Day, September 17, 2004.

2. On October 19-20, Hanh Huy Phan helped to organize the Asian American Symposium (see above) in which many of ES graduate students, Department faculty, and program faculty made presentations.

3. On November 19, 2004, the Department of Ethnic Studies co-sponsored the 34<sup>th</sup> Annual Cultural Diversity Dinner on campus.

4. On November 20, 2004, the Department of Ethnic Studies helped to organize and participated in *the Hmong Cultural Day*.

5. On November 21, 2004, the Department of Ethnic Studies co-sponsored and helped to organize and participate on *the Somali Cultural Day*.

6. This semester the Department of Ethnic Studies helped the La Mano organization in various events and activities. Drs. Wayne Allen and Luis Posas served as board members, Sandy Vue worked as a student assistant.

7. On December 2, Graduate Student Mohamed Sallam and Prof. Y-T. Lee made presentations about global perception of Americans in the Mankato community in the Civic Center, Mankato, Minnesota.

8. Ethnic Studies Graduate Student Lorrie Bortuzzo helped to organize *the Friendship Night* on October 10 and *the South Asia Night* on December 4 at Minnesota State University, Mankato.

9. In mid-December, 2004, Graduate Students John Wilcox, Chris Tran, Penh Lo, and Professor Y-T. Lee in the Department of Ethnic Studies joined in other groups on campus and in the communities and successfully removed an anti-Hmong hateful bumper sticker at a store of River Hill Mall, Mankato.

## Graduation and Good News from our Alumni

Congratulations to several Ethnic Studies undergraduate students who graduated in December 2004! Our graduate student, Abdulkadir Alasow received an MS degree with a focus on Ethnic Studies. His alternate plan paper dealt with the migration of Somali immigrants and refugees to Minnesota. Congratulations!

Good news comes from Nithy Sevanthinan who is one of our graduate alumni in Texas as follows:



"North Harris Montgomery Community College District (NHMCCD) is one of the fastest growing community college in the country. We

have 5 comprehensive campuses and 7 seven satellite centers. And the University center partners with six Texas universities to provide bachelor's and master's program. NHMCCD created a brand new department known as the Office of International Programs and Services. I am the chief reporting officer and the central link to the world of International Education for the whole district. In my

capacity, I oversee every endeavor for international student services, study abroad programs, internationalizing the curriculum, faculty exchanges, partnerships with universities abroad and international companies and most importantly the key to International Education is to foster global understanding and friendship. Keep pedaling! Nithy"

## Faculty and Staff News in the Ethnic Studies Dept

**Appreciation and Recognition:** As part of our tradition, faculty and staff members in the Department had a recognition and appreciation lunch at the end of the semester in December, 2004. Below is a picture of Dr. Y-T. Lee, Ms. C. Veldhuisen, Prof. H. H. Phan, Dr. L. Posas, Dr. Allen, Dr. E. Savundra, and Dr. K. Darboe.



**Faculty Openings:** There are two openings in the Department. One is a replacement of an African American specialist. The other is a new line added to the Department, which will focus on Native or Latino American Studies.

**African American Specialist (Tenure Track):** Teach general education, introductory and upper division and/or graduate level courses in Ethnic Studies Department with primary areas in African American Studies. Faculty members are expected to demonstrate effective teaching, on-going scholarly achievements, continuing preparation, contribution to student

growth, on-line education and service to the university and community. Doctoral degree; field of expertise is open, including social sciences, humanities and/or other related areas but must be compatible with the interdisciplinary field of Ethnic Studies. Review of applications will begin on January 18 but will continue until it is filled. For more information, please see the website: [http://www.mnsu.edu/dept/AffAct/MSU-VAC\\_NOT/EthnicStudies.htm](http://www.mnsu.edu/dept/AffAct/MSU-VAC_NOT/EthnicStudies.htm)

**Native or Latino American Specialist (Tenure Track):** Teach general education, undergraduate and graduate courses in Ethnic Studies. Have research interest in Native American or Latino American Studies. Must incorporate race and gender from a multicultural and international perspective in teaching and integrate technology in instruction. Faculty member is expected to maintain continuing study, engage in research, contribute to student growth and development, and be involved in university and community service. Ph.D. in hand at time of appointment in Ethnic/Diversity Studies, social sciences/humanities or related field that complement the discipline strengths of current faculty members. Demonstrated successful teaching and research experiences in Ethnic Studies from American and global perspectives. Demonstrated knowledge of Native American or Latino American studies. Ability to incorporate issues of race/ethnicity, gender and global perspectives in courses. Demonstrated knowledge and application of technology in teaching and research. Review of applications will begin on January 18 but will continue until it is filled. For more information, please see the website [http://www.mnsu.edu/dept/AffAct/MSU-VAC\\_NOT/EthnicStudiesGenEdLatino.htm](http://www.mnsu.edu/dept/AffAct/MSU-VAC_NOT/EthnicStudiesGenEdLatino.htm)

## Donation to Ethnic Studies Scholarships

The Department of Ethnic Studies provides special opportunities and recognition for our Ethnic Studies students. We have the ES Academic Excellence Scholarship/Award for an ES student with the highest GPA, and the E.S. Achievement Scholarship/Award for an ES student who overcomes a great difficulty and maintains a very good GPA, and the "Timothy Price

Scholarship" for two outstanding students who are in great academic standing and also have demonstrated excellent leadership skills and community experiences.

In order to continue providing our students with scholarships and interactive multi-cultural experiences, we need continuous support from colleagues and friends. Please consider a contribution to the Ethnic Studies Department's foundation account for scholarships (Acct # 335814). For more information, please contact Dr. Lee ([leey@mnsu.edu](mailto:leey@mnsu.edu) or 507-389-6319). Thank you for your active support and contribution to our students and program.

## Spring 2005's Schedule

For the schedule of Spring, 2005, please visit the website: <http://www3.mnsu.edu/courses/> and select Ethnic Studies



## Happy New Year 2005!

## Mission Statement

Our mission statement states, "The Department of Ethnic Studies, an interdisciplinary program, is academically committed to promoting multicultural and ethnic knowledge, skills and values both within and outside the United States and to preparing our students for effective functioning across the culturally diverse and global community." For more information about the Ethnic Studies undergraduate or graduate programs, please call the Department of Ethnic Studies at (507)-389-2798 or visit our website (<http://www.mnsu.edu/ethnic>).

# **Ethnic Diversity**

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