Institutional Cycle of Sameness (Laker, 2002)

DOING DIVERSITY: If we keep doing what we’re doing...we’ll keep getting what we’ve gotten...

Critical Incident

Task Force/Commission

Eloquent Papers
Bold Recommendations
Grand Pronouncements
Strategic Plans

Hire Guru
(enrollment manager/special assistant)
Responsibility w/o Authority

Big-Name Speaker
Required Programs
Classes, and Training
Theme Weeks

Majority
Grumbling/
Minority
Frustration/
Choir Guilty

Things Die Down
But Don’t Really
Change