

# Office of Diversity News

Volume 2, Issue 1 Winter/Spring 2011

## DIRECTOR'S MESSAGE: DIVERSITY IS EVERYONE'S BUSINESS

That headline is not just a slogan; it is a belief that is central to the work of the Office of Diversity. Although by title I am ISU's Diversity Officer, I see the work of engaging in conversation and other interactions, study, and reflection about our diverse campus and world as everyone's responsibility. Multicultural competency is a skill set required to thrive in the 21<sup>st</sup> century.

Here at ISU we emphasize engaged citizenship, experiential learning, and community outreach. Our similarities and differences emerge when we engage with each other; when we work constructively to understand each other we build connections and community. Diversity exists in your residence hall, in your office, in your classroom, and outside the campus in Terre Haute. Everyone can become involved!

In this edition of the Office of Diversity newsletter, we want to highlight diversity activities and initiatives by individuals and groups across the campus. There are photos and short descriptions of events that have occurred over the last few months and previews of events yet to come. Consider joining in one of the upcoming events; you never know what you can discover.

I hope everyone on campus takes an interest learning from and about diversity. On our office web page (<http://www.indstate.edu/diversity/>) you will find our commitment to "increase awareness and interaction with the existing diversity on ISU's campus and highlight the centrality of diversity, equity, and inclusion in higher education." I can cite numerous benefits of diversity that we know from research and scholarship on this topic. I would enjoy hearing from you any time about what you enjoy and learn from engaging with diversity.

**Mary R Ferguson, Ph.D.**  
**University Diversity Officer**

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## UPCOMING DIVERSITY EVENTS

*Supported by  
Office of Diversity mini-grants*

Nine student organizations received Spring semester mini-grants from the Office of Diversity. Each semester the Office of Diversity requests funding proposal for diversity-related events from recognized student organization. For more information or to review mini-grant guidelines and application, go to [www.indstate.edu/diversityoffice\\_of\\_Diversity\\_Student\\_Mini\\_Grant\\_Guidelines.pdf](http://www.indstate.edu/diversityoffice_of_Diversity_Student_Mini_Grant_Guidelines.pdf).

### **African American Collegiate Leadership College Conference**

Saturday, April 2 — 8:15 a.m. to 4:15 p.m.  
HMSU

### **International Student Organization/ African Student Union**

"African Global Night"  
Saturday, April 2 — 7:00 p.m.  
University Hall

### **Wabash Valley SHRM**

"Capacity Building Assistance Strategic  
Planning for Non-Profit Agencies"  
Thursday/Friday, April 14 & 15  
HMSU

### **Promoting Health Across Campus Together (PHACT)**

"No Woman Left Behind Rally"  
Monday, April 14 — 6:30 p.m.  
Dede Plaza

### **Student African American Sisterhood**

"Unity Field Day"  
Friday, April 22 — 5:00 p.m.  
Wolfe Field

### **Student Affiliates in School Psychology**

"Are Two Enough? Gender Identity and the  
Atypically Gendered"  
Tuesday, April 26 — 7:00 p.m.  
University Hall Theater

**Pictured are events supported by the  
Office of Diversity held January  
through March.**

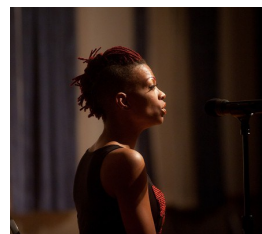


*Chinese Students & Scholars Association's  
Chinese New Year Celebration  
held Sunday, January 30*



*Advocates for Equality's  
Miss Gay ISU Event  
held February 3*

*Diversity in Science Speaker  
Kennedy Ondimu, PhD.,  
visiting Fulbright Scholar  
at SMWC  
held February 22*



