

TRIBUTE TO DR. LARICE Y. COWAN

CONGRATULATORY TRIBUTE TO DR. LARICE Y. COWAN ON THE ACCESSION OF HER RETIREMENT AS ASSISTANT CHANCELLOR AND DIRECTOR OF THE OFFICE OF EQUAL OPPORTUNITY AND ACCESS AT THE UNIVERSITY OF ILLINOIS CHAMPAIGN URBANA CAMPUS. -- (Extensions of Remarks - April 23, 2009

SPEECH OF
HON. DANNY K. DAVIS OF ILLINOIS
IN THE HOUSE OF REPRESENTATIVES
THURSDAY, APRIL 23, 2009

- Mr. DAVIS of Illinois. Madam Speaker, I rise to pay tribute to Dr. Larice Cowan, a fellow alumnus from the University of Arkansas at Pine Bluff who has distinguished herself as an outstanding academician and practitioner in the field of human relations and affirmative action. Dr. Cowan graduated from the University of Arkansas at Pine Bluff with a Bachelor of Arts Degree in Sociology in 1971; she subsequently earned a Masters Degree in Social Work at the University of Arkansas at Little Rock, and a PhD in Educational Policy Studies from the University of Illinois at Champaign.

- Dr. Cowan began her career in civil rights and human rights as Director of the Community Relations Department for the City of Champaign, where she pioneered cooperative relationships between Champaign Police Department and the community. She partnered with a Lieutenant in the police department and two university professors to produce a research document titled "Police-community Relations: A Process, not a Product", this research actively is credited with helping to change police and citizens interaction within the City of Champaign.

- After coming to the University of Illinois, Dr. Cowan devoted her life to a career in affirmative action and diversity. As Assistant Vice Chancellor for Administration and Director of Affirmative Action for staff, she led the campus in establishing policies and procedures to advance campus affirmative action for faculty and staff. As Assistant Chancellor and Director of OEOA, she introduced the first major campus-wide diversity program which was attended by Deans, Directors, and department heads and instrumental in the development of the first video produced on sexual harassment prevention and the presentation of a series of campus programs on sexual harassment prevention. Currently, Dr. Cowan oversees the university's affirmative action policies and procedures, including compliance with the Americans with Disabilities Act: the investigation of internal and external complaints of alleged discrimination filed with federal and state civil rights agencies, the development and implementation of educational programs on diversity inclusion, sexual harassment prevention, disability issues and related topics for faculty and staff to improve campus climate and to facilitate campus and community

outreach and interaction. Dr. Cowan is active in her local community where she serves on several boards dealing with education, substance abuse, women's issues and civil rights. She has received numerous awards and citations for her outstanding work. I am pleased to commend and congratulate Dr. Cowan on an outstanding career and wish her well in all of her future endeavors.