Meet our New Director

The Office of Institutional Diversity (OID) is pleased to announce the appointment of Charlene Alexander as the new director and associate provost of diversity. She replaces Charles Payne who retired June 30, 2013.

Dr. Alexander is not a stranger to Ball State University. She comes to us from the Department of Counseling Psychology and Guidance Services where she had been a faculty member since 1997. She has an extensive academic history and expertise in the field of multiculturalism and diversity. She is the coeditor of the Handbook of Multicultural Counseling. She also serves as Faculty Athletic Representative.

Dr. Alexander was born and raised in Trinidad and Tobago. She is married to Harald and has two children—Celeste (20) and Alexander (13).

We are extremely happy to have her on board!

Southern Regional Education Board
Institute on Teaching and Mentoring
OCTOBER 31–NOVEMBER 2, 2013 | ARLINGTON, VA

Ball State University is an institutional member of the Southern Regional Education Board’s (SREB) Doctoral Scholars Programs. This program is designed to support and mentor ethnic minority doctoral students during their education, with the goal of increasing the numbers of ethnic minority candidates entering academic positions post-graduation. Selected doctoral scholars and their respective mentors attended the Institute on Teaching and Mentoring in Arlington, Virginia and took some time out to visit the Martin Luther King Jr. Memorial in Washington, DC during their trip.

MINORITY ACCESS AWARD

Ball State was recognized at the Minority Access Conference on September 28, 2013 in Washington, DC for our Diversity Initiatives and received the Institutional Minority Access Award.

DIVERSITY ASSOCIATES PROGRAM

The Office of Institutional Diversity sponsors the Diversity Associates Program, which provides faculty with the opportunity to execute a diversity-related project. This year the program has been extended to include diversity-related research, immersive learning, grant applications, and inclusive pedagogy programs.

OID ADVISORY COUNCIL

The OID’s Advisory Council has been developing a strategic plan based on the university’s strategic plan, reports from the University Diversity Committee, advocacy, recruiting and retention initiatives and our PhD Pathways program.

The members of the OID’s Advisory Council are: Nagia Ali, Olon Dotson, Laurie Lindberg, Rebecca Baer, Thalia Mulvihill, Jayne Beilke, Linh Littleford, Kristen McCauliff, Barbara Giorgio-Booher, Robin Phelps-Ward, and Christopher Moore.

PhD PATHWAYS

In August 2012, graduate assistant Robin Phelps-Ward began work on the PhD Pathways program. PhD Pathways is a mentoring program that matches undergraduate and graduate students from underrepresented backgrounds with faculty, professional staff, community professionals and distinguished alumni. The program started in the College of Communication, Information, and Media (CCIM), and with the help of graduate assistant, Rahsaan McKell-Jeffers, the PhD Pathways program is now in place in Teachers College and the Office of Veteran Affairs.

FALL 2013 SEMESTER ACCOMPLISHMENTS

• We participated in an on-campus dialogue with the Social Justice League, as well as made classroom presentations to increase awareness about diversity communication.

• We conducted diversity training sessions with various areas on campus.

• We continued to work with and ensure that each unit has a diversity plan with recruitment targets.

• We introduced OID and our services to new faculty during their orientation and co-sponsored the new diverse faculty/staff and student luncheon with the Office of Multicultural Affairs.

• We met with personnel committees to discuss processes and procedures for recruiting diverse candidates and continue to reach out to nationally ranked programs to promote our open positions.

• We began planning the 2014 Diversity Symposium. Mark your calendars for October 25, 2014.

• We attended the Graduate Enrollment Management Plan Training to discuss ways to recruit additional diverse graduate students.

• We have identified speakers for our Spring 2014 diversity presentations. Be on the lookout for announcements of these presentations.

• We have participated in meetings with the College of Science and Humanities Task Force on the Status of Women.

• We continue to identify initiatives to increase the number of McNair Scholars and attended the McKnight Fellowship Recruiting Conference.
The Office of Institutional Diversity is dedicated to the recruitment and retention of diverse faculty and staff. Our goals are to be a recognized resource for the campus community where individuals of diverse backgrounds know they are supported through our advocacy efforts. We seek to educate the campus community by initiating challenging conversations related to diversity in order to enhance awareness about the needs of all faculty and staff. We seek to enhance innovative pedagogy and the overall performance and effectiveness of the university.

The Office of Institutional Diversity is committed to:

- scholarship
- data driven initiatives and decision-making
- a multicultural environment
- educating the university on the importance of establishing a diverse environment
- providing resources to assist the university with their diversity efforts.

### CONTACT US
Office of Institutional Diversity
Ball State University
Whiting Business Building (WB), Room 134
Muncie, IN 47306
Phone: 765-285-5316
bsu.edu/diversity

### OUR STAFF
Administrative Coordinator
Julie Eiser

Graduate Assistants
Yuri Choi
Lamarra Currie

PhD Pathways Graduate Assistants
Rahsaan McKell-Jeffers
Robin Phelps-Ward

### Upcoming event
**February 25, 2014 from 7-9 pm at the Student Ballroom**
We are preparing a tribute to Nelson Mandela. This tribute will include members of the Muncie and Marion Communities, the Multicultural Center, and Ball State South Africa Alumni.

### Past on-campus events, co-hosted by OID

**October 14, 2013**
Critically-acclaimed broadcast journalist, **Soledad O’Brien**, came to campus as part of the 2013–2014 Excellence in Leadership Speaker Series.

**October 15, 2013**
The School of Music presented **Salaam, the Arabic Music Ensemble Concert**.

**October 20, 2013**
**Wil Haygood**, associate producer of the film “The Butler,” came to campus as part of the 2013–2014 Excellence in Leadership Speaker Series.

**November 11, 2013**
“**Mother 4, 5, and 7EVEN**,” a play produced and directed by James Wesley Williams on the problems of mental health from an ethnic perspective, was shown on campus.

**December 5, 2013**
The OID hosted a **Diversity Celebration** at the Alumni Center to foster innovation and collaboration among our faculty and community members. More than 50 faculty and community partners were in attendance.