*Tasha Jones at the  
Heritage Ballroom  
held February 24*

### **Not pictured:**

*"9500 Liberty" Documentary held March 1*

## UPCOMING

### DIVERSITY EVENTS (continued)

#### *Campus Events*

##### **10th Annual Human Rights Day**

Tuesday, April 19 — all day  
HMSU

#### *Community Events*

##### **Community Fair Housing Workshop**

Monday, April 18 — 2:00 p.m.  
Booker T. Washington Community Center

##### **Engaging the Community About Autism**

Wednesday, April 20 — 5:00 to 7:00 p.m.  
Vigo County Public Library

## INTERFAITH DIALOGUE

### **Women in the Muslim Religion**

Tuesday, March 29 — 6:30 to 7:30 p.m.  
Cunningham Library, Room 28

ISU's Center for the Study of Health, Religion and Spirituality and United Campus Ministries, co-sponsors for an ongoing series of interfaith discussions. The sessions encourage people to come together in respect to learn from other's differences and beliefs. People from all different religious backgrounds are welcome to attend programs.

On Tuesday, March 29, Dr. Tarek and Haifa Zaher spoke about women's roles in Islam.

### Diversity Events Calendar

We encourage you to share information about any upcoming campus programs, events or speakers that highlight diversity and are sponsored by your student organization or occurring in your College or unit. For more information go to <http://calendar.indstate.edu/MasterCalendar/MasterCalendar.aspx>.

## LIVING HISTORY COMES TO TERRE HAUTE



ISU welcomed General Joseph McNeil to campus on February 21. General McNeil, as one of the Greensboro Four, played an instrumental role in the historic protest held at a Woolworth's lunch counter in Greensboro, North Carolina in 1960. The lunch counter sit-ins were considered a turning point in the Civil Rights movement.

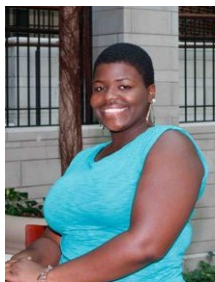
The program was sponsored by the City of Terre Haute Human Relations Commission, ISU African American Cultural Center, ISU Department of Educational Leadership, ISU Office of Diversity, ISU Office of the Provost and the ISU Student Government Association.

If you missed the General's speech you can still listen to the interview he shared with the campus radio station WISU in their podcast library at <http://www.indstate.edu/sycamorepodcast/?p=333>.

## WELCOME SPRING SEMESTER INTERNS

The Office of Diversity welcomes the contributions of ISU students who choose to undertake a practicum or internship with us. We structure internships to meet students' learning goals and work closely with course instructors to make the experiences worthwhile and challenging. We gain valuable perspective from these interns and their connections to the campus. We have a number of projects that couldn't be undertaken without the extra assistance they provide. Their efforts are very much appreciated!

### **Monique Jernigan Practicum Student**



Monique is what you call a true Hoosier—born and raised in Indiana. She received her Bachelor's Degree from Indiana University Bloomington and is now proud to call Indiana State University her new home! Monique is a first year graduate student

pursuing a Master's of Science in the Student Affairs and Higher Education program. Her graduate assistantship is in the Office of Student Activities & Organizations, and her spring 2011 practicum is in the Office of Diversity.

Monique is a first-generation college student with a passion for working with underrepresented groups, which led her to this office. She desired to work in the Office of Diversity as a way to educate herself on the practices and policies of the office as it relates to varying perspectives of diversity on today's college campuses.

While with the Office of Diversity, Monique is working on the Visiting Scholars Program, gathering information about students' experiences and view of diversity, and Faculty Mini-Grants. She hopes to continue work with this office into the summer and/or fall of 2011 assisting in the aforementioned areas.

Monique plans to integrate her experience with the Office of Diversity with her role in Student Activities &

Organizations and also as she continues to narrow in her functional areas within Student Affairs.

In her free time, she admits that she loves to visit/socialize with friends and simply relax.

### **Pedro Navarrete Practicum Student**



Pedro Navarrete received his Bachelor's Degree in History from Central Washington University (CWU). He is currently in his first year of graduate school pursuing a master's degree in

Student Affairs & Higher Education. His graduate assistantship is with Union Board & Family Services. During the spring of 2010-2011 academic year Pedro is completing his practicum experience with the Office of Diversity working on policy and assessment. In addition, Pedro is taking a role in the Safe Zone program aimed at helping to create an inclusive environment for the LGBTQ community on the ISU campus. Bringing a wealth of personal knowledge and past experiences on diversity topics, Pedro hopes to gain a greater understanding of campus inclusion and how diversity is implemented in the higher education field.

## SCHOLAR COLLABORATION AND PROSPECTIVE FACULTY DAY PUTS SEARCH RECOMMENDATIONS INTO OPERATION

The Council on Diversity invested in a consultant last year to study the processes we use at ISU for recruiting and selecting faculty members and exempt staff. Last spring, the Council released the consultant's report with 17 recommendations for improving our processes. (<http://www.indstate.edu/diversity/Indiana%20State%20University%20Closing%20Report.pdf>)

Informed by these recommendations and committed to Goal 6 of the Strategic Plan (Recruit and Retain Great Faculty and Staff), this year ISU launched a Diversifying the Faculty Initiative to assist in meeting one of the goal's objectives (<http://www.indstate.edu/academicaffairs/DivFacIni.htm>). President Bradley announced one aspect of the initiative - the opportunity hire program - in his fall address. For the first time in a number of years, ISU was deploying an opportunity hire program for faculty in the colleges and the library, in part stimulated by a large and growing diverse student population. Almost 15% of students at ISU are African American and more than 20% of the entire student body reflects domestic or international diversity. The Provost's appointment of Josh Powers, from the Bayh College of Education and co-chair of the Council on Diversity, as Special Assistant for Academic Initiatives provided direction for the initiative.

New, cooperative efforts began to impact the faculty search process in the 2010-11 academic year. Powers teamed with Tami Weinzapfel-Smith (Director of Employee Relations, Immigration, and Employment and Training) from Human Resources, Sheila Johnson (Director of the Office of Affirmative Action), and Mary Ferguson (University Diversity Officer and the other co-chair of the Council on Diversity and chair of the Strategic Plan implementation group for diversifying the faculty).

The team started by identifying eight senior faculty and emeriti to serve as search process partners once the searches were announced. Thanks to Eli Bermudez, Michele Boyer, Hema Ganapathy-Coleman, Denise Collins, Ron Dunbar, Betsy Hine, Dale Ann O'Neal, and Tom Sauer each search committee included an experienced search veteran to offer resources and give feedback.

In December, search leadership workshops were offered for all search chairs and department chairs to learn about the new initiatives. Forty-one faculty and staff attended. In addition to the opportunity hire program overview, there was a review of the mechanics of searches by HR and Affirmative Action and a focus on search team building and problem troubleshooting. A highlight of these workshops was a panel discussion where faculty, alumni, and current students offered their views on the importance of a diverse faculty. For those who missed the panel, the 15-minute discussion is still accessible online at <http://media.indstate.edu/opa/video/2010/bcoe/powers-diversity-panel.wmv>.

Additional workshops for search chairs and their committees followed in January. Forty-nine more faculty and staff participated. Search committees were directed to outreach resources for reaching under-represented faculty through a number of databases and directories. Participants also learned about Scholar Collaboration and Prospective Faculty Day, a cohort recruiting and preview day planned for February.

## SCHOLAR COLLABORATION AND PROSPECTIVE FACULTY DAY PUTS SEARCH RECOMMENDATIONS INTO OPERATION (continued)

Scholars from around the country began to take notice of ISU's new approach. Over 75 prospective faculty candidates from under-represented groups submitted their credentials to ISU. Finally, 20 prospective faculty of color were invited on the recommendation of a potential hiring department to attend Scholar Collaboration and Prospective Faculty Day on February 21.

The scholars and prospective faculty came from all over the US for a day loaded with campus interaction and information. They listened to a session on promotion and tenure and received an overview of ISU and the Terre Haute community. They lunched with students and dined with the President and Provost.

ISU's commitment to scholarship, service, and community engagement were highlighted in several ways. There was a research poster session by ISU faculty engaged in diversity related research. Small groups of prospective faculty and ISU faculty discussed common research interests and projects in a scholarship colloquy. A second colloquy on experiential learning and community engagement evidenced ISU distinction in this area.

In one sense Scholar Collaboration and Prospective Faculty Day was designed to show and tell the visiting scholars and prospective faculty what we already know – that ISU is a great place to work and ISU students make our experiences here meaningful and worthwhile. Yet the day also yielded information about how we are progressing with our diversifying the faculty initiative.

In response to an evaluation survey, one participant shared, "The effort that ISU placed into recruiting scholars of color convinced me that it would be a place of inclusion and support." Another participant suggested, "But the most important thing that you've done at ISU is to pilot an alternative method of hiring which does not thrive on competition, suspicion, and hostility but on collaboration and transparency. Moreover, at ISU, I saw a rare kind of cooperation between all levels of a higher-ed institution; i.e., between the president, administration, faculty, support staff, graduate and undergraduate students, and members of the community."

There is at least one remaining step currently planned in this first year of implementing the search process study recommendations. On April 18, ISU will host M. Renee Baker from Rochester Institute of Technology where faculty of color represents 9.7% of the 2010 tenure track faculty workforce. Baker joined RIT in 2002 as a result of the President creating the position of Manager of Faculty Recruitment. In her role of manager of the Office of Faculty Recruitment and Retention, Baker has become very clear about key success factors related to her mission. Baker will offer two workshops at ISU on Monday, April 18. In the morning she will facilitate dialogue to build upon the success of ISU's inaugural Scholar Collaboration and Prospective Faculty Day. That afternoon she offers her expertise in a workshop that examines cultural and gender differences in the processes of recruitment, assessment, and selection of faculty. Contact the Office of Diversity, x2877 or [mary.ferguson@indstate.edu](mailto:mary.ferguson@indstate.edu) if you are interested in either of Baker's workshops.

## FACULTY BOOKS TEACH ABOUT DIVERSITY

Our faculty has interest in many different aspects of diversity; their expertise is an asset to ISU.

**These two were featured in Chronicle of Higher Education online 3-22-2011; about the author text is taken from Amazon.com books web pages about these two books.**

**Multiculturalism on Campus: Theory, Models, and Practices for Understanding Diversity and Creating Inclusion**, edited by Michael J. Cuyjet, Mary F. Howard-Hamilton, and Diane L. Cooper (Stylus Publishing; 460 pages; \$75 hardcover, \$37.50 paperback). Offers suggestions for creating an inclusive environment for underrepresented groups.

### *About the Author*

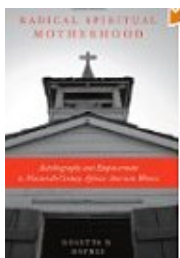
**Mary F. Howard-Hamilton** is a Professor of Higher Education at Indiana State University. She previously served as a higher education administrator for 15 years, working at five institutions, where her responsibilities variously included orientation, developmental education, judicial affairs, multicultural affairs, commuter life, and residence life. She taught courses in student affairs, higher education, and counseling at the University of Florida and at Indiana University in Bloomington, Indiana where she was also Associate Dean for Graduate Studies in the School of Education. Her areas of expertise are multicultural issues in higher education, student development theories, feminist theory and therapy, and consultation. She has published over 75 articles and book chapters, and co-authored or co-edited five books.

**Social Class on Campus: Theories and Manifestations**, by Will Barratt (Stylus Publishing; 238 pages; \$75 hardcover, \$24.95 paperback). Offers a pedagogical perspective on how class mediates social relations in higher education.

### *About the Author*

**Will Barrett** has taught in the Departments of Counseling and Educational Leadership at Indiana State University over the past 20 years. He was the Holmstedt Distinguished Professor in the Bayh College of Education in 2006-2007 and was given the Caleb Mills Distinguished Teaching Award in 2008. During 1998-1999 he was Associate Dean of the College of Graduate and Professional Studies before returning to the classroom. He received degrees from Beloit College, Miami University, and The University of Iowa. He lived in Budapest in 1987-1988 and in Beijing in 1995-1996.

### **From the Amazon.com books web page on this book**



**Radical Spiritual Motherhood: Autobiography and Empowerment in Nineteenth-Century African American Women**, by Rosetta Haynes (Louisiana State University Press, 236 pages; \$ 39.95 Amazon price hardcover, \$9.99 Kindle Edition)

In this cutting-edge work, Rosetta R. Haynes explores the spiritual autobiographies of five nineteenth-century female African American itinerant preachers to discover the ways in which they drew upon religion and the material conditions of their lives to

## FACULTY BOOKS TEACH ABOUT DIVERSITY (continued)

fashion powerful personas that enabled them to pursue their missions as divinely appointed religious leaders. Haynes examines the lives and narratives of Jarena Lee (1783- ?), Zilpha Elaw (c. 1790- ?), Julia Foote (1823-1900), Amanda Berry Smith (1837-1915), and Rebecca Cox Jackson (1795-1871) through an innovative conceptual framework Haynes terms "radical spiritual motherhood"--an empowering identity deriving from the experience of "sanctification," a kind of spiritual perfection following conversion.

Drawing upon conventional nineteenth-century standards for motherhood, radical spiritual motherhood also challenges traditional standards: These were women whose religious missions authorized them to preach in public, to assume an activist role, and to declare sexual autonomy through celibacy. They redefined their relationships to the powers that be by becoming instruments of God in a kind of profeminist gesture. Haynes uses historical methods, feminist literary theory, and liberation theology to investigate the ways these women, as reflected especially in their autobiographies, employed the idea of motherhood to fashion strong, authentic identities as women called to preach the gospel.

Though radical spiritual motherhood is an identity specifically adopted by free black women, the lives and texts of these itinerant preachers retain close ties to those of enslaved black women through the negative cultural stereotypes assigned to both groups. To illustrate this connection, Haynes analyzes the writings of the preachers within the context of the narratives of former slaves Harriet Jacobs, Mary Prince, and Sojourner Truth.

Haynes also links the lineage of radical spiritual motherhood to a modern woman by considering Pauli Murray (1910-1985), the first African American woman and the second African American to be ordained as an Episcopal priest. By looking at Murray's intellectual and spiritual development, especially her feminist ideologies, social activism, and espousal of liberation theology, Haynes shows that Murray was in fact a modern-day radical spiritual mother. Pioneering and accessible, *Radical Spiritual Motherhood* marks a turning point in the study of both African American literature and women's studies.

### *About the Author*

Rosetta Haynes is an Associate Professor in the Department of English. She received her Ph. D. in English from Cornell University in 1996. Her research and teaching interests include African American literature, multicultural American literature, and women's literature. Some of her articles and book chapters include: "Zilpha Elaw's Serial Domesticity: An Unsentimental Journey," "Voice, Body and Collaboration: Constructions of Authority in *The History of Mary Prince*," and "Intersections of Race, Gender, Sexuality, and Experimentation in the Autobiographical Writings of Cherríe Moraga and Maxine Hong Kingston." In 2002, she received the College of Arts and Sciences Educational Excellence Award

**Office of Diversity  
426 Rankin Hall  
Terre Haute, IN 47809  
812-237-2877  
[www.indstate.edu/diversity](http://www.indstate.edu/diversity)**